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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF RIVERSIDE

ALEXIS TOPETE-HERNANDEZ,
individually, and on behalf of other members
of the general public similarly situated and on
behalf of other aggrieved employees pursuant
to the California Private Attorneys General
Act;

Plaintiff,

v.

THE PEGGS COMPANY, INC., a California
corporation; and does 1 through 100, inclusive,

Defendants.

Case No. CVRI2400968

**DECLARATION OF JEAN-CLAUDE
LAPUYADE, ESQ. IN SUPPORT OF MOTION
FOR FINAL APPROVAL OF CLASS ACTION
AND PAGA SETTLEMENT**

Date: September 25, 2025

Time: 8:30 a.m.

Judge: Hon. Harold W. Hopp

Dept.: 1

1 I, JEAN CLAUDE LAPUYADE, declare as follows:

2 1. I am the managing partner of the law firm of JCL Law Firm, APC, and co-counsel of
3 record for Plaintiff ALEXIS TOPETE-HERNANDEZ (“Plaintiff”), individually, and on behalf of
4 other members of the general public similarly situated and on behalf of other aggrieved employees
5 pursuant to the California Private Attorneys General Act. As such, I am fully familiar with the facts,
6 pleadings, and history of the matter. I am submitting this declaration in support of Plaintiff’s Motion
7 for Final Approval of Class Action and PAGA Settlement in connection with services rendered in the
8 above-entitled action and the requested service award.

9 **I. EXHIBITS**

10 2. Attached hereto as **Exhibit “1”** is a true and correct copy of the fully executed Stipulation
11 of Settlement of Class and PAGA Action Claims and Release of Claims (hereinafter “Agreement”).
12 Attached thereto as **Exhibit A** is a true and correct copy of the Notice of Settlement and Final Hearing
13 Date (“Class Notice”).

14 3. Attached hereto as **Exhibit “2”** is a true and correct copy of the conformed May 28, 2025,
15 Preliminary Approval Order.

16 4. Attached hereto as **Exhibit “3”** is a true and correct copy of the proof of filing the
17 proposed Settlement with the LWDA.

18 5. Attached hereto as **Exhibit “4”** is true and correct copy of the proof of filing this motion
19 seeking final approval of this Settlement with the LWDA.

20 6. Attached hereto as **Exhibit “5”** is a true and correct copy of the JCL Law Firm, APC’s
21 “Firm Resume” detailing the credentials and a summary of cases on which Counsel has been appointed
22 Class Counsel.

23 **II. INTRODUCTION**

24 7. An objective evaluation of the proposed settlement of Seven Hundred Ninety-Five Thousand
25 Dollars Zero Cents (\$795,000.00) (“Gross Settlement Amount”) confirms that the relief negotiated on
26 behalf of the Settlement Class is fair, reasonable, and valuable. The Settlement is a product of
27 informed, adversarial, and non-collusive negotiations, between experienced counsel, and presided over
28 Michael D. Young, Esq., an experienced mediator of wage and hour class actions. After deducting any

1 Court-approved Class Counsel Award, Class Representative Service Award, Settlement
2 Administration Expenses, and the PAGA Payment, the Net Settlement Amount shall be distributed to
3 the Settlement Class Members based on the number of Workweeks they worked while employed by
4 Defendant during the Class Period.

5 8. The relief offered by the Settlement is immediate and is particularly impressive when viewed
6 against the difficulties encountered by plaintiffs pursuing similar wage-and-hour cases. Indeed, by
7 settling now rather than proceeding to trial, the Settlement Class will not have to wait (possibly years)
8 for relief, nor will they have to bear the risks associated with prolonged and uncertain litigation.

9 9. As discussed below, the proposed Settlement satisfies all criteria for final settlement
10 approval under California law and falls well within the range of reasonableness. Accordingly, the Class
11 Representative and Class Counsel respectfully request this Court grant final approval of the Agreement
12 and entry of the proposed Final Approval Order and Judgment.

13 10. The Court preliminarily approved a Gross Settlement Amount of Seven Hundred Ninety-
14 Five Thousand Dollars and Zero Cents (\$795,000.00) based on an estimated total of 26,000
15 Workweeks worked by the Class between February 22, 2020 and November 1, 2024. The Gross
16 Settlement Amount shall be used: (1) to satisfy Individual Settlement Payments; (2) to satisfy the Class
17 Representative Service Award; (3) to satisfy the Class Counsel Award; (4) to satisfy the PAGA
18 Payment; and (5) to satisfy the Settlement Administration Expenses incurred in this action.

19 11. the Settlement is fair, adequate, and reasonable to the class and should be granted final
20 approval. This is evidenced by the high approval of the Settlement by the Settlement Class, the absence
21 of any objections to the Settlement and the average Individual Class Payment of \$1,280.82. (See
22 declaration of Madely Nava, filed concurrently herewith, at ¶¶ 12; 16).

23 12. Here, the Settlement is clearly within the “ballpark” of reasonableness because the
24 Settlement provides a sizeable recovery to the Settlement Class and need not necessarily obtain 100
25 percent of the damages sought to be fair, reasonable, and ultimately, meaningful. *Wershba*, 91
26 Cal.App.4th at 250. While the Gross Settlement Amount of Seven Hundred Ninety-Five Thousand
27 Dollars and Zero Cents (\$795,000.00) represents a discount on Defendant’s potential exposure if
28 Plaintiff established liability on all claims and was awarded the full amount of the estimated damages

1 at trial, this compromise is reasonable because (1) the formidable defenses raised by Defendant
2 presented a risk that could award significantly less in damages than Plaintiff's estimate and (2) any
3 theoretical post-trial recovery may require many more years of litigation, resulting in added fees and
4 costs without any guarantee of recovery for the Class.

5 13. Class Representative and Class Counsel believe that the Settlement confers substantial
6 monetary and non-monetary benefits upon the Class. Based upon their evaluation, Class
7 Representative and Class Counsel have determined that the Settlement set forth in the Agreement is in
8 the best interest of the Class, is fair, reasonable, and adequate, and should be granted final approval.

9 14. Here, Plaintiff and Defendant negotiated a good faith PAGA Payment in the amount of
10 \$115,000 which is 14.4% of the Gross Settlement Amount. As illustrated above, this amount falls well
11 within the range of approved PAGA payments. Seventy-five percent (75%) of the PAGA Payment
12 (\$86,250.00) will be paid to the LWDA ("LWDA Payment") with the remaining twenty-five percent
13 (25%) of the PAGA Payment (\$28,750.00) to be distributed to the Aggrieved Employees ("Individual
14 PAGA Payments"), which is within the range of PAGA penalties approved by courts and should be
15 approved.

16 **III. CLASS COUNSEL'S EXPERIENCE**

17 15. Plaintiff is represented by competent and experienced counsel to pursue their claims. I
18 established the JCL Law Firm, APC ("Firm") in 2010. The Firm is a boutique plaintiff firm
19 representing aggrieved employees and consumers throughout California in wage and hour class actions
20 and complex multi-party product liability matters. The Firm currently consists of myself, Jean-Claude
21 Lapuyade, Esq. (Partner/Owner), Sydney Castillo-Johnson, Esq. (Associate Attorney), Perssia Razma,
22 Esq. (Associate Attorney), John L. Nitti, Esq. (Associate Attorney), Carolina Faccin, Esq. (Associate
23 Attorney), Tesla Stone (Office Manager and Senior Paralegal), Jennifer Heming (Paralegal), Andrew
24 Ward (Law Clerk), Hana McNalley (Law Clerk), Allysa Castillo (Legal Assistant), and Elsa Torres
25 (Legal Assistant).

26 16. I am qualified to represent the Plaintiff, the State of California, and the Aggrieved
27 Employees. I have extensive experience with wage and hour class and representative actions litigation
28 like this matter, and employment matters in general. Additionally, I have extensive complex mass tort

1 litigation experience and complex construction product liability experience. I can, will and have
2 adequately represented the interests of the Plaintiff, the State of California, and the Aggrieved
3 Employees throughout this action.

4 17. I have represented consumers and employees in California class actions, and complex
5 multi-party product liability actions exclusively for more than 17 years. I have been practicing as a
6 plaintiffs' civil litigation attorney since April 2007.

7 18. I have significant class counsel and collective action counsel experience. My credentials
8 and a list of cases on which I have acted as class counsel are reflected in the JCL Law Firm, APC's
9 "Firm Resume," a true and correct copy of which is attached hereto as **Exhibit #5**.

10 19. Since 2010, I have successfully tried two (2) cases to conclusion, each resulting in a
11 favorable verdict for the firm's clients.

12 20. Finally, I have published appellate experience in *William Blanchette et al., v. The*
13 *Superior Court of Imperial County, (GHA Enterprises)* (2017) 8 Cal.App.5th 521, and *Duran v.*
14 *EmployBridge Holding Company, LLC* (2023) 92 Cal.App.5th 59.

15 21. Consequently, I have been named to the prestigious Thomson Reuters, Super Lawyers,
16 Rising Star in 2015, 2016, 2017 and, again, in 2018. According to Thomson Reuters, the Super
17 Lawyers, Rising Star list recognizes the top 2.5% of eligible attorneys. (see
18 https://www.superlawyers.com/about/selection_process.html.) Further, I was named a 2025
19 Thompson Reuters Super Lawyer in Employment Law.

20
21 I declare under the penalty of perjury under the laws of the State of California that the foregoing
22 is true and correct. Executed this 28th day of August 2025, at San Diego, California.

23
24 **JCL LAW FIRM, APC**

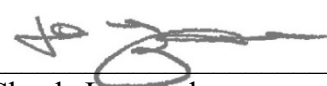
25 By: 
26 Jean-Claude Lapuyade
27 Attorneys for Plaintiff
28

EXHIBIT 1

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Attorneys for Plaintiff ALEXIS TOPETE-HERNANDEZ

(Additional Counsel on next page)

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF RIVERSIDE

ALEXIS TOPETE-HERNANDEZ,
individually, and on behalf of other members
of the general public similarly situated and on
behalf of other aggrieved employees pursuant
to the California Private Attorneys General
Act;

Plaintiff,

vs.

THE PEGGS COMPANY, INC., a California
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No. CVRI2400968

[Complaint Filed: February 22, 2024]

**STIPULATION OF SETTLEMENT OF
CLASS AND PAGA ACTION CLAIMS
AND RELEASE OF CLAIMS**

1 **LAWYERS for JUSTICE, PC**

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6 **MEDINA MCKELVEY LP**

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Attorneys for Defendant THE PEGGS COMPANY, INC.

This Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims is entered into by and between plaintiff ALEXIS TOPETE-HERNANDEZ (hereinafter “Plaintiff”), an individual, on behalf of the Settlement Class, and in his representative capacity on behalf of the State of California and the Aggrieved Employees, and Defendant THE PEGGS COMPANY, INC., a California Corporation (“Defendant”):

I. DEFINITIONS

- A. “Action” shall mean the putative class action lawsuit designated *Alexis Topete-Hernandez v. The Peggs Company, Inc. et seq.*, Riverside County Superior Court, Case No. CVRI2400968, filed February 22, 2024.
- B. “Aggrieved Employees” shall mean all current and former hourly-paid or non-exempt employees employed by Defendant in California at any time during the PAGA Period.
- C. “Aggrieved Employee Payment” shall mean the twenty-five (25%) of the PAGA Payment (\$28,750) allocated and distributed to the Aggrieved Employees.
- D. “Agreement” or “Settlement Agreement” means this Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims.
- E. “Class Counsel” shall mean Elizabeth Parker-Fawley, Esq. and Ryan Slinger, Esq. of Lawyers for Justice, PC, Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC and Shani Zakay of Zakay Law Group, APLC.
- F. “Class Counsel Award” means the award of fees and expenses that the Court authorizes to be paid to Class Counsel for the services they have rendered to Plaintiff and the Class in the Action, consisting of attorneys’ fees currently not to exceed ^{35%} ~~one-third~~ of the Gross Settlement Amount currently estimated to be \$278,250 out of \$795,000.00, plus costs and expenses in the amount of \$30,000.00. Class Counsel’s award for attorneys’ fees will be divided between Class Counsel as follows (85% to Lawyers for Justice, PC, 7.5% to JCL Law Firm, APC and 7.5% to Zakay Law Group, APLC).
- G. “Class Data” means information regarding Class Members that Defendant will in good faith compile from its records and provide to the Settlement Administrator. It

1 shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class
2 Member's full name; last known address; Social Security Number; start dates and end
3 dates of employment, and Workweeks worked during the class period (as calculated
4 based on actual hours worked).

5 H. "Class Members" or the "Class" means all current and former hourly-paid or non-
6 exempt employees employed by Defendant in California at any time during the Class
7 Period.

8 I. "Class Period" means the period between February 22, 2020, through the earlier of
9 November 29, 2024, or the Alternative End Date.

10 J. "Class Representative" shall mean plaintiff Alexis Topete-Hernandez.

11 K. "Class Representative Service Award" means the amount that the Court authorizes to
12 be paid to the Class Representative in recognition of his efforts and risks in assisting
13 with the prosecution of the Action.

14 L. "Court" means the Superior Court for the State of California, County of Riverside
15 currently presiding over the Action.

16 M. "Defendant" shall mean The Peggs Company, Inc.

17 N. "Effective Date" means the date of entry by the Court of an order and judgment finally
18 approving this Settlement.

19 O. "Funding Date" shall mean thirty (30) calendar days after the Effective Date and is
20 the date Defendant transfers the Gross Settlement Amount into the QSF in accordance
21 with the terms of this Agreement.

22 P. "Gross Settlement Amount" means Seven Hundred Ninety-Five Thousand Dollars
23 and Zero Cents (\$795,000.00) that Defendant must pay into the QSF in connection
24 with this Settlement, inclusive of the sum of the Individual Settlement Payments, the
25 Class Representative Service Award, the Class Counsel Award, PAGA Payment and
26 the Settlement Administration Expenses and *exclusive* of the employer's share of
27 payroll tax, if any, triggered by any payment under this Settlement.

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- 1 Q. "Individual Settlement Payment" means the amount payable from the Net Settlement
2 Amount to each Settlement Class Member and excludes any amounts distributed to
3 Aggrieved Employees pursuant to PAGA.
- 4 R. "LWDA Payment" shall mean the seventy-five percent (75%) of the PAGA Payment
5 (\$86,250) allocated to the California Labor and Workforce Development Agency.
- 6 S. "Net Settlement Amount" or "NSA" means the Gross Settlement Amount, less Class
7 Counsel Award, Class Representative Service Award, PAGA Payment, and
8 Settlement Administration Expenses.
- 9 T. "Notice Packet" means the Class Notice to be provided to the Class Members by the
10 Settlement Administrator in the form set forth as Exhibit A to this Agreement (other
11 than formatting changes to facilitate printing by the Settlement Administrator).
- 12 U. "PAGA" means the California Labor Code Private Attorneys General Act of 2004,
13 Labor Code § 2698 *et seq.*
- 14 V. "PAGA Payment" shall mean One Hundred and Fifteen Thousand Dollars and Zero
15 Cents (\$115,000.00) to be allocated from the Gross Settlement Amount in settlement
16 of the Released PAGA Claims.
- 17 W. "PAGA Payment Ratio" means the respective PAGA Pay Periods during the PAGA
18 Period for each Aggrieved Employee divided by the sum total of the PAGA Pay
19 Periods for all Aggrieved Employees during the PAGA Period.
- 20 X. "PAGA Pay Periods" for purposes of calculating the distribution of the Aggrieved
21 Employee Payment, as defined herein, means the number of pay periods of
22 employment during the PAGA Period that each Aggrieved Employee worked in
23 California.
- 24 Y. "PAGA Period" means the period between December 18, 2022, through the earlier of
25 November 29, 2024 or the Alternative End Date.
- 26 Z. "Parties" means Plaintiff and Defendant, collectively, and "Party" shall mean either
27 Plaintiff or Defendant, individually.

