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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

LOAN PHU, an individual and on behalf of all
others similarly situated;

Plaintiff,

vs.

MICROVENTION, INC., a Delaware
corporation; and DOES 1 through 50,

Defendants.

Case No.: 30-2024-01376392-CU-OE-CXC

[Assigned for All Purposes to:
Hon. David A. Hoffer, Dept. CX103]

**(AMENDED PROPOSED) ORDER
GRANTING PRELIMINARY
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT**

Action Filed: January 29, 2024
Trial Date: Not Set

1 The Motion of Plaintiff Loan Phu (“Plaintiff”) for Preliminary Approval of Class Action and
2 PAGA Settlement came on regularly for hearing before this Court. This Court, having considered
3 the proposed Class Action and PAGA Settlement Agreement (the “Agreement”) attached to the
4 Declaration of William C. Sung and the Amendment to Class Action and PAGA Settlement
5 Agreement and Class Notice (the “Amendment”; the Agreement and Amendment are collectively
6 referred to as the “Settlement”) attached to the Declaration of William C. Sung¹; having considered
7 Plaintiff’s Motion for Preliminary Approval of Class Action and PAGA Settlement, Memorandum
8 of Points and Authorities and supplemental filings in support thereof, and supporting declarations
9 filed therewith; and good cause appearing, HEREBY ORDERS THE FOLLOWING:

10 1. The Court GRANTS preliminary approval of the class action and PAGA settlement
11 as set forth in the Settlement and finds its terms to be within the range of reasonableness of a
12 settlement that ultimately could be granted approval by the Court at a Final Approval Hearing. For
13 purposes of the Settlement, the Court finds that the proposed Class is ascertainable and that there is
14 a sufficiently well-defined community of interest among the members of the Class in questions of
15 law and fact. Therefore, for settlement purposes only, the Court grants conditional certification of
16 the following Class:

17 All current and former non-exempt employees who worked for Defendant
18 Microvention, Inc. within the State of California at any time during the Class Period
of January 29, 2020 through July 12, 2025.

19 2. For purposes of the Settlement, the Court designates named Plaintiff Loan Phu as
20 Class Representative and William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. as Class
21 Counsel.

22 3. The Court designates Apex Class Action, LLC as the third-party Administrator for
23 mailing notices.

24 4. The Court approves, as to form and content, the Class Notice attached as Exhibit A
25 to the Amendment².

26 _____
27 ¹ The Agreement is attached as Exhibit 1 to this Order. The Amendment is attached as Exhibit 2 to
28 this Order.

² The Class Notice formatted by the Administrator, including a Spanish translation, is attached to
this Order as Exhibit 3.

1 5. The Court finds that the form of notice to the Class regarding the pendency of the
2 action and of the Settlement, and the methods of giving notice to Class Members, constitute the best
3 notice practicable under the circumstances, and constitute valid, due, and sufficient notice to all of
4 the Class Members. The form and method of giving notice complies fully with the requirements of
5 California Code of Civil Procedure section 382, California Civil Code section 1781, California
6 Rules of Court 3.766 and 3.769, the California and United States Constitutions, and other applicable
7 law.

8 6. The Court further approves the procedures for the Class Members to opt out of or
9 object to the Settlement, as set forth in the Class Notice.

10 7. The procedures and requirements for filing objections in connection with the Final
11 Approval Hearing are intended to ensure the efficient administration of justice and the orderly
12 presentation of any Class Member's objection to the Settlement in accordance with the due process
13 rights of all members of the Class.

14 8. The Court directs the Administrator to mail the Class Notice to Class Members in
15 accordance with the terms of the Settlement.

16 9. The Class Notice shall provide at least sixty (60) calendar days' notice for Class
17 Members to opt out of, or object to, the Settlement or dispute the number of Class Workweeks and
18 PAGA Pay Periods.

19 10. The Final Approval Hearing on the question of whether the Settlement should be
20 finally approved as fair, reasonable, and adequate is scheduled in Department CX103 of this Court,
21 located at Civil Complex Center 751 West Santa Ana Blvd., Santa Ana, CA 92701 on August 10,
22 2026 at 1:30 p.m.

23 11. At the Final Approval Hearing, the Court will consider: (a) whether the Settlement
24 should be finally approved as fair, reasonable, and adequate for the Class; (b) whether a judgment
25 granting final approval of the Settlement should be entered; and (c) whether Plaintiff's application
26 for reasonable attorneys' fees, reimbursement of litigation expenses, service award to Plaintiff,
27 settlement administration costs, and payment to the Labor & Workforce Development Agency
28 ("LWDA") for penalties under the Labor Code Private Attorneys General Act should be granted.

1 12. Counsel for the parties shall file memoranda, declarations, or other statements and
2 materials in support of their request for final approval of the Settlement, attorneys' fees, litigation
3 expenses, Plaintiff's service award, payment to the LWDA, and settlement administration costs, no
4 later than 16 court days prior to the Final Approval Hearing.

5 13. An implementation schedule is below:

Event	Date
Defendants to provide the Administrator with the Class Data	Within 15 calendar days after entry of this Order
Administrator to mail the Class Notice	Within 14 calendar days after receiving the Class Data from Defendants
Response Deadline for Class Members	Within 60 calendar days after the Administrator mails the Class Notice (extended by 14 calendar days for any re-mailed initial Class Notices)
Last Day to File a Motion for Final Approval of Class Action and PAGA Settlement	At least 16 court days before the Final Approval Hearing:
Final Approval Hearing	August 10, 2026 at 1:30 p.m.

15 14. Pending the Final Approval Hearing, all proceedings in this Action, other than
16 proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this
17 Order, are stayed. The Court retains jurisdiction to enforce the Settlement pursuant to Code of Civil
18 Procedure § 664.6.

19 15. The Court orders the Parties and the Administrator to carry out their duties and
20 obligations in accordance with terms of the Settlement and this Order.

21 **IT IS SO ORDERED.**

22
23 DATED: _____, 2026

Hon. David A. Hoffer
Judge of the Superior Court

EXHIBIT 1

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiff Loan Phu (“Plaintiff”) and Defendant Microvention, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Loan Phu v. Microvention, Inc.*, Case No. 30-2024-01376392-CU-OE-CXC initiated on January 29, 2024 and pending in Superior Court of the State of California, County of Orange.
- 1.2. “Administrator” means Apex Class Action LLC, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means all current and former non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period.
- 1.5. “Class” shall mean all current and former non-exempt employees who worked for Defendant within the State of California at any time during the Class Period.
- 1.6. “Class Counsel” means William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. Class Counsel represents that no other counsel has been involved in or has any claim for fees or costs associated with the Action, or has represented Plaintiffs in connection with this Action or any other contemplated action against Defendant concerning the subject matter of this Action.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts authorized by the Court to be paid to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as

either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).