28 ///

- 1 AA. "Payment Ratio" means the respective Workweeks for each Class Member divided
2 by the sum total Workweeks for all Class Members.
- 3 BB. "Plaintiff" shall mean Alexis Topete-Hernandez.
- 4 CC. "QSF" means the Qualified Settlement Fund established, designated and maintained
5 by the Settlement Administrator to fund the Gross Settlement Amount.
- 6 DD. "Released Class Claims" means all claims alleged or which could have reasonably
7 been alleged based on the facts alleged in the Operative Complaint, which arose
8 during the Class Period, including the following claims: (1) unpaid overtime under
9 Labor Code sections 510 and 1198; (2) unpaid meal period premiums under Labor
10 Code sections 226.7 and 512(a) and the applicable IWC wage order; (3) unpaid rest
11 period premiums under Labor Code section 226.7 and the applicable IWC wage order;
12 (4) unpaid minimum wages under Labor Code sections 1194, 1197, and 1197.1; (5)
13 untimely final wages under Labor Code sections 201 and 202; (6) untimely wages
14 during employment under Labor Code section 204; (7) non-compliant wage
15 statements under Labor Code section 226(a); (8) failure to keep requisite payroll
16 records under Labor Code section 1174(d); (9) unreimbursed business expenses under
17 Labor Code sections 2800 and 2802; and (10) violation of California Business &
18 Professions code section 17200 *et seq.* arising from violations of the California Labor
19 Code released herein.
- 20 EE. "Released PAGA Claims" means all claims under the Private Attorneys General Act
21 (the "PAGA"), Labor Code section 2698, *et seq.*, alleged in the Operative Complaint
22 in the Action and Plaintiff's letter to the LWDA dated December 18, 2023, that arose
23 during the PAGA Period.
- 24 FF. "Released Party" or "Released Parties" shall mean Defendant and its present and
25 former officers, directors, and employees.
- 26 GG. "Response Deadline" means the date forty-five (45) days after the Settlement
27 Administrator mails Notice Packets to Class Members and the last date on which
28 Class Members may submit requests for exclusion or objections to the Settlement.

- 1 HH. "Settlement" means the disposition of the Action pursuant to this Agreement.
- 2 II. "Settlement Administrator" means Apex Class Action LLC, 18 Technology Drive,
- 3 Suite 164 Irvine, CA 92618. The Settlement Administrator establishes, designates
- 4 and maintains, as a QSF under Internal Revenue Code section 468B and Treasury
- 5 Regulation section 1.468B-1, into which the amount of the Gross Settlement Amount
- 6 is deposited for the purpose of resolving the claims of Settlement Class Members.
- 7 The Settlement Administrator shall maintain the funds until distribution in an
- 8 account(s) segregated from the assets of Defendant and any person related to
- 9 Defendant. *All accrued interest shall be paid and distributed to the Settlement Class*
- 10 *Members as part of their respective Individual Settlement Payment.*
- 11 JJ. "Settlement Administration Expenses" shall mean the amount to be paid for the costs
- 12 of administration of the Settlement from the Gross Settlement Amount in an amount
- 13 not to exceed \$6,900.
- 14 KK. "Settlement Class Members" or "Settlement Class" means all Class Members who
- 15 have not submitted a timely and valid request for exclusion as provided in this
- 16 Agreement.
- 17 LL. "Workweeks," for purposes of calculating the distribution of the Net Settlement
- 18 Amount, means the number of weeks of employment during the Class Period which
- 19 are calculated on a fulltime equivalent basis using actual hours worked during the
- 20 Class Period.

21 **II. RECITALS**

- 22 A. On December 18, 2023, Plaintiff filed a Notice of Violations with the Labor and
- 23 Workforce Development Agency (LWDA) and served the same on Defendant.
- 24 B. On February 22, 2024, Plaintiff filed the Class Action lawsuit for:
- 25 1. Failure to pay overtime wages in violation of California Labor Code sections
- 26 510 and 1198;
- 27 2. Failure to provide required meal periods in violation of California Labor Code
- 28 sections 226.7 and 512 and the applicable IWC wage order;

3. Failure to provide required rest periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order;
4. Failure to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1;
5. Failure to provide wages when due in violation of California Labor Code sections 201, 202 and 203;
6. Failure to provide wages when due in violation of California Labor Code section 204;
7. Failure to provide accurate itemized wage statements in violation of California Labor Code section 226;
8. Failure to keep requisite payroll records in violation of California Labor Code section 1174(d);
9. Failure to reimburse Plaintiff for required expenses in violation of California Labor Code sections 2800 and 2802;
10. Unfair Competition in Violation of Bus. and Prof. Code sections 17200 *et seq*;
- and
11. Violation of the Private Attorneys General Act in violation of California Labor Code sections 2698, *et seq*.

C. The Class Representative believes he has meritorious claims based on alleged violations of the California Labor Code, and the Industrial Wage Commission Orders, and that class certification is appropriate because the prerequisites for class certification can be satisfied in the Action, and this action is manageable as a PAGA representative action.

D. Defendant denies the allegations in the Action and denies any and all liability, including any liability for alleged failure to pay overtime compensation, failure to pay any wages, failure to pay gratuity payments, failure to provide meal and rest breaks, failure to provide accurate wage statements, or any other wage and hour or similar violation. This Settlement Agreement shall not be construed as an admission by

1 Defendant or any of the Releasees (as defined above) of any fault, liability or
2 wrongdoing, which Defendant expressly denies. Defendant further contends that, for
3 any purpose other than settlement, the Action is not appropriate for class or
4 representative action treatment. Defendant further contends, among other things, that
5 at all times it complied with the California Labor Code and the Industrial Wage
6 Commission Orders.

7 E. The Class Representative is represented by Class Counsel. Class Counsel investigated
8 the facts relevant to the Action, including conducting an independent investigation as
9 to the allegations, reviewing financial documents, and information exchanged through
10 informal discovery. Defendant produced for the purpose of settlement negotiations
11 certain employment data concerning the Settlement Class, which Class Counsel
12 reviewed and analyzed. Based on their own independent investigation and evaluation,
13 Class Counsel are of the opinion that the Settlement with Defendant is fair, reasonable
14 and adequate, and is in the best interest of the Settlement Class in light of all known
15 facts and circumstances, including the risks of significant delay, defenses asserted by
16 Defendant, uncertainties regarding class certification, and numerous potential
17 appellate issues. Although it denies any liability, Defendant agrees to this Settlement
18 solely to avoid the inconveniences and cost of further litigation. The Parties and their
19 counsel have agreed to settle the claims on the terms set forth in this Agreement.

20 F. On September 30, 2024, the Parties participated in mediation presided over by
21 Michael D. Young, Esq., a respected and experienced mediator of wage and hour
22 class actions. The mediation concluded in settlement after both sides agreed to a
23 Mediator's proposal which was subsequently memorialized in the form of a
24 Memorandum of Understanding ("MOU").

25 G. This Agreement replaces and supersedes the MOU and any other agreements,
26 understandings, or representations between the Parties. This Agreement represents a
27 compromise and settlement of highly disputed claims. Nothing in this Agreement is
28 intended or will be construed as an admission by Defendant that the claims in the

1 Action of Plaintiff or the Class Members have merit or that Defendant bears any
2 liability to Plaintiff or the Class on those claims or any other claims, or as an
3 admission by Plaintiff that Defendant's defenses in the Action have merit.

4 H. The Parties believe that the Settlement is fair, reasonable and adequate. The
5 Settlement was arrived at through arms-length negotiations, considering all relevant
6 factors. The Parties recognize the uncertainty, risk, expense and delay attendant to
7 continuing the Action through trial and any appeal. Accordingly, the Parties desire to
8 fully, finally, and forever settle, compromise and discharge all disputes and claims
9 arising from or relating to the Action.

10 I. The Parties agree to certification of the Class for purposes of this Settlement only. If
11 for any reason the settlement does not become effective, Defendant reserves the right
12 to contest certification of any class for any reason and reserves all available defenses
13 to the claims in the Action.

14 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:

15 **III. TERMS OF AGREEMENT**

16 A. Settlement Consideration and Settlement Payments by Defendant.

17 1. Settlement Consideration. In full and complete settlement of the Action, and
18 in exchange for the releases set forth below, Defendant will pay the sum of
19 the Individual Settlement Payment, the Class Representative Service Award,
20 the Class Counsel Award, PAGA Payment, and the Settlement Administration
21 Expenses, as specified in this Agreement, equal to the Gross Settlement
22 Amount of Seven Hundred Ninety-Five Thousand Dollars and Zero Cents
23 (\$795,000.00). The Parties agree that this is a non-reversionary Settlement and
24 that no portion of the Gross Settlement Amount shall revert to Defendant.
25 Other than the Defendant's share of employer payroll taxes and as provided
26 for in Section III(A)(2) below, if any, Defendant shall not be required to pay
27 more than the Gross Settlement Amount, except as provided for hereinbelow.

28 ///

1 2. Class Size. At the time of mediation, Defendant estimated that the Settlement
2 Class was comprised of 279 Class Members who collectively worked
3 approximately 26,000 Workweeks (calculated on a fulltime equivalent basis
4 using actual hours worked) (“Projected Workweeks”) during the Class Period.
5 Defendant will provide the Class Data to the Settlement Administrator at least
6 one (1) week prior to Plaintiff’s filing of the Motion for Preliminary Approval
7 of the Settlement to allow the Settlement Administrator sufficient time to
8 calculate and confirm the actual number of workweeks covered by the Class
9 Period. If the actual number of Workweeks increase by more than 10% of
10 what was represented at the mediation, the Gross Settlement Amount will
11 increase proportionally for the number of workweeks over 110% of 26,000.
12 For example, if the total workweeks in the Class Period are 111% (28,860),
13 the Gross Settlement Amount shall increase by 1%. Alternatively, Defendant
14 can elect that, should the 10% settlement escalator be triggered, the Class
15 Period and PAGA Period shall end on the last day on which the Workweeks
16 do not exceed 28,600 (the “Alternative End Date”).

17 3. Settlement Payment. Defendant and the Released Parties, and each of them,
18 are jointly and severally liable for payment of the Gross Settlement Amount.
19 Defendant shall pay the Gross Settlement Amount to the Settlement
20 Administrator on the Funding Date.

21 4. Defendant’s Share of Payroll Taxes. Defendant’s share of employer side
22 payroll taxes is in addition to the Gross Settlement Amount and shall be paid
23 together with the Gross Settlement Amount.

24 B. Release by Settlement Class Members. As of the Funding Date, in exchange for the
25 consideration set forth in this Agreement, Plaintiff and the Settlement Class Members,
26 on behalf of themselves and their respective and former and present representatives,
27 agents, attorneys, heirs, administrators, successors and assigns, shall and hereby do
28

1 release and discharge all Released Parties, from Released Class Claims for the Class
2 Period.

3 C. Release by the Plaintiff and the State of California. As of the Funding Date, in
4 exchange for the consideration set forth in this Agreement, the Plaintiff, the LWDA
5 and the State of California release the Released Parties from the Released PAGA
6 Claims for the PAGA Period.

7 D. General Release by Plaintiff. As of the Funding Date, for the consideration set forth
8 in this Agreement, Plaintiff waives, releases, acquits and forever discharges the
9 Released Parties from any and all claims, whether known or unknown, which exist or
10 may exist on either Plaintiff's behalf as of the date of this Agreement, including but
11 not limited to any and all tort claims, contract claims, wage claims, wrongful
12 termination claims, disability claims, benefit claims, public policy claims, retaliation
13 claims, statutory claims, personal injury claims, emotional distress claims, invasion of
14 privacy claims, defamation claims, fraud claims, quantum meruit claims, and any and
15 all claims arising under any federal, state or other governmental statute, law, regulation
16 or ordinance, including, but not limited to claims for violation of the Fair Labor
17 Standards Act, the California Labor Code, the Wage Orders of California's Industrial
18 Welfare Commission, other state wage and hour laws, the Americans with Disabilities
19 Act, the Age Discrimination in Employment Act (ADEA), the Employee Retirement
20 Income Security Act, Title VII of the Civil Rights Act of 1964, the California Fair
21 Employment and Housing Act, the California Family Rights Act, the Family Medical
22 Leave Act, California's Whistleblower Protection Act, California Business &
23 Professions Code Section 17200 et seq., and any and all claims arising under any
24 federal, state or other governmental statute, law, regulation or ordinance. Plaintiff also
25 waives and relinquishes any and all claims, rights or benefits that he may have under
26 California Civil Code § 1542, which provides as follows:

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1 ***A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE***
2 ***CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO***
3 ***EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE***
4 ***RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE***
5 ***MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR***
6 ***OR RELEASED PARTY.***

7
8 Thus, notwithstanding the provisions of section 1542, and to implement a full and
9 complete release and discharge of the Released Parties, Plaintiff expressly
10 acknowledges this Settlement Agreement is intended to include in its effect, without
11 limitation, all claims Plaintiff does not know or suspect to exist in Plaintiff's favor at
12 the time of signing this Settlement Agreement, and that this Settlement Agreement
13 contemplates the extinguishment of any such claims. Plaintiff warrants that Plaintiff
14 has read this Settlement Agreement, including this waiver of California Civil Code
15 section 1542, and that Plaintiff has consulted with or had the opportunity to consult
16 with counsel of Plaintiff's choosing about this Settlement Agreement and specifically
17 about the waiver of section 1542, and that Plaintiff understands this Settlement
18 Agreement and the section 1542 waiver, and so Plaintiff freely and knowingly enters
19 into this Settlement Agreement. Plaintiff further acknowledges that Plaintiff later may
20 discover facts different from or in addition to those Plaintiff now knows or believes to
21 be true regarding the matters released or described in this Settlement Agreement, and
22 even so Plaintiff agrees that the releases and agreements contained in this Settlement
23 Agreement shall remain effective in all respects notwithstanding any later discovery
24 of any different or additional facts. Plaintiff expressly assumes any and all risk of any
25 mistake in connection with the true facts involved in the matters, disputes, or
26 controversies released or described in this Settlement Agreement or with regard to any
27 facts now unknown to Plaintiff relating thereto.