- 1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.
- 1.11. “Class Notice” means the COURT APPROVED NOTICE OF CLASS AND PAGA ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English with a Spanish translation in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. “Class Period” means the period from January 29, 2020 through July 12, 2025.
- 1.13. “Class Representative” means Loan Phu, the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.
- 1.14. “Class Representative Service Payment” means the payment to the Class Representative for initiating the Action and providing services in support of the Action.
- 1.15. “Court” means the Superior Court of California, County of Orange.
- 1.16. “Defendant” means Defendant Microvention, Inc.
- 1.17. “Defense Counsel” means Greenberg Traurig, LLP.
- 1.18. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no participating Class Member objects to the settlement, the 61st day after the Court enters judgment; or (b) if a timely appeal from the judgment is filed, the day after the appellate court affirms the judgment and issues a remittitur.
- 1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.
- 1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.
- 1.21. “Final Judgment” means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.
- 1.22. “Gross Settlement Amount” means One Million, One Hundred Eighty Thousand Dollars and Zero Cents (\$1,180,000.00) which is the total amount Defendant agrees

to pay under the Settlement except as provided in Paragraph 8 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment, and the Administrator's Expenses.

- 1.23. "Individual Class Payment" means the Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Workweeks worked during the PAGA Period.
- 1.25. "Judgment" means the judgment entered by the Court based upon the Final Approval.
- 1.26. "LWDA" means the California Labor and Workforce Development Agency.
- 1.27. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).
- 1.28. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.
- 1.29. "Non-Participating Class Member" means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion from the Settlement.
- 1.30. "PAGA Pay Period" means any pay period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.31. "PAGA Period" means the period from January 29, 2023 through July 12, 2025.
- 1.32. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).
- 1.33. "PAGA Notice" means Plaintiff's January 29, 2024 letter to Defendant and the LWDA providing notice pursuant to Labor Code section 2699.3, subd.(a).
- 1.34. "PAGA Penalties" means One Hundred Thousand Dollars and Zero Cents (\$100,000.00) which is the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$25,000.00) and the 75% to LWDA (\$75,000.00) in settlement of PAGA claims.

- 1.35. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.36. “Plaintiff” means Loan Phu, the named Plaintiff in the Action.
- 1.37. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.
- 1.38. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.
- 1.39. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.
- 1.40. “Released Parties” means Defendant and each of its former and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, and affiliates.
- 1.41. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.
- 1.42. “Response Deadline” means 45 days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice Packets are remailed after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the date the Response Deadline has expired.
- 1.43. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.
- 1.44. “Workweek” means any week during which a Class Member worked for Defendant for at least one day during the Class Period.

2. RECITALS.

- 2.1. On January 29, 2024, Plaintiff commenced this Action by filing a Class Action Complaint alleging causes of action against Defendant for (1) Overtime Wage Violations; (2) Meal Period Violations; (3) Rest Period Violations; (4) Wage Statement Penalties; (5) Waiting Time Penalties; and (6) Unfair Competition. On April 4, 2024, Plaintiff filed a First Amended Complaint adding a cause of action for Civil Penalties under the PAGA against Defendant. The First Amended Complaint is the operative complaint in the Action. The Class Action Complaint and First Amended Complaint are collectively referred to as the “Complaints”. Defendant

denies the allegations in the Action, denies any failure to comply with the laws identified in the Operative Complaint and denies any and all liability for the causes of action alleged.

- 2.2. Pursuant to Labor Code section 2699.3, subd.(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notice.
- 2.3. On May 13, 2025, the Parties participated in an all-day mediation presided over by Daniel J. Turner, Esq. which led to this Agreement to settle the Action.
- 2.4. Prior to mediation, Plaintiff obtained, through informal discovery, Defendant's policies and procedures at issue, information regarding Defendant's operations, and class records, including a sampling of Class Members' time and payroll records. Plaintiff's investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").
- 2.5. The Court has not granted class certification.

3. MONETARY TERMS.

- 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8 below, Defendant promises to pay One Million One Hundred Eighty Thousand Dollars and Zero Cents (\$1,180,000.00) and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.
- 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the following payments from the Gross Settlement Amount, in the amounts specified by the Court in the Final Approval:
 - 3.2.1. To Plaintiff: Class Representative Service Payment to the Class Representative of not more than \$10,000.00. Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment less than the amount requested, the

Administrator will retain the remainder in the Net Settlement Amount. The Parties agree that a decision by the Court to award Plaintiff an amount less than the requested Class Representative Service Payments shall not be a basis for Plaintiff to void this Agreement. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Service Payment.

- 3.2.2. To Class Counsel: Attorneys' fees of not more than 35% of the Gross Settlement Amount which is currently estimated to be \$413,000.00 and reimbursement of litigation costs of up to \$20,000.00. Defendant will not oppose requests for these payments provided that they do not exceed these amounts. Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Parties agree that a decision by the Court to award Class Counsel an amount less than the requested Class Counsel Fees Payment or Class Counsel Litigation Expenses Payment shall not be a basis for Plaintiff to void this Agreement. Released Parties shall have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion of any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fee Payment and Class Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fee Payment and Class Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.
- 3.2.3. To the Administrator: The Administration Expenses Payment not to exceed \$11,990.00 except for a showing of good cause and as approved by the Court. Defendant will not oppose requests for these payments provided that they do not exceed this amount. To the extent the Administration Expenses Payment is less or the Court approves a payment of less than \$11,900.00, the Administrator will retain the remainder in the Net Settlement Amount.
- 3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks. Each Participating Class Members will be credited with at least one Workweek during the Class Period.

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

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

3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$100,000.00 to be paid from the Gross Settlement Amount, with 75% (\$75,000.00) allocated to the LWDA Payment and 25% (\$25,000.00) allocated to the Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties (\$25,000.00) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. Each Aggrieved Employee will be credited with at least one PAGA Pay Period during the PAGA Period.

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

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee PAGA Pay Periods. Based on a review of its records to date, Defendant estimate that there are 998 Class Members who collectively worked a total of 162,000 Workweeks, and 718 Aggrieved Employees who worked a total of 33,000 PAGA Pay Periods.

- 4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.
- 4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 14 days after the Effective Date.
- 4.4. Payments from the Gross Settlement Amount. Within 14 days after Defendant fund the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.
- 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address

Database.

- 4.4.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without United States Postal Service ("USPS") forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.
- 4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Participating Class Members, and Aggrieved Employees will release claims against all Released Parties as follows:

- 5.1 Plaintiff's Release. Plaintiff and Plaintiff's respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences related to Plaintiff's employment with Defendant, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Complaints and PAGA Notice in this Action and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint, Plaintiff's PAGA Notice or ascertained in the course of the Action. ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain

effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

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

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

5.2 Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts and legal theories contained in the Complaints, arising during the Class Period (the "Released Class Claims"). Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

5.3 Release by Aggrieved Employees: All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all causes of action and claims for civil penalties under the California Private Attorneys General Act of 2004 that were alleged or reasonably could have been alleged based on the facts and legal theories contained in the Complaints and PAGA Notice, arising during the PAGA Period, ("Released PAGA Claims").

6. MOTION FOR PRELIMINARY APPROVAL. The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for Preliminary Approvals.

6.1 Defendant's Declaration in Support of Preliminary Approval. Within 14 days of the full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed declaration from Defense Counsel on whether they are aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.2 Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval

that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; and (iii) a draft proposed Class Notice; (iv) a signed declaration from the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); (vi) a redlined version of the parties’ Agreement showing all modifications made to the Model Agreement ready for filing with the Court; and (vii) all facts relevant to any actual or potential conflict of interest with Class Members and the Administrator. In their declarations, Plaintiff and Class Counsel shall aver whether they are aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement. The Parties agree that Defense Counsel must approve the proposed Class Notice and Order Granting Preliminary Approval before it is submitted to the Court, provided that Defense Counsel will take no more than 14 calendar days to review and approve the proposed Class Notice and Order Granting Preliminary Approval so as to not delay approval of this Settlement. If Defense Counsel takes more than 14 calendars to review and approve the proposed Class Notice and Order Granting Preliminary Approval without providing feedback, Class Counsel may submit these documents to the Court without Defense Counsel’s approval. However, if Defense Counsel provides feedback, the Parties will meet and confer in good faith to address the issue(s) raised by Defense Counsel and Class Counsel may not submit these documents until Defense Counsel approves.

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

7. SETTLEMENT ADMINISTRATION.

- 7.1 Selection of Administrator. The Parties have jointly selected Apex Class Action LLC to serve as the Administrator and verified that, as a condition of appointment, Apex Class Action LLC agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for Administration Expenses Payment. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 7.2 Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.
- 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section 468B-1.
- 7.4 Notice to Class Members.
- 7.4.1 No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Workweeks, and PAGA Pay Periods in the Class Data.
- 7.4.2 Using best efforts to perform as soon as possible, and in no event later than fourteen (14) days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class USPS mail, the Class Notice, with Spanish translation, substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- 7.4.3 Not later than 3 business days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.

- 7.4.4 The deadlines for Class Members' written objections, Challenges to Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the 45 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- 7.4.5 If the Administrator, Defendant or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, in an effort to agree on whether to include them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, which ever are later.

7.5 Requests for Exclusion (Opt-Outs).

- 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 45 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.
- 7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.
- 7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this

Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Release under Paragraph 5.2 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

7.6 Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email, or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or PAGA Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the calculation of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination of the challenges.

7.7 Objections to Settlement.

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

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

Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

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

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

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

7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

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

7.8.4 Workweek and/or PAGA Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of

this Agreement on all Class Member challenges over the calculation of Workweeks and/or PAGA Pay Periods. The Administrator's decision shall be final and not appealable or otherwise susceptible to challenge.

- 7.8.5 Administrator's Declaration. Not later than 14 days before the date by which Plaintiff is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and the full names of Class Members who opted out of the settlement, the high, low, and average Individual Class Payments, and the high, low, and average Individual PAGA Payments. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.
- 7.8.6 Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

- 8. CLASS SIZE ESTIMATES and ESCALATOR CLAUSE** Based on its records, Defendant estimates that, as of the date of this Settlement Agreement, (1) there are 998 Class Members and 162,000 total Workweeks during the Class Period and (2) there are 718 Aggrieved Employees who worked 33,000 PAGA Pay Periods during the PAGA Period. If the total number of Workweeks is more than 10% higher (exceeds 178,200 workweeks), then Defendant shall have the option to either: (1) de-escalate the settlement so that the Class Period ends on the date that the Workweek count totals no more than 178,200 Workweeks and the PAGA Period will end on the same date as the Class Period; or (2) permit the Gross Settlement Amount to be increased proportionally by the Workweeks in excess of 10% (178,200 workweeks) (the "Escalator Clause"). For example, if the number of workweeks is 11% higher, the Gross Settlement Amount will increase by 1%. Defendant shall, prior to the hearing on preliminary approval, verify the total number of Workweeks during the Class Period by either submitting a declaration to Plaintiff's counsel stating the total number of Workweeks during the Class Period or providing the class list including Workweeks per Class Member to the Administrator. If the Escalator Clause is triggered, prior to the hearing on preliminary approval, Defendant shall choose to either de-escalate the settlement or

increase the Gross Settlement Amount in accordance with the Escalator Clause such that there is a date certain on the Class Period for Preliminary Approval.

9. **DEFENDANT'S RIGHT TO WITHDRAW.** If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Administration Expenses Payment incurred to that point. Defendant must notify Class Counsel and the Court of its election to withdraw not later than 7 days within learning this information; late elections will have no effect.
10. **MOTION FOR FINAL APPROVAL.** Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to Defense Counsel not later than 7 days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.
 - 10.1 Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than 5 days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.
 - 10.2 Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval. The Court's decision to award less than the amounts requested for the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and/or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.
 - 10.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.
 - 10.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment reflected set forth in this

Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

- 10.5 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses Payment reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

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

12. **ADDITIONAL PROVISIONS.**

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

and this Agreement).

- 12.2 Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree that they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; (5) in response to an inquiry or subpoena issued by a state or federal government agency; or (6) as necessary to obtain approval of this settlement or enforce the terms of this settlement. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.
- 12.3 No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's ability to communicate with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.
- 12.4 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 12.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 12.6 Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to

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

- 12.7 No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 12.8 No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.
- 12.9 Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 12.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 12.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 12.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 12.13 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 12.14 Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destructions,

of Class Data.

- 12.15 Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 12.16 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 12.17 Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

JUSTICE FOR WORKERS, P.C.

William C. Sung
Tiffany L. Luu
3600 Wilshire Blvd., Ste. 1815
Los Angeles, CA 90010
T: (323) 922-2000
william@justiceforworkers.com
tluu@justiceforworkers.com

To Defendant:

Greenberg Traurig, LLP

Ryan C. Bykerk
Matthew Weber
18565 Jamboree Road, Suite 500
Irvine, CA 92612
bykerkr@gtlaw.com
Matthew.Weber@gtlaw.com

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

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

ACCEPTED AND AGREED:

Dated: 08-11-, 2025



Plaintiff Loan Phu

Dated: _____, 2025

Microvention, Inc.

Printed Name

Title

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

ACCEPTED AND AGREED:

Dated: _____, 2025

Plaintiff Loan Phu

Dated: 8/18 _____, 2025

Microvention, Inc.

Signed by:

Jackie Collins

Signer Name: Jackie Collins

Signing Reason: I approve this document

Signing Time: 8/18/2025 | 12:29:36 PM PDT

C9F847AE6CCD414B94D2175C42C36BCE

Jackie Collins

Printed Name

Vice President, General Counsel

Title

Exhibit A

COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL

Loan Phu v. Microvention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

***The Superior Court for the State of California authorized this Notice. Read it carefully!
It's not junk mail, spam, advertisement, or solicitation by a lawyer. You are not being sued.***

You may be eligible to receive money from an employee class action lawsuit (“Action”) against Microvention, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by a former employee Loan Phu (“Plaintiff”) and seeks payment of (1) back wages and other relief for a class of all current and former non-exempt employees who worked for Defendant within the State of California at any time during the Class Period of January 29, 2020 through July 12, 2025 (“Class Members”); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all current and former non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period of January 29, 2023 through July 12, (“Aggrieved Employees”).

The proposed settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payments, and (2) a PAGA Settlement requiring Defendant to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$INSERT (less withholding) and your Individual PAGA Payment is estimated to be \$INSERT**. The actual amount you may receive may be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you did not work during the PAGA Period.)