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1 E. Conditions Precedent: This Settlement will become final and effective only upon the
2 occurrence of all of the following events:

- 3 1. The Court enters an order granting preliminary approval of the Settlement;
- 4 2. The Court enters an order granting final approval of the Settlement and a Final
5 Judgment;
- 6 3. Defendant fully funds the Gross Settlement Amount.

7 F. Nullification of Settlement Agreement. In the event that this Settlement Agreement is
8 not preliminarily or finally approved by the Court, fails to become effective, or is
9 reversed, withdrawn or modified by the Court, or in any way prevents or prohibits
10 Defendant from obtaining a complete resolution of the Released Class Claims, or if
11 Defendant fails to fully fund the Gross Settlement Amount:

- 12 1. This Settlement Agreement shall be void *ab initio* and of no force or effect,
13 and shall not be admissible in any judicial, administrative or arbitral
14 proceeding for any purpose or with respect to any issue, substantive or
15 procedural;
- 16 2. The conditional class certification (obtained for any purpose) shall be void *ab*
17 *initio* and of no force or effect, and shall not be admissible in any judicial,
18 administrative or arbitral proceeding for any purpose or with respect to any
19 issue, substantive or procedural; and
- 20 3. None of the Parties to this Settlement will be deemed to have waived any
21 claims, objections, defenses or arguments in the Action, including with respect
22 to the issue of class certification.
- 23 4. If Defendant fails to fully fund the Gross Settlement Amount, Defendant shall
24 bear the sole responsibility for any cost to issue or reissue any curative notice
25 to the Settlement Class Members and all Settlement Administration Expenses
26 incurred to the date of nullification.

27 G. Certification of the Settlement Class. The Parties stipulate to conditional class
28 certification of the Class for the Class Period pursuant to California Code of Civil

1 Procedure § 382 for the sole purpose of settlement. In the event that this Settlement is
2 not approved by the Court, fails to become effective, or is reversed, withdrawn or
3 modified by the Court, or in any way prevents or prohibits Defendant from obtaining
4 a complete resolution of the Released Class Claims, the conditional class certification
5 (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall
6 not be admissible in any judicial, administrative or arbitral proceeding for any purpose
7 or with respect to any issue, substantive or procedural.

8 H. Tax Liability. The Parties make no representations as to the tax treatment or legal
9 effect of the payments called for, and Class Members and/or Aggrieved Employees are
10 not relying on any statement or representation by the Parties in this regard. Class
11 Members and/or Aggrieved Employees understand and agree that they will be
12 responsible for the payment of any taxes and penalties assessed on the Individual
13 Settlement Payments and/or Aggrieved Employee Payment described and will be
14 solely responsible for any penalties or other obligations resulting from their personal
15 tax reporting of Individual Settlement Payments and/or Aggrieved Employee Payment.

16 I. Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this section,
17 the “acknowledging party” and each Party to this Agreement other than the
18 acknowledging party, an “other party”) acknowledges and agrees that: (1) no provision
19 of this Agreement, and no written communication or disclosure between or among the
20 Parties or their attorneys and other advisers, is or was intended to be, nor shall any
21 such communication or disclosure constitute or be construed or be relied upon as, tax
22 advice within the meaning of United States Treasury Department circular 230 (31 CFR
23 part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his,
24 her or its own, independent legal and tax counsel for advice (including tax advice) in
25 connection with this Agreement, (b) has not entered into this Agreement based upon
26 the recommendation of any other Party or any attorney or advisor to any other Party,
27 and (c) is not entitled to rely upon any communication or disclosure by any attorney
28 or adviser to any other party to avoid any tax penalty that may be imposed on the

acknowledging party, and (3) no attorney or adviser to any other Party has imposed any limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless of whether such limitation is legally binding) upon disclosure by the acknowledging party of the tax treatment or tax structure of any transaction, including any transaction contemplated by this Agreement.

J. Preliminary Approval Motion. Plaintiff shall draft and file with the Court a Motion for Order Granting Preliminary Approval and supporting papers within a reasonable period of time after complete execution of this agreement and will provide Defendant with a draft of the Motion at least five (5) business days prior to the filing of the Motion to give Defendant an opportunity to propose changes or additions to the Motion.

K. Settlement Administrator. The Settlement Administrator shall be responsible for: establishing and administering the QSF; calculating, processing and mailing payments to the Class Representative, Class Counsel, LWDA and Class Members; printing and mailing the Notice Packets to the Class Members as directed by the Court; receiving and reporting the objections and requests for exclusion; calculating, deducting and remitting all legally required taxes from Individual Settlement Payments and distributing tax forms for the Wage Portion and Non-Wage Portion of the Individual Settlement Payments and/or Aggrieved Employee Payment; processing and mailing tax payments to the appropriate state and federal taxing authorities; providing declaration(s) as necessary in support of preliminary and/or final approval of this Settlement; and other tasks as the Parties mutually agree or the Court orders the Settlement Administrator to perform. The Settlement Administrator shall keep the Parties timely apprised of the performance of all Settlement Administrator responsibilities by among other things, sending a weekly status report to the Parties' counsel stating the date of the mailing, the of number of Elections Not to Participate in Settlement it receives (including the numbers of valid and deficient), and number of objections received.

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1 L. Notice Procedure.

2 1. Class Data. No later than ten (10) business days after the Preliminary
3 Approval Date, Defendant shall provide the Settlement Administrator with the
4 Class Data for purposes of preparing and mailing Notice Packets to the Class
5 Members.

6 2. Notice Packets.

7 a) The Notice Packet shall contain the Notice of Class Action Settlement
8 in a form substantially similar to the form attached as **Exhibit A** and a
9 Request for Exclusion form attached hereto as **Exhibit B**. The Notice
10 of Class Action Settlement shall inform Class Members and
11 Aggrieved Employees that they need not do anything in order to
12 receive an Individual Settlement Payment and/or Aggrieved Employee
13 Payment and to keep the Settlement Administrator apprised of their
14 current mailing address, to which the Individual Settlement Payments
15 and/or Aggrieved Employee Payment will be mailed following the
16 Funding Date. The Notice of Class Action Settlement shall set forth
17 the release to be given by all members of the Class who do not request
18 to be excluded from the Settlement Class and/or Aggrieved
19 Employees' in exchange for an Individual Settlement Payment and/or
20 Aggrieved Employee Payment, the number of Workweeks worked by
21 each Class Member during the Class Period and PAGA Period, if any,
22 and the estimated amount of their Individual Settlement Payment if
23 they do not request to be excluded from the Settlement and each
24 Aggrieved Employee's share of the PAGA Payment, if any. The
25 Settlement Administrator shall use the Class Data to determine Class
26 Members' Workweeks and PAGA Pay Periods. The Notice will also
27 advise the Aggrieved Employees that they will release the Released
28

PAGA Claims and will receive their share of the PAGA Payment regardless of whether they request to be excluded from the Settlement.

b) The Notice Packet's mailing envelope shall include the following language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE ENTITLED TO PARTICIPATE IN A CLASS ACTION SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED NOTICE."

3. Notice by First Class U.S. Mail and Email. Upon receipt of the Class Data, the Settlement Administrator will perform a search based on the National Change of Address Database to update and correct any known or identifiable address changes. No later than fourteen (14) calendar days after receiving the Class Data from Defendant, the Settlement Administrator shall mail and email copies of the Notice Packet to all Class Members via regular First-Class U.S. Mail and electronic mail. The Settlement Administrator shall exercise its best judgment to determine the current mailing address for each Class Member. The address identified by the Settlement Administrator as the current mailing address shall be presumed to be the best mailing address for each Class Member.

4. Undeliverable Notices. Any Notice Packets returned to the Settlement Administrator as non-delivered on or before the Response Deadline shall be re-mailed to any forwarding address provided. The Settlement Administrator will re-mail Notices within seven (7) days of receiving a returned Notice. If no forwarding address is provided, the Settlement Administrator shall promptly attempt to determine a correct address by lawful use of skip-tracing, or other search using the name, address and/or Social Security number of the Class Member involved, and shall then perform a re-mailing, if another mailing address is identified by the Settlement Administrator. In addition, if

1 any Notice Packets, which are addressed to Class Members who are currently
2 employed by Defendant, are returned to the Settlement Administrator as non-
3 delivered and no forwarding address is provided, the Settlement Administrator
4 shall notify Defendant. Defendant will request that the currently employed
5 Class Member provide a corrected address and transmit to the Administrator
6 any corrected address provided by the Class Member. Class Members who
7 received a re-mailed Notice Packet shall have their Response Deadline
8 extended fifteen (15) days from the original Response Deadline.

9 5. Disputes Regarding Individual Settlement Payments. Class Members will
10 have the opportunity, should they disagree with Defendant's records regarding
11 the start and end dates of employment, to provide documentation and/or an
12 explanation to show contrary dates. If there is a dispute, the Settlement
13 Administrator will consult with the Parties to determine whether an
14 adjustment is warranted. The Settlement Administrator shall determine the
15 eligibility for, and the amounts of, any Individual Settlement Payments under
16 the terms of this Agreement. Unless the Class Member presents convincing
17 evidence proving he or she worked more workweeks than shown by
18 Defendant's records, his/her Settlement Award will be determined based on
19 Defendant's records. The Settlement Administrator's determination of the
20 eligibility for and amount of any Individual Settlement Payment shall be
21 binding upon the Class Member and the Parties, except as provided herein
22 below in Paragraph 6.

23 6. Disputes Regarding Administration of Settlement. Any disputes not resolved
24 by the Settlement Administrator concerning the administration of the
25 Settlement will be resolved by the Court under the laws of the State of
26 California. Before any such involvement of the Court, counsel for the Parties
27 will confer in good faith to resolve the disputes without the necessity of
28 involving the Court.

1 7. Exclusions. The Notice of Class Action Settlement contained in the Notice
2 Packet shall state that Class Members who wish to exclude themselves from
3 the Settlement must submit a signed copy of the Request for Exclusion form
4 that will be mailed together with the Notice Packet to all Class Members. The
5 Request for Exclusion will not be valid if it is not timely submitted, if the
6 Class Member does not sign it, or if it does not contain the name and address
7 and last four digits of the Social Security number of the Class Member. The
8 date of the postmark on the mailing envelope or fax stamp on the Request for
9 Exclusion shall be the exclusive means used to determine whether the request
10 for exclusion was timely submitted. Any Class Member who submits a timely
11 Request for Exclusion shall be excluded from the Settlement Class will not be
12 entitled to an Individual Settlement Payment and will not be otherwise bound
13 by the terms of the Settlement or have any right to object, appeal or comment
14 thereon. However, any Class Member that submits a timely Request for
15 Exclusion that is also a member of the Aggrieved Employees will still receive
16 his/her pro rata share of the PAGA Payment, as specified below, and in
17 consideration, will be bound by the Release by the Aggrieved Employees as
18 set forth herein. Settlement Class Members who fail to submit a valid and
19 timely Request for Exclusion on or before the Response Deadline shall be
20 bound by all terms of the Settlement and any final judgment entered in this
21 Action if the Court approves the Settlement. No later than fifteen (15)
22 calendar days after the Response Deadline, the Settlement Administrator shall
23 provide counsel for the Parties with a final list of the Class Members who have
24 timely submitted timely Requests for Exclusion. At no time shall any of the
25 Parties or their counsel seek to solicit or otherwise encourage members of the
26 Class to submit Requests for Exclusion from the Settlement.

27 8. Objections. The Notice of Class Action Settlement contained in the Notice
28 Packet shall state that Class Members who wish to object to the Settlement

1 may submit to the Settlement Administrator a written statement of objection
2 (“Notice of Objection” attached hereto as **Exhibit C**) by the Response
3 Deadline. The postmark date of mailing shall be deemed the exclusive means
4 for determining that a Notice of Objection was served timely. The Notice of
5 Objection, if in writing, must be signed by the Settlement Class Member and
6 state: (1) the case name and number; (2) the name of the Settlement Class
7 Member; (3) the address of the Settlement Class Member; (4) the last four
8 digits of the Settlement Class Member’s Social Security number; and (5) the
9 basis for the objection. Class Members who fail to make objections in writing
10 in the manner specified above may still make their objections orally at the
11 Final Approval/Settlement Fairness Hearing with the Court’s permission.
12 Settlement Class Members will have a right to appear at the Final
13 Approval/Settlement Fairness Hearing to have their objections heard by the
14 Court regardless of whether they submitted a written objection. At no time
15 shall any of the Parties or their counsel seek to solicit or otherwise encourage
16 Class Members to file or serve written objections to the Settlement or appeal
17 from the Order and Final Judgment. Class Members who submit a written
18 request for exclusion may not object to the Settlement. Class Members may
19 not object to the PAGA Payment.

20 M. Funding and Allocation of the Gross Settlement Amount. Defendant are required to
21 pay the Gross Settlement Amount on or before the Funding Date, plus any employer’s
22 share of payroll taxes as mandated by law within the time specified herein.

23 1. Individual Settlement Payments. Individual Settlement Payments shall be
24 paid from the Net Settlement Amount and shall be paid pursuant to the
25 formula set forth herein. Using the Class Data, the Settlement Administrator
26 shall add up the total number of Workweeks for all Class Members. The
27 respective Workweeks for each Class Member will be divided by the total
28 Workweeks for all Class Members, resulting in the Payment Ratio for each

1 Class Member. Each Class Member's Payment Ratio will then be multiplied
2 by the Net Settlement Amount to calculate each Class Member's estimated
3 Individual Settlement Payments. Each Individual Settlement Payment will be
4 reduced by any legally mandated employee tax withholdings (e.g., employee
5 payroll taxes, etc.). Individual Settlement Payments for Class Members who
6 submit valid and timely requests for exclusion will be redistributed to
7 Settlement Class Members who do not submit valid and timely requests for
8 exclusion on a pro rata basis based on their respective Payment Ratios.

9 2. Calculation of Individual Payments to the Aggrieved Employees. Using the
10 Class Data, the Settlement Administrator shall add up the total number of
11 PAGA pay periods for all Aggrieved Employees during the PAGA Period.
12 The respective PAGA pay periods for each Aggrieved Employee will be
13 divided by the total PAGA pay periods for all Aggrieved Employees, resulting
14 in the "PAGA Payment Ratio" for each Aggrieved Employee. Each
15 Aggrieved Employee's PAGA Payment Ratio will then be multiplied by the
16 Aggrieved Employee Payment to calculate each Aggrieved Employee's
17 estimated share of the PAGA Payment.

18 3. Allocation of Individual Settlement Payments. For tax purposes, Individual
19 Settlement Payments shall be allocated and treated as follows: 20% as wages
20 ("Wage Portion"); 80% as penalties and interest ("Non-Wage Portion"). The
21 Wage Portion is subject to wage withholdings and shall be reported on IRS
22 Form W-2. The Non-Wage Portion shall not be subject to wage withholdings
23 and shall be reported on IRS Form 1099.

24 4. Allocation of Aggrieved Employee Payments. For tax purposes, Aggrieved
25 Employee Payments shall be allocated and treated as 100% penalties and shall
26 be reported on IRS Form 1099.