The above estimates are based on Defendant’s records showing that **you worked INSERT Workweeks** during the Class Period, and **you worked INSERT PAGA Pay Periods** during the PAGA Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You do not have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Defendant.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims against Defendant, and, if you are an Aggrieved Employee, remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

Defendant will not retaliate against you for any actions you take with respect to the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is 	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by [REDACTED]	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.
You Can Participate in the [REDACTED] Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on [REDACTED]. You do not have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by [REDACTED]	The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many Workweeks you worked at least one day during the Class Period and how many PAGA Pay Periods you worked at least one day during the PAGA Period, respectively. The number of Class Period Workweeks and number of PAGA Pay Periods you worked according to Defendant’s records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by [REDACTED]. See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former employee of Defendant Microvention, Inc. Plaintiff accuses Defendant of violating California labor laws by failing to pay all wages due including overtime wages, failing to provide legally compliant meal and rest periods, failing to pay wages due upon termination, failing to provide paid sick leave, and failing to provide accurate itemized wage statements. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) (“PAGA”). Plaintiff is represented by attorneys in the Action: William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. (“Class Counsel”)

Defendant strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendant have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Defendant Will Pay \$1,180,000.00 as the Gross Settlement Amount. Defendant has agreed to deposit the Gross Settlement Amount into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement Amount to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payment, Class Counsel’s attorney’s fees and expenses, the Administrator’s expenses, and penalties to be paid to the California Labor and Workforce Development Agency (“LWDA”). Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement Amount within 14 days after the Judgment entered by the Court become final. The Judgment will be final on the 61st day after the Court enters Judgment, or a later date if the Judgment is appealed.

2. Court Approved Deductions from Gross Settlement Amount. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - A. Up to \$413,000.00 (35% of the Gross Settlement Amount) to Class Counsel for attorneys' fees and up to \$20,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - B. Up to \$10,000.00 to Plaintiff as Class Representative Service Payment for filing the Action, working with Class Counsel and representing the Class. A Class Representative Service Payment will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payment and any Individual PAGA Payment.
 - C. Up to \$11,990.00 to the Administrator for services administering the Settlement.
 - D. \$100,000.00 for PAGA Penalties, allocated 75% to the LWDA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement Amount (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages ("Wage Portion") and 80% to interests and penalties ("Non-Wage Portion."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiff and Defendant has agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual

Class Payments and Individual PAGA Payments will show the date when the check expires (the void date). If you do not cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check are sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than **INSERT**, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the **INSERT** Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments but will preserve their rights to personally pursue wage and hour claims against Defendant.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendant based on the PAGA Period facts alleged in the Action.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant has agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.
8. Administrator. The Court has appointed a neutral company, **INSERT** (the "Administrator") to send this Notice, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice.
9. Participating Class Members' Release. After the Judgment is final and Defendant has fully funded the Gross Settlement Amount and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for wages based on the Class Period facts and PAGA Penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts and legal theories contained in the Complaints (“Released Class Claims”). Except as set forth in Section 5.3 of the Settlement Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

10. Aggrieved Employees’ PAGA Release. After the Court’s Judgment is final, and Defendant has paid the Gross Settlement Amount and separately paid the employer-side payroll taxes, all Aggrieved Employees will be barred from asserting PAGA claims against Defendant, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees’ Releases for Participating and Non-Participating Class Members are as follows:

All Participating and Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties, from all causes of action and claims for civil penalties under the California Private Attorneys General Act of 2004 that were alleged or reasonably could have been alleged based on the facts and legal theories contained in the Complaints and PAGA Notice, arising during the PAGA Period.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member. Each Participating Class Member will be credited with at least one Workweek during the Class Period.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$25,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Pay Periods worked by each individual Aggrieved Employee. Each Aggrieved Employee will be credited

with at least one PAGA Pay Period during the PAGA Period.

3. Workweek/PAGA Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant's records, are stated in the first page of this Notice. You have until **INSERT** to challenge the number of Workweeks and/or PAGA Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email, or fax. Section 9 of this Notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks and/or PAGA Pay Periods based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek and/or PAGA Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. The Administrator's decision is final. You cannot appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who does not opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.
2. Non-Participating Class Members. The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

Your check will be sent to the same address as in this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request to be excluded. Be sure to personally sign your request, identify the Action as *Loan Phu v. Microvention, Inc.*, Case No. 30-2024-01376392-CU-OE-CXC, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must receive your request to be excluded by **INSERT**, or it will be invalid.** Section 9 of the Notice has the Administrator's contact

information.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least 16 court days before the **INSERT** Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Attorneys' Fees and Litigation Costs and Class Representative Service Payment stating (i) the amount Class Counsel is requesting for Attorneys' Fees and Litigation Costs; and (ii) the amount Plaintiff is requesting as Class Representative Service Payment. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website www.INSERT.com or the Court's website <https://civilwebshopping.occourts.org/Login.do>.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Attorneys' Fees and Litigation Costs, and Class Representative Service Payment may wish to object. **The deadline for sending written objections to the Administrator is INSERT.** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, Loan Phu v. Microvention, Inc., Case No. 30-2024-01376392-CU-OE-CXC, and include your name, current address, telephone number, and approximate dates of employment for Defendant and sign the objection. Section 9 of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing **INSERT** at **INSERT a.m./p.m.** in Department CX103 of the Civil Complex Center, Orange Superior Court, located at 751 W. Santa Ana Blvd., Santa Ana, CA 92701. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement Amount will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via <https://occourtsapp.azurewebsites.us/aci/checkin-results?dept=CX103>. Check the Court's website for the most current information.

It is possible the Court will reschedule the Final Approval Hearing. You should check the

Administrator's website www. .com beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to the Administrator's website at www. .com. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to <https://www.lacourt.org/casesummary/ui/>) and entering the Case Number for the Action, Case No. 30-2024-01376392-CU-OE-CXC. You can also make an appointment to personally review court documents in the Clerk's Office at the Orange Superior Court.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:

William C. Sung, Esq.
Tiffany L. Luu, Esq.
Justice for Workers, P.C.
3600 Wilshire Blvd., Ste. 1815
Los Angeles, CA 90010
Tel: (323) 922-2000
william@justiceforworkers.com
tluu@justiceforworkers.com

Administrator:

Apex Class Action
claims@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Telephone: (800) 355 - 0700
Fax Number: (949) 989-4428

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

EXHIBIT 2

AMENDMENT TO CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Amendment to Class Action and PAGA Settlement Agreement (“Amendment”) is made by and between Plaintiff Loan Phu (“Plaintiff”) and Defendant MicroVention, Inc. (“Defendant”) pursuant to the Court’s November 10, 2025 ruling on Plaintiff Loan Phu’s Motion for Preliminary Approval of Class Action and PAGA Settlement. The Amendment refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

The Amendment shall modify the Parties’ Class Action and PAGA Settlement Agreement and Class Notice (“Agreement”) fully executed by the Parties on August 18, 2025 by replacing the below-referenced paragraphs from the Agreement to read as follows. The Parties agree that in the event of a conflict between any term in the Agreement and the Amendment, the terms set forth in this Amendment shall control.

1. DEFINITIONS.

- 1.40. “Released Parties” means Defendant and each of its former and present directors, officers, shareholders, owners, members, predecessors, successors, assigns, subsidiaries, and affiliates.
- 1.42. “Response Deadline” means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, (b) fax, email, or mail his or her Objection to the Settlement, (c) fax email, or email challenges to the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. Class Members to whom Notice Packets are remailed after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the date the Response Deadline has expired.

2. RECITALS.

- 2.1. On January 29, 2024, Plaintiff commenced this Action by filing a Class Action Complaint alleging causes of action against Defendant for (1) Overtime Wage Violations; (2) Meal Period Violations; (3) Rest Period Violations; (4) Wage Statement Penalties; (5) Waiting Time Penalties; and (6) Unfair Competition. On April 4, 2024, Plaintiff filed a First Amended Complaint adding a cause of action for Civil Penalties under the PAGA against Defendant. On September 13, 2024, Plaintiff filed a Second Amended Complaint. The Second Amended Complaint is the Operative Complaint in the Action. The Class Action Complaint, First Amended Complaint, and Second Amended Complaint are collectively referred to as the “Complaints”. Defendant denies the allegations in the Action, denies any failure to comply with the laws identified in the Operative Complaint and denies any and all liability for the causes of action alleged.

5. RELEASES OF CLAIMS.

- 5.2 Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts contained in the Complaints, arising during the Class Period (the “Released Class Claims”). Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.
- 5.3 Release by Aggrieved Employees: All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all causes of action and claims for civil penalties under the California Private Attorneys General Act of 2004 that were alleged or reasonably could have been alleged based on the facts contained in the Operative Complaint and PAGA Notice, arising during the PAGA Period, (“Released PAGA Claims”).

7. SETTLEMENT ADMINISTRATION.

- 7.4 Notice to Class Members.
- 7.4.4 The deadlines for Class Members’ written objections, Challenges to Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the 60 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- 7.5 Requests for Exclusion (Opt-Outs).
- 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member’s election to be excluded from the Settlement and includes the Class Member’s name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.

7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator may make the initial determination regarding Requests for Exclusion, and if the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. However, the Court shall make the final determination regarding any Requests for Exclusion. The Administrator shall provide a declaration to be included in Plaintiff's Motion for Final Approval filing, listing all Requests for Exclusion received and the Administrator's initial determination of the Request for Exclusion. The declaration shall attach as exhibits: (1) all Requests for Exclusion, including any evidence submitted, and (2) the Administrator's initial decision and any response to the Class Member. The Court shall make the final determination regarding any such Requests for Exclusion.

7.6 Challenges to Calculation of Workweeks/PAGA Pay Periods. Each Class Member shall have 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email, or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks and/or PAGA Pay Periods contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator may make the initial determination regarding any challenge, but the Court shall make the final determination regarding any challenges of Class Member's allocation of Workweeks and/or PAGA Pay Periods. The Administrator shall promptly provide copies of all challenges to the calculation of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the Administrator's initial determination of the challenges.

7.7 Objections to Settlement.

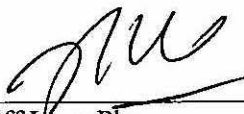
7.7.2 Participating Class Members may send written objections to the Administrator, by fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 60 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

7.8 Administrator Duties.

7.8.4 Workweek and/or PAGA Pay Period Challenges. The Administrator has the authority to address and make the initial decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or PAGA Pay Periods. However, the Court shall make the final determination regarding any challenges over the calculation of Workweeks and/or PAGA Pay Periods. The Administrator shall provide a declaration to be included in Plaintiff's Motion for Final Approval filing, listing all Challenges to Calculations of Workweeks and/or PAGA Pay Periods received and the Administrator's initial determination of the Challenge. The declaration shall attach as exhibits: (1) all Challenges, including any evidence submitted, and (2) the Administrator's initial decision and any response to the Class Member. The Court shall make the final determination regarding any such Challenges.

ACCEPTED AND AGREED:

Dated: 01-27, 2026



Plaintiff Loan Phu

Dated: _____, 2026

MicroVention, Inc.

Printed Name

Title

7.8 Administrator Duties.

7.8.4 Workweek and/or PAGA Pay Period Challenges. The Administrator has the authority to address and make the initial decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or PAGA Pay Periods. However, the Court shall make the final determination regarding any challenges over the calculation of Workweeks and/or PAGA Pay Periods. The Administrator shall provide a declaration to be included in Plaintiff's Motion for Final Approval filing, listing all Challenges to Calculations of Workweeks and/or PAGA Pay Periods received and the Administrator's initial determination of the Challenge. The declaration shall attach as exhibits: (1) all Challenges, including any evidence submitted, and (2) the Administrator's initial decision and any response to the Class Member. The Court shall make the final determination regarding any such Challenges.

ACCEPTED AND AGREED:

Dated: _____, 2026

Plaintiff Loan Phu

Dated: 01/30/2026
_____, 2026

DocuSigned by:
Jackie Collins
C9F847AE6CCD414...

MicroVention, Inc.

Jackie Collins

Printed Name

General Counsel

Title

Exhibit A

COURT APPROVED NOTICE OF CLASS ACTION AND PAGA SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

The Superior Court for the State of California authorized this Notice of Class Action and PAGA Settlement. Read it carefully!

It's not junk mail, spam, advertisement, or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from an employee class and PAGA action lawsuit (“Action”) against MicroVention, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by a former employee Loan Phu (“Plaintiff”) and seeks payment of (1) back wages and other relief for a class of all current and former non-exempt employees who worked for Defendant within the State of California at any time during the Class Period of January 29, 2020 through July 12, 2025 (“Class Members”); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all current and former non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period of January 29, 2023 through July 12, 2025 (“Aggrieved Employees”).

The proposed settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payments, and (2) a PAGA Settlement requiring Defendant to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$INSERT (less withholding) and your Individual PAGA Payment is estimated to be \$INSERT**. The actual amount you may receive may be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you did not work during the PAGA Period.)

The above estimates are based on Defendant’s records showing that **you worked INSERT Workweeks** during the Class Period, and **you worked INSERT PAGA Pay Periods** during the PAGA Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice of Class Action and PAGA Settlement.

The Court has already preliminarily approved the proposed Settlement and approved this Notice of Class Action and PAGA Settlement. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice of Class Action and PAGA Settlement carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights

to assert certain claims against Defendant.

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You do not have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Defendant.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims against Defendant, and, if you are an Aggrieved Employee, remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

Defendant will not retaliate against you for any actions you take with respect to the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is [REDACTED]	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice of Class Action and PAGA Settlement. A Template/Example Request for Exclusion is attached to this notice as Exhibit 1. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by 	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed Settlement. The Court’s decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice of Class Action and PAGA Settlement. A Template/Example Objection to Settlement is attached to this notice as Exhibit 2.
You Can Participate in the  Final Approval Hearing	The Court’s Final Approval Hearing is scheduled to take place on . You do not have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice of Class Action and PAGA Settlement.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by 	The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many Workweeks you worked at least one day during the Class Period and how many PAGA Pay Periods you worked at least one day during the PAGA Period, respectively. The number of Class Period Workweeks and number of PAGA Pay Periods you worked according to Defendant’s records is stated on the first page of this Notice of Class Action and PAGA Settlement. If you disagree with either of these numbers, you must challenge it by . See Section 4 of this Notice of Class Action and PAGA Settlement. A Template/Example Workweek/Pay Period Challenge is attached to this notice as Exhibit 3.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former employee of Defendant MicroVention, Inc. Plaintiff accuses Defendant of violating California labor laws by failing to pay all wages due including overtime wages, failing to provide legally compliant meal and rest periods, failing to pay wages due upon termination, failing to provide paid sick leave, and failing to provide accurate itemized wage statements. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) (“PAGA”). Plaintiff is represented by attorneys in the Action: William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. (“Class Counsel”)