27 5. No Credit Toward Benefit Plans. The Individual Settlement Payments and
28 Aggrieved Employee Payment made to Settlement Class Members and/or

1 Aggrieved Employees under this Settlement Agreement, as well as any other
2 payments made pursuant to this Settlement Agreement, will not be utilized to
3 calculate any additional benefits under any benefit plans to which any Class
4 Members may be eligible, including, but not limited to profit-sharing plans,
5 bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave
6 plans, PTO plans, and any other benefit plan. Rather, it is the Parties' intention
7 that this Settlement Agreement will not affect any rights, contributions, or
8 amounts to which any Class Members may be entitled under any benefit plans.

9 6. All monies received by Settlement Class Members under the Settlement which
10 are attributable to wages shall constitute income to such Settlement Class
11 Members solely in the year in which such monies actually are received by the
12 Settlement Class Members. It is the intent of the Parties that Individual
13 Settlement Payments and Aggrieved Employee Payment provided for in this
14 Settlement Agreement are the sole payments to be made by Defendant to
15 Settlement Class Members and/or Aggrieved Employees in connection with this
16 Settlement Agreement, with the exception of Plaintiff, and that the Settlement
17 Class Members and/or Aggrieved Employees are not entitled to any new or
18 additional compensation or benefits as a result of having received the Individual
19 Settlement Payments and/or their shares of the PAGA Payment.

20 7. Mailing. Individual Settlement Payments and Aggrieved Employee Payments
21 shall be mailed by regular First-Class U.S. Mail to Settlement Class Members'
22 and/or Aggrieved Employees last known mailing address no later than fifteen
23 (15) calendar days after the Funding Date.

24 8. Expiration. Any checks issued to Settlement Class Members and Aggrieved
25 Employees shall remain valid and negotiable for one hundred and eighty (180)
26 days from the date of their issuance. If a Settlement Class Member and/or
27 Aggrieved Employee does not cash his or her settlement check within ninety
28 (90) days, the Settlement Administrator will send a letter to such persons,

1 advising that the check will expire after the one hundred eightieth (180th) day,
2 and invite that Settlement Class Member and/or Aggrieved Employee to
3 request reissuance in the event the check was destroyed, lost or misplaced. In
4 the event an Individual Settlement Payment and/or Aggrieved Employee's
5 Aggrieved Employee Payment check has not been cashed within one hundred
6 and eighty (180) days, the check will be voided and the Settlement Class
7 Member and/or Aggrieved Employee will remain bound by the Settlement.
8 The funds from any such uncashed checks shall be distributed as set forth in
9 California Code of Civil Procedure Section 384, as amended, to the
10 Community Law Project, a Cy Pres.

- 11 9. Class Representative Service Award. In addition to the Individual Settlement
12 Payment and his Aggrieved Employee Payment to be paid to Plaintiff,
13 Plaintiff will apply to the Court for an award of not more than \$7,500, as the
14 Class Representative Service Award. Defendant will not oppose a Class
15 Representative Service Award of not more than \$7,500 for Plaintiff. The
16 Settlement Administrator shall pay the Class Representative Service Award,
17 either in the amount stated herein if approved by the Court or some other
18 amount as approved by the Court, to Plaintiff from the Gross Settlement
19 Amount no later than fifteen (15) calendar days after the Funding Date. Any
20 portion of the requested Class Representative Service Award that is not
21 awarded to the Class Representative shall be part of the Net Settlement
22 Amount and shall be distributed to Settlement Class Members as provided in
23 this Agreement. The Settlement Administrator shall issue an IRS Form 1099
24 — MISC to Plaintiff for his Class Representative Service Award. Plaintiff
25 shall be solely and legally responsible to pay any and all applicable taxes on
26 his Class Representative Service Award and shall hold harmless the Released
27 Parties from any claim or liability for taxes, penalties, or interest arising as a
28 result of the Class Representative Service Award. The Class Representative

1 Service Award shall be in addition to Plaintiff's Individual Settlement
2 Payment as a Settlement Class Member. Approval of this Settlement shall not
3 be conditioned on Court approval of the requested amount of the Class
4 Representative Service Award. If the Court reduces or does not approve the
5 requested Class Representative Service Award, Plaintiff shall not have the
6 right to revoke the Settlement, and it will remain binding.

7 10. Class Counsel Award. Defendant understands that a motion by Class Counsel
8 for attorneys' fees not to exceed 35% of the Gross Settlement Amount
9 currently estimated to be Two Hundred Sixty-Five Thousand, Five Hundred
10 Dollars and Zero Cents (\$278,250) plus costs and expenses supported by
11 declaration not to exceed Thirty Thousand Dollars and Zero Cents
12 (\$30,000.00), from the Gross Settlement Amount will be filed. Defendant
13 agrees not to oppose the request for the Class Counsel Award. Any portion
14 of the requested Class Counsel Award that is not awarded to Class Counsel
15 shall be part of the Net Settlement Amount and shall be distributed to
16 Settlement Class Members as provided in this Agreement. The Settlement
17 Administrator shall allocate and pay the Class Counsel Award to Class
18 Counsel from the Gross Settlement Amount no later than fifteen (15) calendar
19 days after the Funding Date. Class Counsel shall be solely and legally
20 responsible to pay all applicable taxes on the payment made pursuant to this
21 paragraph. The Settlement Administrator shall issue an IRS Form 1099 —
22 MISC to Class Counsel for the payments made pursuant to this paragraph. In
23 the event that the Court reduces or does not approve the requested Class
24 Counsel Award, Plaintiff and Class Counsel shall not have the right to revoke
25 the Settlement, or to appeal such order, and the Settlement will remain
26 binding.

27 11. PAGA Payment. One Hundred and Fifteen Thousand Dollars and Zero Cents
28 (\$115,000.00) shall be allocated from the Gross Settlement Amount for

1 settlement of claims for civil penalties under the Private Attorneys General
2 Act of 2004 ("PAGA Payment"). The Settlement Administrator shall pay the
3 LWDA Payment, comprised of seventy-five percent (75%) of the PAGA
4 Penalties (\$86,250.00), to the California Labor and Workforce Development
5 Agency no later than thirty (30) days after the Effective Date. The Aggrieved
6 Employee Payment, comprised of twenty-five percent (25%) of the PAGA
7 Penalties (\$28,750.00), will be distributed to the Aggrieved Employees as
8 described in this Agreement. For purposes of distributing the Aggrieved
9 Employee Payment, each Aggrieved Employee shall receive their pro-rata
10 share of the Aggrieved Employee Payment using the PAGA Payment Ratio
11 as defined above.

12 12. Settlement Administration Expenses. The Settlement Administrator shall be
13 paid for the costs of administration of the Settlement from the Gross
14 Settlement Amount. The estimate of the Settlement Administration Expenses
15 is \$6,900. The Settlement Administrator shall be paid the Settlement
16 Administration Expenses no later than fifteen (15) calendar days after the
17 Funding Date.

18 N. Final Approval Motion. Class Counsel and Plaintiff shall use best efforts to file with
19 the Court a Motion for Order Granting Final Approval and Entering Judgment, within
20 twenty-eight (28) days following the expiration of the Response Deadline, which
21 motion shall request final approval of the Settlement and a determination of the
22 amounts payable for the Class Representative Service Award, the Class Counsel
23 Award, the PAGA Payment, and the Settlement Administration Expenses. Plaintiff
24 will provide Defendant with a draft of the Motion at least three (3) business days prior
25 to the filing of the Motion to give Defendant an opportunity to propose changes or
26 additions to the Motion.

27 1. Declaration by Settlement Administrator. No later than fifteen (15) days after
28 the Response Deadline, the Settlement Administrator shall submit a

1 declaration in support of Plaintiff's motion for final approval of this
2 Settlement detailing the number of Notice Packets mailed and re-mailed to
3 Class Members, the number of undeliverable Notice Packets, the number of
4 timely requests for exclusion and the names of the Class Members requesting
5 exclusion (if any), the number of objections received, the amount of the
6 average Individual Settlement Payment, lowest Individual Settlement
7 Payment, and highest Individual Settlement Payment, the amount of the
8 average Aggrieved Employee Payment, lowest Aggrieved Employee
9 Payment, and highest Aggrieved Employee Payment, the Settlement
10 Administration Expenses, and any other information as the Parties mutually
11 agree or the Court orders the Settlement Administrator to provide.

12 2. Final Approval Order and Judgment. Class Counsel shall present an Order
13 Granting Final Approval of Class Action Settlement to the Court for its
14 approval, and Judgment thereon, at the time Class Counsel files the Motion
15 for Final Approval.

16 N. Review of Motions for Preliminary and Final Approval. Class Counsel will provide
17 an opportunity for Counsel for Defendant to review the Motions for Preliminary and
18 Final Approval, including the Order Granting Final Approval of Class Action
19 Settlement, and Judgment before filing with the Court. The Parties and their counsel
20 will cooperate with each other and use their best efforts to affect the Court's approval
21 of the Motions for Preliminary and Final Approval of the Settlement, and entry of
22 Judgment.

23 O. Cooperation. The Parties and their counsel will cooperate with each other and use
24 their best efforts to implement the Settlement.

25 P. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Action,
26 except such proceedings necessary to implement and complete the Settlement, pending
27 the Final Approval/Settlement Fairness Hearing to be conducted by the Court.

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- 1 Q. Amendment or Modification. This Agreement may be amended or modified only by
2 a written instrument signed by counsel for all Parties or their successors-in-interest.
- 3 R. Entire Agreement. This Agreement and any attached Exhibit constitute the entire
4 Agreement among these Parties, and no oral or written representations, warranties or
5 inducements have been made to any Party concerning this Agreement or its Exhibit
6 other than the representations, warranties and covenants contained and memorialized
7 in this Agreement and its Exhibits.
- 8 S. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
9 represent they are expressly authorized by the Parties whom they represent to negotiate
10 this Agreement and to take all appropriate Action required or permitted to be taken by
11 such Parties pursuant to this Agreement to effectuate its terms, and to execute any other
12 documents required to effectuate the terms of this Agreement. The persons signing
13 this Agreement on behalf of Defendant represent and warrant that he/she is authorized
14 to sign this Agreement on behalf of Defendant. Plaintiff represents and warrants that
15 he is authorized to sign this Agreement and that he has not assigned any claim, or part
16 of a claim, covered by this Settlement to a third-party.
- 17 T. No Public Comment: The Parties and their counsel agree that they will not issue any
18 press releases, initiate any contact with the press, respond to any press inquiry, or have
19 any communication with the press about the fact, amount or terms of the Settlement
20 Agreement. Class Counsel further agrees not to use the Settlement Agreement or any
21 of its terms for any marketing or promotional purposes. Nothing herein will restrict
22 Class Counsel from including publicly available information regarding this settlement
23 in future judicial submissions regarding Class Counsel's qualifications and experience.
24 Further, Class Counsel will not include, reference or use the Settlement Agreement for
25 any marketing or promotional purposes, either before or after the Motion for
26 Preliminary Approval is filed.
- 27 U. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure
28 to the benefit of, the successors or assigns of the Parties, as previously defined.

- 1 V. California Law Governs. All terms of this Agreement and the Exhibit and any disputes
2 shall be governed by and interpreted according to the laws of the State of California.
- 3 W. Counterparts. This Agreement may be executed in one or more counterparts. All
4 executed counterparts and each of them shall be deemed to be one and the same
5 instrument provided that counsel for the Parties to this Agreement shall exchange
6 among themselves copies or originals of the signed counterparts.
- 7 X. This Settlement Is Fair, Adequate and Reasonable. The Parties believe this Settlement
8 is a fair, adequate and reasonable settlement of this Action and have arrived at this
9 Settlement after extensive arms-length negotiations, considering all relevant factors,
10 present and potential.
- 11 Y. Continuing Jurisdiction of the Court. The Parties agree that the Court shall retain
12 jurisdiction over this case under CCP section 664.6 to ensure the continuing
13 implementation of the provisions of this settlement and that the time within which to
14 bring this action to trial under CCP section 583.310 shall be executed from the date of
15 the signing of this Agreement by all Parties until the entry of the final approval order
16 and judgment or if not entered the date this Agreement shall no longer be of any force
17 or effect.
- 18 Z. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
19 the Court shall first attempt to construe the provisions valid to the fullest extent
20 possible consistent with applicable precedents so as to define all provisions of this
21 Agreement valid and enforceable.
- 22 AA. No Unalleged Claims. Plaintiff and Class Counsel represent that they do not currently
23 intend to pursue any claims against the Released Parties, including, but not limited to,
24 any and all claims relating to or arising from Plaintiff's employment with Defendant,
25 regardless of whether Class Counsel is currently aware of any facts or legal theories
26 upon which any claims or causes of action could be brought against Released Parties,
27 including those facts or legal theories alleged in the operative complaint in this Action.
28 The Parties further acknowledge, understand and agree that this representation is

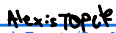
1 essential to the Agreement and that this Agreement would not have been entered into
2 were it not for this representation.

3 BB. Stipulation to Class Certification. The Parties agree to stipulate to class certification
4 for purposes of this settlement only.

5 CC. No Admissions by the Parties. Plaintiff has claimed and continues to claim that the
6 Released Claims have merit and give rise to liability on the part of Defendant.
7 Defendant claims that the Released Claims have no merit and do not give rise to
8 liability. This Agreement is a compromise of disputed claims. Nothing contained in
9 this Agreement and no documents referred to and no action taken to carry out this
10 Agreement may be construed or used as an admission by or against the Defendant or
11 Plaintiff or Class Counsel as to the merits or lack thereof of the claims asserted. Other
12 than as may be specifically set forth herein, each Party shall be responsible for and
13 shall bear its/his own attorney's fees and costs.

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IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

Signature: 
Alexis Topete (Dec 9, 2024 13:16 PST)
Email: alexistopetehernandez@yahoo.com

DATED: 12/09/2024

ALEXIS TOPETE-HERNANDEZ

IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANT:

DocuSigned by:

185C0492FB984B3...

DATED: 12/18/2024

THE PEGGS COMPANY, INC.

Brett Nelson

Printed Name

CEO

Title

1 IT IS SO AGREED AS TO FORM BY COUNSEL:

2
3 DATED: 12/09/2024

JCL LAW FIRM, APC

4 By: 
5 Jean-Claude Lapuyade
6 Attorneys for Plaintiff and the Settlement Class
7 Members

8 DATED: 12/09/2024

ZAKAY LAW GROUP, APLC

9 By: 
10 Shani Zakay
11 Attorneys for Plaintiff and the Settlement Class
12 Members

13 DATED: 12/09/2024

LAWYERS FOR JUSTICE, PC

14 By: 
15 Elizabeth Parker-Fawley
16 Ryan Slinger
17 Attorneys for Plaintiff and the Settlement Class
18 Members

19 DATED: 12/18/2024

MEDINA MCKELVEY LLP

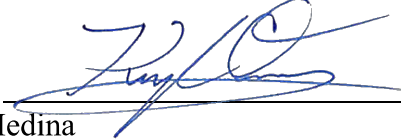
20 By: 
21 Alex Medina
22 Kyle Owen
23 Attorneys for Defendant
24
25
26
27
28

EXHIBIT A

NOTICE OF SETTLEMENT
AND FINAL HEARING DATE

**(ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC.,
Riverside County Superior Court Case No. CVRI2400968)**

PLEASE READ THIS NOTICE CAREFULLY.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Individual Settlement Payment is: \$<<__>>. Your estimated Aggrieved Employee Payment is <<____>>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement. Instructions are set forth below.
Object	You may write to the Court about why you believe the Settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Riverside (the “Court”) has been reached between Plaintiff ALEXIS TOPETE-HERNANDEZ (“Plaintiff”) and Defendant THE PEGGS COMPANY, INC., a California corporation (“Defendant”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

All current and former hourly-paid or non-exempt employees employed by Defendant in California at any time during the Class Period. “Class Period” means the period between February 22, 2020, through November 29, 2024.