Defendant denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel believe the Settlement is a good deal for you because they believe that: (1) Defendant have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice of Class Action and PAGA Settlement, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Defendant Will Pay \$1,180,000.00 as the Gross Settlement Amount. Defendant has agreed to deposit the Gross Settlement Amount into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement Amount to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payment, Class Counsel’s attorney’s fees and expenses, the Administrator’s expenses, and penalties to be paid to the California Labor and Workforce Development Agency (“LWDA”). Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement Amount within 14 days after the Judgment entered by the Court become final. The Judgment will be final on the 61st day after the Court enters Judgment, or a later date if the Judgment is appealed.
2. Requested Deductions from Gross Settlement Amount. At the Final Approval Hearing,

Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:

- A. Up to \$413,000.00 (35% of the Gross Settlement Amount) to Class Counsel for attorneys' fees and up to \$20,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
- B. Up to \$10,000.00 to Plaintiff as Class Representative Service Payment for filing the Action, working with Class Counsel and representing the Class. A Class Representative Service Payment will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payment and any Individual PAGA Payment.
- C. Up to \$11,990.00 to the Administrator for services administering the Settlement.
- D. \$100,000.00 for PAGA Penalties, allocated 75% to the LWDA Payment (\$75,000) and 25% in Individual PAGA Payments (\$25,000) to the Aggrieved Employees based on their PAGA Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

- 3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement Amount (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
- 4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages ("Wage Portion") and 80% to interests and penalties ("Non-Wage Portion."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiff and Defendant has agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

- 5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date), which will be 180 days after its issuing date. If you do not cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check are sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than **INSERT**, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the **INSERT** Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments but will preserve their rights to personally pursue wage and hour claims against Defendant. A Template/Example Request for Exclusion is attached to this notice as Exhibit 1.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendant based on the PAGA Period facts alleged in the Action.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant has agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.
8. Administrator. The Court has appointed a neutral company, **INSERT** (the "Administrator") to send this Notice of Class Action and PAGA Settlement, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice of Class Action and PAGA Settlement.
9. Participating Class Members' Release. After the Judgment is final and Defendant has fully funded the Gross Settlement Amount and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for wages based on the Class Period facts and PAGA Penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former

and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts contained in the Complaints (“Released Class Claims”). Except as set forth in Section 5.3 of the Settlement Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

10. Aggrieved Employees’ PAGA Release. After the Court’s Judgment is final, and Defendant has paid the Gross Settlement Amount and separately paid the employer-side payroll taxes, all Aggrieved Employees will be barred from asserting PAGA claims against Defendant, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees’ Releases for Participating and Non-Participating Class Members are as follows:

All Participating and Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties, from all causes of action and claims for civil penalties under the California Private Attorneys General Act of 2004 that were alleged or reasonably could have been alleged based on the facts contained in the Operative Complaint and PAGA Notice of Class Action and PAGA Settlement, arising during the PAGA Period.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member. Each Participating Class Member will be credited with at least one Workweek during the Class Period.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$25,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Pay Periods worked by each individual Aggrieved Employee. Each Aggrieved Employee will be credited with at least one PAGA Pay Period during the PAGA Period.
3. Workweek/PAGA Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant’s records, are stated in the first page of this Notice of Class Action and PAGA Settlement. You have until **INSERT** (60 days after this notice was

mailed) to challenge the number of Workweeks and/or PAGA Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email, or fax. Section 9 of this Notice of Class Action and PAGA Settlement has the Administrator's contact information. A Template/Example Workweek/Pay Period Challenge is attached to this notice as Exhibit 3.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant's calculation of Workweeks and/or PAGA Pay Periods based on Defendant's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will make the initial determination regarding your Workweek and/or PAGA Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant's Counsel. However, the Court will make the final determination regarding any such challenge.

5. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who does not opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.
2. Non-Participating Class Members. The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

Your check will be sent to the same address as in this Notice of Class Action and PAGA Settlement. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice of Class Action and PAGA Settlement has the Administrator's contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request to be excluded. Be sure to personally sign your request, identify the Action as *Loan Phu v. MicroVention, Inc.*, Case No. 30-2024-01376392-CU-OE-CXC, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must receive your request to be excluded by INSERT (60 days after this notice was mailed), or it will be invalid.** The Administrator will make the initial determination regarding your request for exclusion; however, the Court will make the final determination regarding any request for exclusion. Section 9 of the Notice of Class Action and PAGA Settlement has the Administrator's contact information. A Template/Example Request for Exclusion is attached to this notice as Exhibit 1.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least 16 court days before the **INSERT** Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Attorneys' Fees and Litigation Costs and Class Representative Service Payment stating (i) the amount Class Counsel is requesting for Attorneys' Fees and Litigation Costs; and (ii) the amount Plaintiff is requesting as Class Representative Service Payment. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice of Class Action and PAGA Settlement) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website www.INSERT.com or the Court's website <https://civilwebshopping.occourts.org/Login.do>.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Attorneys' Fees and Litigation Costs, and Class Representative Service Payment may wish to object. **The deadline for sending written objections to the Administrator is INSERT.** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC, and include your name, current address, telephone number, and approximate dates of employment for Defendant and sign the objection. Section 9 of this Notice of Class Action and PAGA Settlement has the Administrator's contact information. A Template/Example Objection to Settlement is attached to this notice as Exhibit 2.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice of Class Action and PAGA Settlement (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing **INSERT** at **INSERT a.m./p.m.** in Department CX103 of the Civil Complex Center, Orange Superior Court, located at 751 W. Santa Ana Blvd., Santa Ana, CA 92701. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement Amount will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via <https://occourtsapp.azurewebsites.us/aci/checkin-results?dept=CX103>. Check the Court's website for the most current information.

It is possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website www.INSERT.com beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to the Administrator's website at [www. \[REDACTED\].com](http://www. [REDACTED].com). You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to <https://www.lacourt.org/casesummary/ui/>) and entering the Case Number for the Action, Case No. 30-2024-01376392-CU-OE-CXC. You can also make an appointment to personally review court documents in the Clerk's Office at the Orange Superior Court.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

Class Counsel:

William C. Sung, Esq.
Tiffany L. Luu, Esq.
Justice for Workers, P.C.
3600 Wilshire Blvd., Ste. 1815
Los Angeles, CA 90010
Tel: (323) 922-2000
william@justiceforworkers.com
tluu@justiceforworkers.com

Administrator:

Apex Class Action
claims@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Telephone: (800) 355 - 0700
Fax Number: (949) 989-4428

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

Exhibit 1

Template/Example Request for Exclusion

The below is a template/example of a Request for Exclusion. Although you may use this or a substantially similar formatted document to submit a Request for Exclusion, you are not required to use this format/template. Regardless of whether you use this format/template, if you submit a timely Request for Exclusion consistent with Section 3(6) above, it will be considered.