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On February 22, 2024, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Riverside (the “Action”). Plaintiff asserted the following claims alleging that Defendant: (1) Failure to pay overtime wages in violation of California Labor Code sections 510 et seq; (2) Failure to provide required meal periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order; (3) Failure to provide required rest periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order; (4) Failure to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1; (5) Failure to provide wages when due in violation of California Labor Code sections 201, 202 and 203; (6) Failure to provide wages when due in violation of California Labor Code section 204; (7) Failure to provide accurate itemized wage statements in violation of California Labor Code section 226; (8) Failure to keep requisite payroll records in violation of California Labor Code section 1174(d); (9) Failure to reimburse Plaintiff for required expenses in violation of California Labor Code section 2802; (10) Unfair Competition in Violation of Bus. and Prof. Code sections 17200 et seq; and (11) Violation of the Private Attorneys General Act (the “PAGA”) in violation of California Labor Code sections 2698, et seq. PAGA is a mechanism by which the State of California itself can enforce state labor laws through the employee suing under the PAGA who does so as the proxy or agent of the state’s labor law enforcement agency. The purpose of the PAGA is not to recover damages or restitution, but to create a means of “deputizing” citizens as private attorney general to enforce the Labor Code.

Defendant contends that it has strong legal and factual defenses to these claims, but it recognizes the risks, distractions, and costs associated with litigation. Defendant contends that the wage and hour policies and practices at issue, including those regarding payment for time worked, overtime pay, meal breaks, and rest breaks are lawful and have been lawful throughout the relevant time periods. Defendant also contends that Plaintiff’s claims do not meet the requirements for class certification.

This Settlement is the result of good faith, arm’s length negotiations between Plaintiff and Defendant, through their respective attorneys. Both sides agree that in light of the risks and expenses associated with continued litigation, this Settlement is fair and appropriate under the circumstances, and in the best interests of the Settlement Class Members. This Settlement is a compromise and is not an admission of liability on the part of Defendant.

The Court has not ruled on the merits of Plaintiff’s claims or Defendant’s defenses.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of Lawyers for Justice, PC, JCL Law Firm, APC and Zakay Law Group, APLC to serve as Class Counsel.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Seven Hundred Fifty Thousand Dollars and Zero Cents (\$795,000.00) (the “Gross Settlement Amount”) to fund the Settlement. The Gross Settlement Amount includes the payment of all Individual Settlement Payments to Settlement Class Members, Class Counsel Award, Settlement Administration Expenses, PAGA Payment, and the Class Representative Service Award to the Plaintiff.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed, and the Judgment is affirmed.

Amounts to be Paid from the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Settlement Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$6,900 for expenses, including expenses of sending this Notice, processing opt-outs, and distributing settlement payments.
- Class Counsel Award. Payment to Class Counsel attorneys' not to exceed 35% of the Gross Settlement Amount (currently \$278,250) plus costs and expenses not to exceed **\$30,000** for all costs and expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.
- Class Representative Service Award. Class Representative Service Award of up to Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) to Plaintiff, or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook.
- PAGA Payment. A payment of One Hundred Fifteen Thousand Dollars and Zero Cents (\$115,000.00) relating to Plaintiff's claim under the Private Attorneys General Act ("PAGA"), \$86,250 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA Payment") and the remaining \$28,750 will be distributed to the Aggrieved Employees ("Aggrieved Employee Payment").
- Calculation of Individual Settlement Payments. After all the above payments of the court-approved Class Counsel Award, the Class Representative Service Award, the PAGA Payment, and the Settlement Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Individual Settlement Payment for each Settlement Class Member will be calculated by dividing the Net Settlement Amount by the total number of workweeks for all Settlement Class Members that occurred during the Class Period and multiplying the result by each individual Settlement Class Member's workweeks that occurred during the Class Period. A "workweek" is defined as a normal seven-day week of work during the Class Period in which, according to Defendant's records, a member of the class worked at least one day during any such workweek.
- Calculation of Aggrieved Employee Payments to Aggrieved Employees. The Aggrieved Employee Payment portion of the PAGA Payment shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The Aggrieved Employee Payment will be divided by the total number of pay periods worked by all Aggrieved Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective Aggrieved Employee during the PAGA Period. "Aggrieved Employees" means all persons who are or previously were employed by Defendant in California during the PAGA Period. The PAGA Period means the period between December 18, 2022, through November 29, 2024.

If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

You may find the Settlement Agreement entitled "Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims" filed on **MONTH XX**, 2025, with the Riverside County Superior Court, Dept. 1, located at 4050 Main Street, Riverside, CA 92501. You may also find the Settlement Agreement online by visiting the

Riverside County Superior Court website <https://www.riverside.courts.ca.gov/>. The Settlement Agreement can be found at **Exhibit 1** of the Zakay Declaration filed on **MONTH XX**, 2025.

Tax Matters. Twenty percent (20%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each Settlement Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Eighty percent (80%) of each Individual Settlement Payment is allocated to interest, penalties and other non-wage payments, and no taxes will be withheld from this portion, and each Settlement Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from Aggrieved Employee Payments paid to Aggrieved Employees, and each Aggrieved Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims means all claims alleged or which could have reasonably been alleged based on the facts alleged in the Operative Complaint, which arose during the Class Period. The Released PAGA Claims shall be released as follows: Upon entry of final judgment and upon funding in full of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the Class Settlement and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" means all claims under the PAGA alleged in the Operative Complaint in the Action and Plaintiff's letter to the LWDA dated December 18, 2023, that arose during the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court's orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant's records reflect that you have <<____>> Workweeks worked during the Class Period (February 22, 2020, through November 29, 2024).

Based on this information, your estimated Individual Settlement Payment is <<____>>.

Defendant's records reflect that you have <<____>> pay periods worked during the PAGA Period (December 18, 2022, through November 29, 2024).

Based on this information, your estimated Aggrieved Employee Payment is <<____>>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than _____ [forty-five (45) days after the Notice or re-mailed Notice].

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: Apex Class Action LLC at 1-800-355-0700.

The Court will hold a hearing on _____ to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at <https://apexclassaction.com/>.

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or "opt out," you will be bound by the Released PAGA Claims, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the Aggrieved Employee Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than _____. The address for the Settlement Administrator is 18 Technology Drive, Suite 164, Irvine, CA 92618. The request for exclusion must state in substance: "I wish to opt out of the settlement of the class action lawsuit entitled **ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968**. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in this Notice." The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, telephone number, and describe why you believe the Settlement is unfair. All written objections or other correspondence must also state the name and number of the case, which is **ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968**. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than _____. The address for the Settlement Administrator is Apex Class Action LLC, 18 Technology

Drive, Suite 164, Irvine, CA 92618.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Jean-Claude Lapuyade, Esq.
JCL Law Firm, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel.: (619) 599-8292
Email: jlapuyade@jcl-lawfirm.com

Class Counsel:

Shani O. Zakay, Esq.
Zakay Law Group, APLC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 599-8292
Email: shani@zakaylaw.com

Class Counsel:

Elizabeth Parker-Fawley, Esq.
Ryan Slinger, Esq.
Lawyers for Justice, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020
Email: elizabeth@calljustice.com
r.slinger@calljustice.com

Counsel for Defendant:

Alex Medina, Esq.
Kyle Owen, Esq.
Medina McKelvey, LP
925 Highland Pointe Drive, Suite
300
Roseville, California 95678
Telephone: (916) 960-2211
alex@medinamckelvey.com

9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at **00:00 AM/PM on** _____, at the Riverside County Superior Court, Dept. 1, located at 4050 Main Street, Riverside, CA 92501 before Judge Harold Hopp. The Court has determined only that there is sufficient evidence to suggest that the proposed settlement might be fair, reasonable, and adequate. At the Final Approval Hearing, the Court will determine whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-800-355-0700 or write to **ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968**, Settlement Administrator, c/o _____.

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You may receive a copy of the Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims ("Settlement Agreement") filed on **MONTH XX**, 2025, the Final Judgment or other Settlement documents by writing to JCL Law Firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

PLEASE DO NOT CONTACT THE COURT, THE CLERK OF THE COURT, THE JUDGE; OR DEFENDANT FOR INFORMATION ABOUT THE PROPOSED SETTLEMENT OR THIS LAWSUIT.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your Individual Settlement Payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks will be distributed as set forth in California Code of Civil Procedure Section 384, as amended, to the Community Law Project, a Cy Pres. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT B

Superior Court of California, County of Riverside
ALEXIS TOPETE-HER
NANDEZ v. THE PEGGS COMPANY, INC.,
Riverside County Superior Court Case No. CVRI2400968

REQUEST FOR EXCLUSION

Instructions: Please complete this Form ONLY IF YOU **DO NOT** WANT TO PARTICIPATE IN THE SETTLEMENT that is described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form. If you choose to complete this Form, the deadline for mailing it to the Settlement Administrator is **[** INSERT DATE**]**.

I. PERSONAL INFORMATION

Name (first, middle and last): _____
Home Street Address: _____
City, State, Zip Code: _____
Telephone Number: (____) _____

II. REQUEST FOR EXCLUSION

By signing and returning this Form, I certify that I wish to opt out of the settlement of the class action lawsuit entitled *ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968*, filed in the Superior Court of California, County of Riverside. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form.

Any Class Member that submits a timely Request for Exclusion who is also an Aggrieved Employee will still receive his/her pro rata share of the PAGA Payment. Exclusion from the Class Action Settlement does not result in exclusion from the PAGA Payment.

III. MAILING INSTRUCTIONS

If you choose to return this Form, you must return it to the Settlement Administrator postmarked on or before **[**INSERT DATE**]** AT THE ADDRESS LISTED BELOW:

Apex Class Action LLC
18 Technology Drive, Suite 164
Irvine, CA 92618

IV. PLEASE SIGN BELOW

I declare that the foregoing is true and correct.

Dated: _____

(Signature)

(Print Name)

EXHIBIT C

Apex Class Action LLC
18 Technology Drive, Suite 164
Irvine, CA 92618

Must Be Postmarked
No Later Than
XXX, 2025

OBJECTION FORM

SUPERIOR COURT OF THE STATE OF CALIFORNIA – COUNTY OF RIVERSIDE
ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Case No. CVRI2400968

<<Name>>
<<Address>>
<<City>>, <<State>> <<Zip Code>>

Indicate Name/Address Changes, if any:

YOU DO NOT NEED TO COMPLETE THIS FORM TO PARTICIPATE IN THE SETTLEMENT. THIS FORM IS TO BE USED ONLY IF YOU WANT TO PARTICIPATE IN THE SETTLEMENT, BUT YOU OBJECT TO THE TERMS OF THE SETTLEMENT. IF YOU OBJECT TO THE SETTLEMENT, YOU MUST SIGN AND COMPLETE THIS FORM ACCURATELY AND IN ITS ENTIRETY AND YOU MUST MAIL IT BY FIRST CLASS U.S. MAIL TO THE SETTLEMENT ADMINISTRATOR SO THAT IT IS POSTMARKED ON OR BEFORE XXX, 2024. THE ADDRESS FOR THE SETTLEMENT ADMINISTRATOR IS NOTED AT THE TOP OF THIS FORM. IF YOU DO NOT OBJECT TO THE SETTLEMENT, DO NOT SUBMIT THIS FORM.

The Court will consider your objection at the Final Approval Hearing if you submit a timely and valid written statement of objection. All of the information on this form is required. If you do not provide all of the information below, your objection will be deemed null and void.

I, _____, (name of Class Member) hereby object to the Settlement in this case for the following reasons:

Dated: _____

Signature: _____

Print or Type Name: _____

Telephone Number: _____

EXHIBIT 2

JCL LAW FIRM, APC

Jean-Claude Lapuyade (State Bar #248676)

jlapuyade@jcl-lawfirm.com

5440 Morehouse Drive, Suite 3600

San Diego, CA 92121

Telephone: (619) 599-8292

ZAKAY LAW GROUP, APLC

Shani O. Zakay (State Bar #277924)

shani@zakaylaw.com

Jaclyn Joyce (State Bar #285124)

jaclyn@zakaylaw.com

5440 Morehouse Drive, Suite 3600

San Diego, CA 92121

Telephone: (619) 255-9047

LAWYERS for JUSTICE, P.C.

Elizabeth Parker-Fawley, Esq.

elizabeth@calljustice.com

Ryan Slinger, Esq.

r.slinger@calljustice.com

410 West Arden Avenue, Suite 203

Glendale, CA 91203

Telephone: (818) 265-1020

Facsimile: (818) 265-1021

Attorneys for PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF RIVERSIDE

ALEXIS TOPETE-HERNANDEZ, individually,
and on behalf of other members of the general
public similarly situated and on behalf of other
aggrieved employees pursuant to the California
Private Attorneys General Act;

Plaintiff,

v.

THE PEGGS COMPANY, INC., a California
corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No. CVRI2400968

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Date: May 28, 2025

Time: 8:30 am

Judge: Hon. Harold W. Hopp

Dept.: 1

Reservation #: 83834452041

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

MAY 28 2025

E. Escobedo

[M]

MAY 29 2025

1 This matter having come before the Honorable Judge Harold W. Hopp of the Superior Court of
2 the State of California, in and for the County of Riverside, at 8:30 am on May 28, 2025, with Jean-
3 Claude Lapuyade, Esq. of the JCL Law Firm, APC, Shani O. Zakay, Esq. of the Zakay Law Group,
4 APLC, and Elizabeth Parker-Fawley, Esq. and Ryan Slinger, Esq., of Lawyers for Justice, PC, as
5 counsel for Plaintiff Alexis Topete-Hernandez ("Plaintiff"), and Alex Medina, Esq. and Kyle Owen,
6 Esq., of Medina McKelvey LP appearing for Defendant The Peggs Company, Inc. ("Defendant"). The
7 Court, having carefully considered the briefs, argument of counsel and all the matters presented to the
8 Court, and good cause appearing, hereby GRANTS Plaintiff's Motion for Preliminary Approval of
9 Class Action and PAGA Settlement.

10 **IT IS HEREBY ORDERED:**

11 1. The Court preliminarily approves the Class Action and PAGA Settlement Agreement
12 ("Settlement Agreement" or "Agreement"). This is based on the Court's determination that the
13 Settlement Agreement is within the range of possible final approval, pursuant to the provisions of
14 Section 382 of the California Code of Civil Procedure and California Rules of Court, rule 3.769.

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

17 3. Subject to the terms of the Settlement Agreement, the Gross Settlement Amount that
18 Defendant shall pay is Seven Hundred Ninety-Five Thousand Dollars and Zero Cents (\$795,000.00).
19 It appears to the Court on a preliminary basis that the settlement amount and terms are fair, adequate,
20 and reasonable as to all Class Members when balanced against the probable outcome of further
21 litigation relating to certification, liability, and damages issues. It further appears that investigation and
22 research have been conducted such that counsel for the Parties are able to reasonably evaluate their
23 respective positions. It further appears to the Court that settlement at this time will avoid substantial
24 additional costs by all Parties, as well as avoid the delay and risks that would be presented by the further
25 prosecution of the litigation. It further appears that the Settlement has been reached as the result of
26 intensive, serious, and non-collusive arms-length negotiations.

27 4. The Court preliminarily finds that the Settlement appears to be within the range of
28 reasonableness of a settlement that could ultimately be given final approval by this Court. The Court

1 has reviewed the monetary recovery that is being granted as part of the Settlement and preliminarily
2 finds that the monetary settlement awards made available to the Class Members are fair, adequate, and
3 reasonable when balanced against the probable outcome of further litigation relating to certification,
4 liability, and damages issues.

5 5. Plaintiff seeks payment in the amount of up-to thirty-five percent (35%) of the Gross
6 Settlement Amount for Class Counsel Fees Payment, currently estimated Two Hundred Seventy-Eight
7 Thousand Two Hundred Fifty Dollars and Zero Cents (\$278,250.00), a Class Counsel Litigation
8 Expenses Payment not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00), and proposed
9 Class Representative Service Award to the Class Representative, Alexis Topete-Hernandez, in the
10 amount of Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00). While these awards
11 appear to be within the range of reasonableness, the Court will not approve the Class Counsel Fees
12 Payment, Class Counsel Litigation Expenses Payment, or Class Representative Service Award until the
13 Final Approval Hearing.

14 6. The Court recognizes that Plaintiff and Defendant stipulate and agree to certification of
15 a class for settlement purposes only. This stipulation will not be deemed admissible in this or any other
16 proceeding should this Settlement not become final. For settlement purposes only, the Court
17 conditionally certifies the following Class:

18 "All current and former hourly-paid or non-exempt employees employed
19 by Defendant in California at any time during the period between February
20 22, 2020 and November 29, 2024."

21 7. The Court concludes that, for settlement purposes only, the Class meets the requirements
22 for certification under section 382 of the California Code of Civil Procedure in that: (a) the Class is
23 ascertainable and so numerous that joinder of all members of the Class Members is impracticable; (b)
24 common questions of law and fact predominate, and there is a well-defined community of interest
25 amongst the Class Members with respect to the subject matter of the litigation; (c) the claims of the
26 Class Representative are typical of the claims of the Class Members; (d) the Class Representative will
27 fairly and adequately protect the interests of the Class Members; (e) a class action is superior to other
28 available methods for the efficient adjudication of this controversy; and (f) Class Counsel are qualified

1 to act as counsel for the Class Representative in her individual capacity and as the representative of the
2 Class Members.

3 8. The Court provisionally appoints plaintiff Alexis Topete-Hernandez as the representative
4 of the Class.

5 9. The Court provisionally appoints Jean-Claude Lapuyade, Esq., of the JCL Law Firm,
6 A.P.C., Shani O. Zakay, Esq., of the Zakay Law Group, APLC, and Elizabeth Parker-Fawley, Esq. and
7 Ryan Slinger, Esq. of Lawyers for Justice, P.C., as Class Counsel for the Class Members.

8 10. The Court hereby approves, as to form and content, the Proposed Notice of Settlement
9 and Final Hearing Date ("Class Notice"), which includes a Request for Exclusion form and an
10 Objection Form. A true and correct copy of the Proposed Notice of Settlement, including these forms,
11 is attached hereto as **Exhibit "1."** The Court finds that the notice appears to fully and accurately inform
12 the Class Members and Aggrieved Employees of all material elements of the proposed Settlement,
13 including right of any Class Member to be excluded from the Class by completing the attached Request
14 for Exclusion Form, and of each Class Member's right and opportunity to object to the Settlement via
15 the attached Objection Form. The Court further finds that the distribution of the notice substantially in
16 the manner and form set forth in the Agreement and this Order meets the requirements of due process,
17 is the most reasonable notice under the circumstances, and shall constitute due and sufficient notice to
18 all persons entitled thereto. The Court orders the mailing of the notice by first class mail, pursuant to
19 the terms set forth in the Agreement.

20 11. The Court hereby appoints Apex Class Action LLC as Settlement Administrator. No later
21 than ten (10) calendar days after the entry of this order, Defendant shall provide, to the Settlement
22 Administrator the Class Data, including information regarding Class Members that Defendant will in
23 good faith compile from its records, including each Class Member's full name; last known address;
24 Social Security Number; and number of Workweeks worked in the Class Period and Pay Periods
25 worked during the PAGA Period (as applicable). No later than fourteen (14) calendar days after
26 receiving the Class Data from Defendant, the Settlement Administrator shall mail the Class Notice to
27 all identified, potential Class Members via regular first class U.S. Mail using the most current mailing
28

1 address information available. The Settlement Administrator shall also be required to perform all duties
2 set forth in the Agreement.

3 12. The Court hereby preliminarily approves the proposed procedure for exclusion from the
4 Settlement. A true and correct copy of the proposed exclusion form is attached hereto as **Exhibit "2."**
5 Any Class Member may individually choose to opt out of and be excluded from the Settlement as
6 provided in the Notice by following the instructions for requesting exclusion from the Settlement of
7 the Released Claims that are set forth in the Notice and submitting the exclusion form to the Settlement
8 Administrator. All requests for exclusion must be postmarked or received by the Response Deadline
9 which is forty-five (45) calendar days after the date the Class Notice is mailed to the Class Members
10 or, in the case of a re-mailed Notice, not more than fourteen (14) calendar days after the original
11 Response Deadline. Any such person who chooses to opt out of and be excluded from the Settlement
12 will not be entitled to an Individual Class Payment under the Settlement and will not be bound by the
13 Settlement, or have any right to object, appeal or comment thereon. Class Members who have not
14 requested exclusion shall be bound by all determinations of the Court, the Agreement and Judgment.
15 A request for exclusion may only opt out that particular individual, and any attempt to affect an optout
16 of a group, class, or subclass of individuals is not permitted and will be deemed invalid. The Settlement
17 Administrator shall file a declaration concurrently with the filing of the Motion for Final Approval,
18 authenticating a copy of every exclusion form received by the administrator.

19 13. Any Class Member may appear at the final approval hearing, regardless of whether they
20 have submitted a timely written objection and notice of intention to appear. Class Members may express
21 their views regarding the Settlement and may present evidence and file briefs or other papers that may
22 be proper and relevant to the issues to be heard and determined by the Court as provided in the Notice.
23 Class Members will have forty-five (45) days from the date the Settlement Administrator mails the
24 Class Notice to postmark their objections to the Settlement Administrator. A true and correct copy of
25 the proposed objection form is attached hereto as **Exhibit "3."** Objecting Class Members are not
26 required to appear at the final approval hearing. The Settlement Administrator shall file a declaration
27 concurrently with the filing of the Motion for Final Approval authenticating a copy of every objection
28 form received by the Settlement Administrator.

1 14. Any Objection Form or Request for Exclusion Form is to be submitted to the Settlement
2 Administrator directly, not the Court.

3 15. A hearing on Plaintiff's Motion for Final Approval of Class Action and PAGA
4 Settlement and Plaintiff's Motion for Class Counsel Award and Class Representative Service Award
5 shall be held before this Court on **September 25, 2025, at 8:30 a.m.** in Department 1 of the Riverside
6 County Superior Court to determine all necessary matters concerning the Settlement, including:
7 whether the proposed settlement of the Action on the terms and conditions provided for in the
8 Agreement is fair, adequate and reasonable and should be finally approved by the Court; whether an
9 Order Granting Final Approval should be entered herein; whether the plan of allocation contained in
10 the Agreement should be approved as fair, adequate and reasonable to the Class; and to finally approve
11 the Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class
12 Representative Service Award, and the Settlement Administration Expenses. All papers in support of
13 the motion for final approval and the motion for Class Counsel Fees Payment, Class Counsel Litigation
14 Expenses Payment, and Class Representative Service Award shall be filed with the Court and served
15 on all counsel no later than sixteen (16) court days before the hearing. The Settlement Administrator
16 must give notice to any objecting party of any continuance of the hearing of the Motion for Final
17 Approval and Motion for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment,
18 and Class Representative Service Award.

19 16. Neither the Settlement nor any exhibit, document, or instrument delivered thereunder
20 shall be construed as a concession or admission by Defendant in any way, and shall not be used as
21 evidence of, or used against Defendant as, an admission or indication in any way, including with respect
22 to any claim of any liability, wrongdoing, fault or omission by Defendant or with respect to the truth
23 of any allegation asserted by any person. Whether or not the Settlement is finally approved, neither the
24 Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor
25 any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as,
26 received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not
27 limited to, evidence of a presumption, concession, indication or admission by Defendant of any
28 liability, fault, wrongdoing, omission, concession or damage.

1 17. In the event the Settlement does not become effective in accordance with the terms of the
2 Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails to become
3 effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties
4 shall revert to their respective positions as of before entering into the Agreement. In such an event, the
5 Court's orders regarding the Settlement, including this Preliminary Approval Order, shall not be used
6 or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of
7 the Settlement Agreement with respect to the effect of the Settlement Agreement if it is not approved.

8 18. The Court reserves the right to adjourn or continue the date of the final approval hearing
9 and all dates provided for in the Agreement without further notice to Class Members and retains
10 jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

11
12 Dated:

May 18, 2025



JUDGE OF THE SUPERIOR COURT

EXHIBIT 1

NOTICE OF SETTLEMENT
AND FINAL HEARING DATE

**(ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC.,
Riverside County Superior Court Case No. CVRI2400968)**

PLEASE READ THIS NOTICE CAREFULLY.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Individual Settlement Payment is: \$<<__>>. Your estimated Aggrieved Employee Payment is <<____>>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement. Instructions are set forth below.
Object	You may write to the Court about why you believe the Settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the "Settlement") of this lawsuit pending in the Superior Court for the State of California, County of Riverside (the "Court") has been reached between Plaintiff ALEXIS TOPETE-HERNANDEZ ("Plaintiff") and Defendant THE PEGGS COMPANY, INC., a California corporation ("Defendant"). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

All current and former hourly-paid or non-exempt employees employed by Defendant in California at any time during the Class Period. "Class Period" means the period between February 22, 2020, through November 29, 2024.

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On February 22, 2024, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Riverside (the “Action”). Plaintiff asserted the following claims alleging that Defendant: (1) Failure to pay overtime wages in violation of California Labor Code sections 510 et seq; (2) Failure to provide required meal periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order; (3) Failure to provide required rest periods in violation of California Labor Code sections 226.7 and 512 and the applicable IWC wage order; (4) Failure to pay minimum wages in violation of California Labor Code sections 1194, 1197 and 1197.1; (5) Failure to provide wages when due in violation of California Labor Code sections 201, 202 and 203; (6) Failure to provide wages when due in violation of California Labor Code section 204; (7) Failure to provide accurate itemized wage statements in violation of California Labor Code section 226; (8) Failure to keep requisite payroll records in violation of California Labor Code section 1174(d); (9) Failure to reimburse Plaintiff for required expenses in violation of California Labor Code section 2802; (10) Unfair Competition in Violation of Bus. and Prof. Code sections 17200 et seq; and (11) Violation of the Private Attorneys General Act (the “PAGA”) in violation of California Labor Code sections 2698, et seq. PAGA is a mechanism by which the State of California itself can enforce state labor laws through the employee suing under the PAGA who does so as the proxy or agent of the state’s labor law enforcement agency. The purpose of the PAGA is not to recover damages or restitution, but to create a means of “deputizing” citizens as private attorney general to enforce the Labor Code.

Defendant contends that it has strong legal and factual defenses to these claims, but it recognizes the risks, distractions, and costs associated with litigation. Defendant contends that the wage and hour policies and practices at issue, including those regarding payment for time worked, overtime pay, meal breaks, and rest breaks are lawful and have been lawful throughout the relevant time periods. Defendant also contends that Plaintiff’s claims do not meet the requirements for class certification.

This Settlement is the result of good faith, arm’s length negotiations between Plaintiff and Defendant, through their respective attorneys. Both sides agree that in light of the risks and expenses associated with continued litigation, this Settlement is fair and appropriate under the circumstances, and in the best interests of the Settlement Class Members. This Settlement is a compromise and is not an admission of liability on the part of Defendant.

The Court has not ruled on the merits of Plaintiff’s claims or Defendant’s defenses.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of Lawyers for Justice, PC, JCL Law Firm, APC and Zakay Law Group, APLC to serve as Class Counsel.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Seven Hundred Fifty Thousand Dollars and Zero Cents (\$795,000.00) (the “Gross Settlement Amount”) to fund the Settlement. The Gross Settlement Amount includes the payment of all Individual Settlement Payments to Settlement Class Members, Class Counsel Award, Settlement Administration Expenses, PAGA Payment, and the Class Representative Service Award to the Plaintiff.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed, and the Judgment is affirmed.

Amounts to be Paid from the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Settlement Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$6,900 for expenses, including expenses of sending this Notice, processing opt-outs, and distributing settlement payments.
- Class Counsel Award. Payment to Class Counsel attorneys' not to exceed 35% of the Gross Settlement Amount (currently \$278,250) plus costs and expenses not to exceed \$30,000 for all costs and expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.
- Class Representative Service Award. Class Representative Service Award of up to Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) to Plaintiff, or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook.
- PAGA Payment. A payment of One Hundred Fifteen Thousand Dollars and Zero Cents (\$115,000.00) relating to Plaintiff's claim under the Private Attorneys General Act ("PAGA"), \$86,250 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA Payment") and the remaining \$28,750 will be distributed to the Aggrieved Employees ("Aggrieved Employee Payment").
- Calculation of Individual Settlement Payments. After all the above payments of the court-approved Class Counsel Award, the Class Representative Service Award, the PAGA Payment, and the Settlement Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Individual Settlement Payment for each Settlement Class Member will be calculated by dividing the Net Settlement Amount by the total number of workweeks for all Settlement Class Members that occurred during the Class Period and multiplying the result by each individual Settlement Class Member's workweeks that occurred during the Class Period. A "workweek" is defined as a normal seven-day week of work during the Class Period in which, according to Defendant's records, a member of the class worked at least one day during any such workweek.
- Calculation of Aggrieved Employee Payments to Aggrieved Employees. The Aggrieved Employee Payment portion of the PAGA Payment shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The Aggrieved Employee Payment will be divided by the total number of pay periods worked by all Aggrieved Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective Aggrieved Employee during the PAGA Period. "Aggrieved Employees" means all persons who are or previously were employed by Defendant in California during the PAGA Period. The PAGA Period means the period between December 18, 2022, through November 29, 2024.

If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

You may find the Settlement Agreement entitled "Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims" filed on April 1, 2025, with the Riverside County Superior Court, Dept. 1, located at 4050 Main Street, Riverside, CA 92501. You may also find the Settlement Agreement online by visiting the Riverside County Superior Court website <https://www.riverside.courts.ca.gov/>. The Settlement Agreement can be found at **Exhibit 1** of the Declaration of Ryan Slinger, Esq., filed on April 1, 2025.

Tax Matters. Twenty percent (20%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each Settlement Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Eighty percent (80%) of each Individual Settlement Payment is allocated to interest, penalties and other non-wage payments, and no taxes will be withheld from this portion, and each Settlement Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from Aggrieved Employee Payments paid to Aggrieved Employees, and each Aggrieved Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims means all claims alleged or which could have reasonably been alleged based on the facts alleged in the Operative Complaint, which arose during the Class Period. The Released PAGA Claims shall be released as follows: Upon entry of final judgment and upon funding in full of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the Class Settlement and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" means all claims under the PAGA alleged in the Operative Complaint in the Action and Plaintiff's letter to the LWDA dated December 18, 2023, that arose during the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court's orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant's records reflect that you have << _____ >> Workweeks worked during the Class Period (February 22, 2020, through November 29, 2024).

Based on this information, your estimated Individual Settlement Payment is << _____ >>.

Defendant's records reflect that you have << _____ >> pay periods worked during the PAGA Period (December 18, 2022, through November 29, 2024).

Based on this information, your estimated Aggrieved Employee Payment is << _____ >>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than _____ [forty-five (45) days after the Notice or re-mailed Notice].

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: Apex Class Action LLC at 1-800-355-0700.

The Court will hold a hearing on September 25, 2025, to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at <https://apexclassaction.com/>.

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or "opt out," you will be bound by the Released PAGA Claims, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the Aggrieved Employee Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than _____. The address for the Settlement Administrator is 18 Technology Drive, Suite 164, Irvine, CA 92618. The request for exclusion must state in substance: "I wish to opt out of the settlement of the class action lawsuit entitled **ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968**. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in this Notice." The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, telephone number, and describe why you believe the Settlement is unfair. All written objections or other correspondence must also state the name and number of the case, which is **ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968**. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than _____. The address for the Settlement Administrator is Apex Class Action LLC, 18 Technology Drive, Suite 164, Irvine, CA 92618.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Jean-Claude Lapuyade, Esq.

Class Counsel:

Shani O. Zakay, Esq.

Class Counsel:

Elizabeth Parker-Fawley, Esq.

JCL Law Firm, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel.: (619) 599-8292
Email: jlapuyade@jcl-lawfirm.com

Zakay Law Group, APLC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 255-9047
Email: shani@zakaylaw.com

Ryan Slinger, Esq.
Lawyers for Justice, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020
Email: elizabeth@calljustice.com
r.slinger@calljustice.com

Counsel for Defendant:

Alex Medina, Esq.
Kyle Owen, Esq.
Medina McKelvey, LP
925 Highland Pointe Drive, Suite
300
Roseville, California 95678
Telephone: (916) 960-2211
alex@medinamckelvey.com

9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at 8:30 AM on September 25, 2025, at the Riverside County Superior Court, Dept. 1, located at 4050 Main Street, Riverside, CA 92501 before Judge Harold Hopp. The Court has determined only that there is sufficient evidence to suggest that the proposed settlement might be fair, reasonable, and adequate. At the Final Approval Hearing, the Court will determine whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-800-355-0700 or write to **ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968**, Settlement Administrator, c/o _____.

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You may receive a copy of the Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims ("Settlement Agreement") filed on MONTH XX, 2025, the Final Judgment or other Settlement documents by writing to JCL Law Firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

PLEASE DO NOT CONTACT THE COURT, THE CLERK OF THE COURT, THE JUDGE; OR DEFENDANT FOR INFORMATION ABOUT THE PROPOSED SETTLEMENT OR THIS LAWSUIT.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your Individual Settlement Payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks will be distributed as set forth in California Code of Civil Procedure Section 384, as amended, to the Community Law Project, a Cy Pres.

If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT 2

Superior Court of California, County of Riverside
ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC.,
Riverside County Superior Court Case No. CVRI2400968

REQUEST FOR EXCLUSION

Instructions: Please complete this Form ONLY IF YOU **DO NOT** WANT TO PARTICIPATE IN THE SETTLEMENT that is described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form. If you choose to complete this Form, the deadline for mailing it to the Settlement Administrator is **** INSERT DATE****.

I. **PERSONAL INFORMATION**

Name (first, middle and last): _____
Home Street Address: _____
City, State, Zip Code: _____
Telephone Number: (____) _____

II. **REQUEST FOR EXCLUSION**

By signing and returning this Form, I certify that I wish to opt out of the settlement of the class action lawsuit entitled *ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Riverside County Superior Court, Case No. CVRI2400968*, filed in the Superior Court of California, County of Riverside. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form.

Any Class Member that submits a timely Request for Exclusion who is also an Aggrieved Employee will still receive his/her pro rata share of the PAGA Payment. Exclusion from the Class Action Settlement does not result in exclusion from the PAGA Payment.

III. **MAILING INSTRUCTIONS**

If you choose to return this Form, you must return it to the Settlement Administrator postmarked on or before ****INSERT DATE**** AT THE ADDRESS LISTED BELOW:

Apex Class Action LLC
18 Technology Drive, Suite 164
Irvine, CA 92618

IV. **PLEASE SIGN BELOW**

I declare that the foregoing is true and correct.

Dated: _____

(Signature)

(Print Name)

EXHIBIT 3

Apex Class Action LLC
18 Technology Drive, Suite 164
Irvine, CA 92618

Must Be Postmarked
No Later Than
XXX, 2025

OBJECTION FORM

SUPERIOR COURT OF THE STATE OF CALIFORNIA – COUNTY OF RIVERSIDE
ALEXIS TOPETE-HERNANDEZ v. THE PEGGS COMPANY, INC., Case No. CVRI2400968

<<Name>>

<<Address>>

<<City>>, <<State>> <<Zip Code>>

Indicate Name/Address Changes, if any:

YOU DO NOT NEED TO COMPLETE THIS FORM TO PARTICIPATE IN THE SETTLEMENT. THIS FORM IS TO BE USED ONLY IF YOU WANT TO PARTICIPATE IN THE SETTLEMENT, BUT YOU OBJECT TO THE TERMS OF THE SETTLEMENT. IF YOU OBJECT TO THE SETTLEMENT, YOU MUST SIGN AND COMPLETE THIS FORM ACCURATELY AND IN ITS ENTIRETY AND YOU MUST MAIL IT BY FIRST CLASS U.S. MAIL TO THE SETTLEMENT ADMINISTRATOR SO THAT IT IS POSTMARKED ON OR BEFORE XXX, 2025. THE ADDRESS FOR THE SETTLEMENT ADMINISTRATOR IS NOTED AT THE TOP OF THIS FORM. IF YOU DO NOT OBJECT TO THE SETTLEMENT, DO NOT SUBMIT THIS FORM.

The Court will consider your objection at the Final Approval Hearing if you submit a timely and valid written statement of objection. All of the information on this form is required. If you do not provide all of the information below, your objection will be deemed null and void.

I, _____, (name of Class Member) hereby object to the Settlement in this case for the following reasons:

Dated: _____

Signature: _____

Print or Type Name: _____

Telephone Number: _____

EXHIBIT 3



Thank you for your Proposed Settlement Submission

From DIR PAGA Unit <no-reply@formassembly.com>

Date Tue 4/1/2025 4:18 PM

To Allysa Castillo <acastillo@jcl-lawfirm.com>

04/01/2025 04:18:19 PM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: [https://nam02.safelinks.protection.outlook.com/?](https://nam02.safelinks.protection.outlook.com/?url=http%3A%2F%2Flabor.ca.gov%2FPrivate_Attorneys_General_Act.htm&data=05%7C02%7Cacastillo%40jcl-lawfirm.com%7C4336914d9a354c731bcb08dd71738b88%7C1f72d94e1dff4b9e9f45bdb37d49a25e%7C0%7C0%7C638791463272040620%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMtIsIkFOIjoiTWFPbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=qSmQU154KqD1PCfqYWBfwf0hFSy4KifjXXYvflrj%2BIA%3D&reserved=0)

[url=http%3A%2F%2Flabor.ca.gov%2FPrivate_Attorneys_General_Act.htm&data=05%7C02%7Cacastillo%40jcl-lawfirm.com%7C4336914d9a354c731bcb08dd71738b88%7C1f72d94e1dff4b9e9f45bdb37d49a25e%7C0%7C0%7C638791463272040620%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMtIsIkFOIjoiTWFPbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=qSmQU154KqD1PCfqYWBfwf0hFSy4KifjXXYvflrj%2BIA%3D&reserved=0](http%3A%2F%2Flabor.ca.gov%2FPrivate_Attorneys_General_Act.htm&data=05%7C02%7Cacastillo%40jcl-lawfirm.com%7C4336914d9a354c731bcb08dd71738b88%7C1f72d94e1dff4b9e9f45bdb37d49a25e%7C0%7C0%7C638791463272040620%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMtIsIkFOIjoiTWFPbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=qSmQU154KqD1PCfqYWBfwf0hFSy4KifjXXYvflrj%2BIA%3D&reserved=0)

EXHIBIT 4

EXHIBIT 5

JCL LAW FIRM, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 599-8292
Fax: (619) 599-8291

FIRM RESUME

Areas of Practice: Employee Class Actions, Wage and Hour Class Actions, Civil Litigation, and Unlawful Housing Practices.

ATTORNEY BIOGRAPHIES

Jean-Claude Lapuyade, Esq.
California Bar Number 248676
Founding Partner

Biography:

Mr. Lapuyade is a San Diego based labor and employment attorney representing aggrieved California employees and the victims of unlawful housing practices throughout the State of California. Mr. Lapuyade's litigation practice focuses on representing California employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, and misclassification, wrongful termination cases and tenants in unlawful housing class actions. Mr. Lapuyade prides himself on providing his clients with aggressive, attentive and result driven representation through the litigation process, trial and arbitration. Since 2007, Mr. Lapuyade successfully recovered in excess of \$200 million in monetary awards for his clients.

Mr. Lapuyade served as co-editor of the Insurance Column for Consumer Attorneys of San Diego from 2011 to 2014. As editor, Mr. Lapuyade was responsible for publishing monthly articles in the Trial Bar News periodical analyzing complex insurance coverage issues. Mr. Lapuyade is a four-time recipient of the Super Lawyers Rising Star by Thomson Reuters. To be eligible for inclusion in Rising Stars, a candidate must be either 40 years old or younger or in practice for 10 years or less. While up to 5 percent of the lawyers in a state are named to Super Lawyers, no more than 2.5 percent are named to Rising Stars.

Bar Admissions:

- California
- U.S. District Court Southern District of California
- U.S. District Court Central District of California
- U.S. District Court Eastern District of California
- U.S. District Court Northern District of California

Professional Associations:

- California Employment Lawyers Association, 2007 to Present
- Consumer Attorneys of San Diego, 2007 to 2020
- American Bar Association, Section of Litigation, Member, 2007 to 2020
- American Bar Association, Labor & Employment Section, Member, 2007 to 2020
- American Bar Association, Tort, Trial & Insurance Section, Member, 2007 to 2020
- California Bar Association, Labor & Employment Section, Member, 2007 to Present
- California Bar Association, Litigation Section, Member, 2007 to Present

Education:

- **California Western School of Law**
 - J.D. - 2006
 - Honors: Deans Merit Scholarship, California Western School of Law 2005 - 2006
- **University of Arizona**
 - B.A. - 2001
 - Major: History

Honors:

- Super Lawyers Rising Star, Thomson Reuters, 2015 - 2018
- Distinguished Advocate Award for Outstanding Oral Advocacy, 2005 - 2006

Perssia Razma, Esq.

California Bar Number 351398

Associate Attorney

Biography:

Ms. Razma is a San Diego based labor and employment attorney representing California employees throughout the state of California. Ms. Razma's litigation practice focuses on representing current and former employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, misclassification, and wrongful termination.

Perssia was born and raised in Los Angeles, California. She earned a Bachelor of Arts in 2020 at San Diego State University in Psychology. In 2023, Perssia earned her Juris Doctor from the University of San Diego School of Law.

Education:

- **University of San Diego School of Law**
 - J.D. - 2023
- **San Diego State University**
 - B.A. – 2020
 - Major: Psychology

Sydney Castillo-Johnson, Esq.

California Bar Number 343881

Associate Attorney

Biography:

Ms. Castillo-Johnson is a San Diego based labor and employment attorney representing California employees throughout the state of California. Ms. Castillo-Johnson's litigation practice focuses on representing current and former employees in wage and hour class actions for unpaid wages, missed meal and rest breaks, misclassification, and wrongful termination.

Ms. Castillo-Johnson volunteered her time at California Western School of Law first as a student intern and later as a student manager with the Community Law Project which offers legal services to the low-income community of San Diego.

Education:

- **California Western School of Law**
 - J.D.- 2022
 - Honors:
 - Dean's Honor List: Spring 2021, Fall 2021
 - Public Service Honor Society Fall 2021
 - 3L Academic Merit Scholarship
 - Dean's Diversity, Service, and Leadership Scholarship
 - Activities: Community Law Project Student Manager
- **Azusa Pacific University**
 - B.A. – 2018
 - Major: Criminal Justice

JCL Law Firm, APC - REPORTED CASES

- *Blanchette et al., v. Superior Court (GHA Homes)*, 8 Cal.App.5th 521 (2017).
- *Duran v. Employbridge Holding Co.*, 92 Cal.App.5th 59 (2023).

EXAMPLES OF THE JCL LAW FIRM'S REPRESENTATIVE CLASS ACTION & REPRESENTATIVE CASES

- *Ware v. Shake Shack Enterprises, LLC*, Alameda Superior Court Case No. 21CV002063 (October 19, 2023) Hon. Brad Seligman approved a \$1,330,000.00 class action and PAGA action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Trinh v. Precision Metal Products, Inc., et al.*, San Diego Superior Court Case No. 37-2022-00000965-CU-OE-CTL (October 16, 2023) Hon. Matthew C. Braner approved a \$450,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off the clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Anderson v. Barton Myers Associates, Inc., et al.*, Los Angeles Superior Court Case No. 21STCV43314 (October 12, 2023) Hon. Elihu M. Berl approved a \$900,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *DeSanctis v. Douglas Products and Packaging Company, LLC*, Contra Costa Superior Court Case No. C21-01874 (October 11, 2023) Hon. Charles S. Treat approved a \$372,500.00 class action and PAGA action settlement for, *inter alia*, failure to pay for all hours worked. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Jackson v. White Fir, LLC, et al.*, Sacramento Superior Court Case No. 34-2021-00301656 (October 6, 2023) Hon. Lauri A. Damrell approved a \$750,000.00 class action and PAGA action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Kneisly v. SR Machining, Inc., et al.*, Riverside Superior Court Case No. CVRI2201491 (October 5, 2023) Hon. Harold W. Hopp approved a \$220,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Mendez v. Bondz, Inc., et al.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0007486 (September 14, 2023) Hon. George J. Abdallah, Jr. approved a \$180,000.00 class action and PAGA action settlement for, *inter alia*, failure to comply with piece-rate laws. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Baray v. Curation Foods, Inc., et al.*, Santa Barbara Superior Court Case No. 21CV02834 (August 29, 2023) Hon. James F. Rigali approved a \$495,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Rodriguez, et al. v. Ferma Greenbox, Inc., et al.*, Alameda Superior Court Case No. RG21101104 (August 23, 2023) Hon. Evelio Grillo approved a \$200,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *O'Quinn v. Laugh Factory, Inc.*, Los Angeles Superior Court Case No. 19STCV28155 (August 1, 2023) Hon. Carolyn B. Kuhl approved a \$144,000.00 class action and PAGA action settlement for, *inter alia*, unlawful tip pooling. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Toler v. Total Testing Solutions, LLC*, Los Angeles Superior Court Case No. 21STCV38452 (July 27, 2023) Hon. Elihu M. Berle approved a \$160,000.00 class action and PAGA action settlement for meal and rest period violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Rodriguez v. EAH, Inc.*, Santa Cruz Superior Court Case No. 21CV00884 (July 25, 2023) Hon. Marjorie Carter approved a \$1,450,000.00 class action and PAGA action settlement for, *inter alia*, failure to compensate overtime and redeemed sick pay at the regular rate of pay. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Neutall v. Urban Alchemy*, San Francisco Superior Court Case No. CGC-20-588622 (July 13, 2023) Hon. Richard B. Ulmer approved a \$980,000.00 class action settlement for violations of California wage and hour laws. The Court appointed JCL Law Firm, APC as Class Counsel.
- *Rodriguez v. RM Parks Place, Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2021-6050 (June 7, 2023) Hon. Erin Guy Castillo approved a \$175,000.00 class action and PAGA action settlement for, *inter alia*, wage statement violations. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.

- *Chrestensen v. Northeastern Rural Health Clinics Lassen*, Superior Court Case No. 63703 (April 13, 2023) Hon. Leonard J. La Casse approved a \$270,000.00 class action and PAGA action settlement for, *inter alia*, unpaid overtime wages. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Hernandez, et al. v. Parenting Network, Inc.*, Tulare Superior Court Case No. VCU287027 (March 14, 2023) Hon. Bret Hilman approved a \$225,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Sarmiento v. Caduceus Healthcare Inc.*, San Diego Superior Court Case No. 37-2021-00002597 (March 10, 2023) Hon. Richard S. Whitney approved a \$315,000.00 class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Garces, et al. v. DriverDo, LLC*, Los Angeles Superior Court Case No. 19STCV32773 (January 24, 2023) Hon. Carolyn B. Kuhl approved a \$700,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *De Jesus v. Guardian Angel Home Care, Inc.*, San Diego Superior Court Case No. 37-2020-00021049-CU-OE-CTL (July 29, 2022) Hon. Ronald F. Frazier approved a \$300,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Kaur v. Aces 2020 I, LLC, et al.*, Contra Costa Superior Court Case No. MSC20-02482 (December 22, 2022) Hon. Edward G. Weil approved a \$585,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Molina v. Hawaiian Airlines, Inc.*, Los Angeles Superior Court Case No. 20STCV28079 (November 23, 2022) Hon. Maren Nelson approved a \$250,000 class action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the Plaintiff.
- *Lang Jr. v. Pathways Community Services LLC*, San Diego Superior Court Case No. 37-2019-00049969-CU-OE-CTL (September 9, 2022) Hon. James A. Mangione approved a \$160,000 class action and PAGA settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Martinello v. Century Wilshire, Inc.*, Los Angeles Superior Court Case No. 20STCV32613 (March 1, 2022) Hon. Carolyn Kuhl approved a \$550 billing rate and appointed Jean Claude Lapuyade, Esq. of the JCL Law Firm, APC, as Class Counsel.
- *Wilson v. Spreen Inc. (dba Spreen Honda)*, San Bernardino Superior Court Case No. CIVSB2119857 (April 6, 2022) Hon. David Cohn approved a \$300,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC, represented the plaintiff, the State of California, and the Aggrieved Employees.
- *Ledesma v. TVJ Sons I, Inc.; Porter and Howard, Inc.* Santa Barbara Superior Court Case No. 20CV03573 (November 10, 2021) Hon. Jed Beebe approved a \$350,000 PAGA action settlement for meal and rest period violations. The JCL Law Firm, APC represented the State of California and the Aggrieved Employees.
- *Jacobs v. Rush Media Company, LLC; XLT Management Services, Inc.*, Los Angeles Superior Court Case No. 20STCV32350 (May 2, 2022) Hon. Daniel J. Buckley appointed the JCL Law Firm, APC as Class Counsel and approved a \$330,000 class action settlement for, *inter alia*, independent contractor misclassification.
- *Chavez v. HTL Conrad Domestic, LLC; HTL Conrad Domestic Employer, LLC*, San Diego Superior Court Case No. 37-2020-00016193-CU-OE-CTL (June 9, 2022) Hon. John S. Meyer approved a \$850,000 PAGA action settlement for, *inter alia*, failure to compensate overtime at the regular rate of pay. The JCL Law Firm, APC acted as representative PAGA counsel for the State of California and the Aggrieved Employees.
- *Renteria v. Love's Country Stores of California*, San Bernardino Superior Court Case No. CIVDS20164481 (June 14, 2022) Hon. David Cohn approved a \$2.2 million dollar class action and PAGA action settlement for, *inter alia*, unpaid overtime and sick pay. The JCL Law Firm, APC acted as Class Counsel and as representative PAGA counsel for the State of California.
- *Lopez v. Adidas America, Inc.*, Ventura Superior Court Case No. 56-2021-005498444-CU-OE-VTA (April 4, 2022) Hon. Mark Borrell approved a \$1.5 million dollar class action and PAGA action settlement for, *inter alia*, inaccurate overtime calculations, and appointed the JCL Law Firm, APC as Class Counsel.
- *Felix v. TVI, Inc., d.b.a. Savers*, Santa Clara Superior Court Case No. 21CV376407 (February 18, 2022) Hon. Sunil R. Kulkarni approved a \$1.8 million dollar class action and PAGA action settlement for, *inter alia*, unpaid off-the-clock work. The Court appointed JCL Law Firm, APC as Class Counsel and as representative PAGA counsel for the State of California.
- *Munoz v. AMTCR*, San Bernardino Superior Court Case No. CIV-DS2001914 (August 24, 2021) Hon. David Cohn approved a \$1.8 million dollar class and PAGA settlement for, *inter alia*, inaccurate itemized wage statements. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)

- *Nunes v. Home Depot U.S.A., Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2020-0011011 (October 20, 2021 – Hon. Roger Ross approved a \$1.5 million dollar class and PAGA settlement for, *inter alia*, miscalculated meal period premiums and appointed Jean-Claude Lapuyade, Esq. as Class Counsel.)
- *Pillsbury v. T&T Restaurants CA, Inc.*, Del Norte Superior Court Case No. CVUJ-20-1214 (December 14, 2021 – Hon. Darren McElfresh approved \$550 billing rate and appointed Jean-Claude Lapuyade, Esq. as Class Counsel in a wage and hour class action settlement.)
- *Latin v. OneMain General Service Corporation*, Stanislaus County Superior Court Case No. CV-20-002498 (October 22, 2021) Hon. Stacy Speiller approved a PAGA action settlement for \$700,000 wage statement violations. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.
- *Elias Kaser v. Aviation Consultants, Inc.*, Orange County Superior Court Case No. 30-2021-01191204-CU-OE-CXC (September 22, 2021 – Hon. Peter J. Wilson approved \$550 billing rate in a representative California Labor Code Private Attorney General Act settlement).
- *Rodriguez v. RSI Home Products, Inc.*, San Bernardino Superior Court Case No. CIVDS2023354 (July 30, 2021 – Hon. David Cohn approved a \$1.45 million class and PAGA settlement for, *inter alia*, failure to comply with piece-rate laws, and appointed the JCL Law Firm, APC as Class Counsel)
- *Jer Vang v. Bridge Property Management*, Alameda County Superior Court, Case No RG19047434 (January 8, 2021 – Hon. Winifred Smith approved a class and PAGA settlement for, *inter alia*, unpaid off the clock work. The JCL Law Firm, APC acted as class counsel for the settlement class and as representative PAGA counsel the State of California and the Aggrieved Employees.)
- *Johnson v. Volt Management Corp., Inc. et al.*, Los Angeles County Superior Court, Case No. 19STCV16466 (December 11, 2020 – Hon. Amy Hogue approved a PAGA Settlement negotiated on behalf of the State of California and the aggrieved employees by the JCL Law Firm, APC.)
- *Salazar v. Frontier Auto Sales Inc., dba Frontier Toyota*, Los Angeles Superior Court, Case No. 19STCV20382 (November 24, 2020 – Hon. John P. Doyle appointed the JCL Law Firm, APC as class counsel and approved a class and PAGA settlement for, *inter alia*, missed meal and rest periods.)
- *Villalobos v. Alterra Group, LLC et al.*, Los Angeles County Superior Court, Case No. 19STCV19448 (November 11, 2020 – Hon. Richard Fruin approved a PAGA Settlement for, *inter alia*, unreimbursed business expenses. The JCL Law Firm, APC acted as counsel for the plaintiff, the State of California and the Aggrieved Employees.)
- *Stevens et al., v. Bank of England*, San Diego County Superior Court Case No. 37-2019-00018662-CU-OE-CTL (October 16, 2020 – Hon. John Meyer appointed JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for, *inter alia*, off-the-clock work.)
- *Frazier v. ASA Carlton, Inc.*, San Diego Superior Court Case No. 37-2019-00036147 (October 9, 2020 Hon. Kenneth Medel appointed the JCL Law Firm as Class Counsel and granted final approval of wage and hour class action for off-the-clock work.)
- *Krake et al., v. Central Valley Diner, Inc.*, Placer County Superior Court Case No. SCV0041645 (September 4, 2020 – Hon. Michael Jones appointed JCL Law Firm as class counsel and granted final approval of wage and hour class action for meal period violations.)
- *Conner v. Ascendant Marketing, LLC et al.*, San Diego Superior Court Case No. 37-2019-00026864-CU-OE-CTL (July 24, 2020 Hon. Joel Wohlfeil granted approval of PAGA Settlement for, among other things, off-the-clock work. JCL Law Firm, APC acted as lead counsel.)
- *Guerrero v. Estancia Operations, LLC.*, San Diego Superior Court Case No. 37-2019-00028963 (August 25, 2020 – Hon. Katherine Bacal approved PAGA Settlement for, *inter alia*, missed meal and rest periods. JCL Law Firm, APC, acted as lead counsel.)
- *Moreno v. Dash Lube, et al.*, United States District Court, Southern District of California, Case No. 18cv1922 DMS (AHG) (December 13, 2019 – Granted class certification of Labor Code Section 226 claim and appointed JCL Law Firm, APC, as Class Counsel.)
- *Perkins et al., v. Tahiti Enterprises, Inc., et al.*, Orange County Superior Court Case No. 30-2016-00863095 (October 22, 2019 – Hon. Peter Wilson appointed JCL Law Firm, APC, as Class Counsel and granted final approval for an unlawful housing class action settlement arising out of Civil Code Section 1940.1.)
- *Hill v. Stemak Holdings, Ltd.*, San Diego Superior Court Case No., 37-2018-00000747 (January 28, 2020 – Hon. Kenneth Medel appointed JCL Law Firm, APC as class counsel and granted final approval of wage and hour class action for unpaid overtime.)
- *Shachno et al., v. KT Hotels, LLC, et al.* San Diego Superior Court Case No Case No. 37-2018-00043601 (May 31, 2019 – Hon. Gregory Pollack appointed JCL Law Firm, APC, as Class Counsel and granted preliminary approval for the wage and hour class action settlement involving nearly 900 current and former employees. Final approval scheduled for October 4, 2019)
- *Almanza v. The Express Group, Inc.*, San Bernardino Superior Court Case No. CIVDS1722542 (April 19, 2019 – Hon. David Cohn appointed the JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement for *inter alia*, missed meal and rest periods and independent contractor misclassification.)

- *Moschetto v. Pillow Global, Inc.* San Diego Superior Court, Case No. 37-2017-00024031-CU-OE-CTL (April 5, 2019 – Hon. John S. Meyer appointed JCL LAW Firm, APC, as Class Counsel and granted final approval for a wage and hour wage class action settlement involving misclassified house cleaners.)
- *Burke v. Friendship Hotel, LLC*, San Diego County Superior Court Case No. 37-2017-00022517-CU-OE-CTL (March 10, 2019 – final approval granted on for an unlawful housing class action arising under Civil Code Section 1940.2)
- *Terrado et al., v. Accredited Debt Relief, LLC*, San Diego County Superior Court Case No. 37-2018-00014181-CU-OE-CTL (February 8, 2019 – Hon. Gregory W. Pollock appointed JCL Law Firm, APC as Class Counsel and granted final approval for a wage and hour class action settlement for meal and rest period violations);
- *Macaspac v. San Antonio Regional Hospital*, San Bernardino Superior Court Case No. CIVDS1512625, (July 27, 2018 – Hon. Thomas S. Garza appointed JCL Law Firm, APC, as Class Counsel and granted final approval for a wage and hour class action settlement involving claims for on duty meal and rest periods.);
- *Summerlin et al. v. Maplebear, Inc. dba Instacart*, Los Angeles Superior Court Case No. BC603030 (2018 - certified and settled wage and hour class action.)
- *Ortega v. Prime Healthcare*, San Diego Superior Court Case No. 37-2014-00011240-CU-OE-CTL (2018 – Approved PAGA only settlement for on duty meal and rest periods)
- *Engstrom v. Bender-Rosenthal, Inc.* San Diego Superior Court Case No. 37-2016-00012373-CU-OE-CTL (2017 - Certified and settled class action for employee misclassification);
- *Crawford v. Outlook Amusements, Inc.*, Los Angeles Superior Court Case No. BC617160 (2017 - Certified and settled wage and hour class action.);
- *Hernandez v. Sunglass Hut Trading, LLC*, San Bernardino Superior Court Case No. CIVDS1505181 (2016 - Certified and settled wage and hour class action);
- *Burns v. Shalom, LLC*, San Diego Superior Court, Case No., 37-2013-00058356-CU-BT-CTL (2015 - certified and settled class action for unlawful housing practices arising out of Civil Code Section 1940.1);