REQUEST FOR EXCLUSION

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

Apex Class Action
claims@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Telephone: (800) 355 - 0700
Fax Number: (949) 989-4428

Phu Settlement Administrator,

I request to be excluded from the Phu v. MicroVention (Orange County Superior Court, Case No. 30-2024-01376392-CU-OE-CXC) Class Settlement. My name and contact information is below:

Employee Name:

Employee Address:

Employee Phone Number:

Approximate Employment Dates:

Thank you,

Signature: _____

Exhibit 2

Template/Example Objection to Settlement

The below is a template/example of an Objection to Settlement. Although you may use this or a substantially similar formatted document to submit an Objection, you are not required to use this format/template. Regardless of whether you use this format/template, if you submit a timely Objection consistent with Section 7 above, it will be considered. Alternatively, you may object by attending (or retaining an attorney to attend) the Final Approval Hearing. Information regarding the Final Approval Hearing is provided in Section 8 above.

OBJECTION TO SETTLEMENT

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

Apex Class Action
claims@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Telephone: (800) 355 - 0700
Fax Number: (949) 989-4428

Phu Settlement Administrator,

I object to the Phu v. MicroVention (Orange County Superior Court, Case No. 30-2024-01376392-CU-OE-CXC) Class Settlement.

[Insert what you object to, why you object, and any facts that support your objection.]

My name and contact information is below:

Employee Name:

Employee Address:

Employee Phone Number:

Approximate Employment Dates:

Thank you,

Signature: _____

Exhibit 3

Template/Example Workweek/Pay Period Challenge

The below is a template/example of a Workweek/Pay Period Challenge. Although you may use this or a substantially similar formatted document to submit a Workweek/Pay Period Challenge, you are not required to use this format/template. Regardless of whether you use this format/template, if you submit a timely a Workweek/Pay Period Challenge consistent with Section 4(3) above, it will be considered.

WORKWEEK/PAY PERIOD CHALLENGE

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

Apex Class Action
claims@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Telephone: (800) 355 - 0700
Fax Number: (949) 989-4428

Phu Settlement Administrator,

I write to challenge the number of Workweeks and/or PAGA Pay Periods as shown on the Settlement Notice I received regarding the Phu v. MicroVention (Orange County Superior Court, Case No. 30-2024-01376392-CU-OE-CXC) Class Settlement.

My name and contact information is below:

Employee Name:

Employee Address:

Employee Phone Number:

Approximate Employment Dates:

Below are the number of workweeks and pay periods listed in the Notice I received, and the number of workweeks and/or pay periods I believe should be listed:

	Class Workweeks (Workweeks worked between January 29, 2020 and July 12, 2025)	PAGA Pay Periods (Pay Periods worked between January 29, 2023 and July 12, 2025)
Listed on Class Notice		
Employee Proposed		

I have attached/enclosed supporting documents regarding the challenge above.

Thank you,

Signature: _____

EXHIBIT 3

Loan Phu v. MicroVention, Inc.
c/o Apex Class Action LLC
PO Box 54668
Irvine, CA 92619

«Intelligent_Mail_barcode_»
Apex ID: «Apex_ID» «Tray_PC» «D
«Full_Name»
«Address_1»
«City», «State» «Zip»

**COURT APPROVED NOTICE OF CLASS ACTION AND PAGA SETTLEMENT
AND HEARING DATE FOR FINAL COURT APPROVAL**

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

***The Superior Court for the State of California authorized this Notice of Class Action and PAGA Settlement. Read it carefully!
It's not junk mail, spam, advertisement, or solicitation by a lawyer. You are not being sued.***

You may be eligible to receive money from an employee class and PAGA action lawsuit (“Action”) against MicroVention, Inc. (“Defendant”) for alleged wage and hour violations. The Action was filed by a former employee Loan Phu (“Plaintiff”) and seeks payment of (1) back wages and other relief for a class of all current and former non-exempt employees who worked for Defendant within the State of California at any time during the Class Period of January 29, 2020 through July 12, 2025 (“Class Members”); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all current and former non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period of January 29, 2023 through July 12, 2025 (“Aggrieved Employees”).

The proposed settlement has two main parts: (1) a Class Settlement requiring Defendant to fund Individual Class Payments, and (2) a PAGA Settlement requiring Defendant to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on Defendant’s records, and the Parties’ current assumptions, **your Individual Class Payment is estimated to be \$INSERT (less withholding) and your Individual PAGA Payment is estimated to be \$INSERT**. The actual amount you may receive may be different and will depend on a number of factors. (If no amount is stated for your Individual PAGA Payment, then according to Defendant’s records you are not eligible for an Individual PAGA Payment under the Settlement because you did not work during the PAGA Period.)

The above estimates are based on Defendant’s records showing that **you worked INSERT Workweeks** during the Class Period, and **you worked INSERT PAGA Pay Periods** during the PAGA Period. If you believe that you worked more workweeks during either period, you can submit a challenge by the deadline date. See Section 4 of this Notice of Class Action and PAGA Settlement.

The Court has already preliminarily approved the proposed Settlement and approved this Notice of Class Action and PAGA Settlement. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or do not act. Read this Notice of Class Action and PAGA Settlement carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Defendant to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendant.

If you worked for Defendant during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You do not have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Defendant.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims against Defendant, and, if you are an Aggrieved Employee, remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

Defendant will not retaliate against you for any actions you take with respect to the proposed Settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don’t Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Defendant that are covered by this Settlement (Released Claims).
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You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is 	If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice of Class Action and PAGA Settlement. A Template/Example Request for Exclusion is attached to this notice as Exhibit 1. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendant must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released PAGA Claims (defined below).
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by 	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice of Class Action and PAGA Settlement. A Template/Example Objection to Settlement is attached to this notice as Exhibit 2.
You Can Participate in the Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on . You do not have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice of Class Action and PAGA Settlement.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by 	The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many Workweeks you worked at least one day during the Class Period and how many PAGA Pay Periods you worked at least one day during the PAGA Period, respectively. The number of Class Period Workweeks and number of PAGA Pay Periods you worked according to Defendant's records is stated on the first page of this Notice of Class Action and PAGA Settlement. If you disagree with either of these numbers, you must challenge it by . See Section 4 of this Notice of Class Action and PAGA Settlement. A Template/Example Workweek/Pay Period Challenge is attached to this notice as Exhibit 3.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former employee of Defendant MicroVention, Inc. Plaintiff accuses Defendant of violating California labor laws by failing to pay all wages due including overtime wages, failing to provide legally compliant meal and rest periods, failing to pay wages due upon termination, failing to provide paid sick leave, and failing to provide accurate itemized wage statements. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA"). Plaintiff is represented by attorneys in the Action: William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. ("Class Counsel")

Defendant denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far, the Court has made no determination whether Defendant or Plaintiff is correct on the merits. In the meantime, Plaintiff and Defendant hired an experienced, neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement ("Agreement") and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Defendant have negotiated a proposed Settlement that is subject to the Court's Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendant does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel believe the Settlement is a good deal for you because they believe that: (1) Defendant have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice of Class Action and PAGA Settlement, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Defendant Will Pay \$1,180,000.00 as the Gross Settlement Amount. Defendant has agreed to deposit the Gross Settlement Amount into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement Amount to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payment, Class Counsel's attorney's fees and expenses, the Administrator's expenses, and penalties to be paid to the California Labor and Workforce Development Agency ("LWDA"). Assuming the Court grants Final Approval, Defendant will fund the Gross Settlement Amount within 14 days after the Judgment entered by the Court become final. The Judgment will be final on the 61st day after the Court enters Judgment, or a later date if the Judgment is appealed.
2. Requested Deductions from Gross Settlement Amount. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the

Court to approve the following deductions from the Gross Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:

- A. Up to \$413,000.00 (35% of the Gross Settlement Amount) to Class Counsel for attorneys' fees and up to \$20,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
- B. Up to \$10,000.00 to Plaintiff as Class Representative Service Payment for filing the Action, working with Class Counsel and representing the Class. A Class Representative Service Payment will be the only monies Plaintiff will receive other than Plaintiff's Individual Class Payment and any Individual PAGA Payment.
- C. Up to \$11,990.00 to the Administrator for services administering the Settlement.
- D. \$100,000.00 for PAGA Penalties, allocated 75% to the LWDA Payment (\$75,000) and 25% in Individual PAGA Payments (\$25,000) to the Aggrieved Employees based on their PAGA Pay Periods.

Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

- 3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement Amount (the "Net Settlement") by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.
- 4. Taxes Owed on Payments to Class Members. Plaintiff and Defendant are asking the Court to approve an allocation of 20% of each Individual Class Payment to taxable wages ("Wage Portion") and 80% to interests and penalties ("Non-Wage Portion."). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendant will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiff and Defendant has agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

- 5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the void date), which will be 180 days after its issuing date. If you do not cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check are sent to the Controller's Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

- 6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than **INSERT**, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the **INSERT** Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments but will preserve their rights to personally pursue wage and hour claims against Defendant. A Template/Example Request for Exclusion is attached to this notice as Exhibit 1.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Defendant based on the PAGA Period facts alleged in the Action.

- 7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Defendant has agreed that, in either case, the Settlement will be void: Defendant will not pay any money and Class Members will not release any claims against Defendant.
- 8. Administrator. The Court has appointed a neutral company, **INSERT** (the "Administrator") to send this Notice of Class Action and PAGA Settlement, calculate and make payments, and process Class Members' Requests for Exclusion. The Administrator will also decide Class Member Challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice of Class Action and PAGA Settlement.
- 9. Participating Class Members' Release. After the Judgment is final and Defendant has fully funded the Gross Settlement Amount and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant or related entities for wages based on the Class Period facts and PAGA Penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys,

heirs, administrators, successors, and assigns, release Released Parties from all causes of action and claims that were alleged in the Action or reasonably could have been alleged based on the facts contained in the Complaints (“Released Class Claims”). Except as set forth in Section 5.3 of the Settlement Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

10. **Aggrieved Employees’ PAGA Release.** After the Court’s Judgment is final, and Defendant has paid the Gross Settlement Amount and separately paid the employer-side payroll taxes, all Aggrieved Employees will be barred from asserting PAGA claims against Defendant, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Defendant or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees’ Releases for Participating and Non-Participating Class Members are as follows:

All Participating and Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties, from all causes of action and claims for civil penalties under the California Private Attorneys General Act of 2004 that were alleged or reasonably could have been alleged based on the facts contained in the Operative Complaint and PAGA Notice of Class Action and PAGA Settlement, arising during the PAGA Period.

4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. **Individual Class Payments.** The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member. Each Participating Class Member will be credited with at least one Workweek during the Class Period.
2. **Individual PAGA Payments.** The Administrator will calculate Individual PAGA Payments by (a) dividing \$25,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Pay Periods worked by each individual Aggrieved Employee. Each Aggrieved Employee will be credited with at least one PAGA Pay Period during the PAGA Period.
3. **Workweek/PAGA Pay Period Challenges.** The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Defendant’s records, are stated in the first page of this Notice of Class Action and PAGA Settlement. You have until **INSERT** (60 days after this notice was mailed) to challenge the number of Workweeks and/or PAGA Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email, or fax. Section 9 of this Notice of Class Action and PAGA Settlement has the Administrator’s contact information. A Template/Example Workweek/Pay Period Challenge is attached to this notice as Exhibit 3.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Defendant’s calculation of Workweeks and/or PAGA Pay Periods based on Defendant’s records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will make the initial determination regarding your Workweek and/or PAGA Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Defendant’s Counsel. However, the Court will make the final determination regarding any such challenge.

5. HOW WILL I GET PAID?

1. **Participating Class Members.** The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who does not opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the Individual Class Payment and the Individual PAGA Payment.
2. **Non-Participating Class Members.** The Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee who opts out of the Class Settlement (i.e., every Non-Participating Class Member).

Your check will be sent to the same address as in this Notice of Class Action and PAGA Settlement. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice of Class Action and PAGA Settlement has the Administrator’s contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request to be excluded. Be sure to personally sign your request, identify the Action as *Loan Phu v. MicroVention, Inc.*, Case No. 30-2024-01376392-CU-OE-CXC, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must receive your request to be excluded by **INSERT** (60 days after this notice was mailed), or it will be invalid.** The Administrator will make the initial determination regarding your request for exclusion; however, the Court will make the final determination regarding any request for exclusion. Section 9 of the Notice of Class Action and PAGA Settlement has the Administrator’s contact information. A Template/Example Request for Exclusion is attached to this notice as Exhibit 1.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Defendant are asking the Court to approve. At least 16 court days before the **INSERT** Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Attorneys' Fees and Litigation Costs and Class Representative Service Payment stating (i) the amount Class Counsel is requesting for Attorneys' Fees and Litigation Costs; and (ii) the amount Plaintiff is requesting as Class Representative Service Payment. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice of Class Action and PAGA Settlement) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website www.apexclassaction.com/microventioninc or the Court's website <https://civilwebshopping.occourts.org/Login.do>.

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Attorneys' Fees and Litigation Costs, and Class Representative Service Payment may wish to object. **The deadline for sending written objections to the Administrator is **INSERT**.** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action, Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC, and include your name, current address, telephone number, and approximate dates of employment for Defendant and sign the objection. Section 9 of this Notice of Class Action and PAGA Settlement has the Administrator's contact information. A Template/Example Objection to Settlement is attached to this notice as Exhibit 2.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice of Class Action and PAGA Settlement (immediately below) for specifics regarding the Final Approval Hearing.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the Final Approval Hearing **INSERT** at **INSERT a.m./p.m.** in Department CX103 of the Civil Complex Center, Orange Superior Court, located at 751 W. Santa Ana Blvd., Santa Ana, CA 92701. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement Amount will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via <https://occourtsapp.azurewebsites.us/aci/checkin-results?dept=CX103>. Check the Court's website for the most current information.

It is possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website www.apexclassaction.com/microventioninc beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.



9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendant and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment or any other Settlement documents is to go to the Administrator's website at www.apexclassaction.com/microventioninc. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to <https://www.lacourt.org/casesummary/ui/> and entering the Case Number for the Action, Case No. 30-2024-01376392-CU-OE-CXC. You can also make an appointment to personally review court documents in the Clerk's Office at the Orange Superior Court.

DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.

<u>Class Counsel:</u>	<u>Administrator:</u>
William C. Sung, Esq. Tiffany L. Luu, Esq. Justice for Workers, P.C. 3600 Wilshire Blvd., Ste. 1815 Los Angeles, CA 90010 Tel: (323) 922-2000 william@justiceforworkers.com tluu@justiceforworkers.com	Apex Class Action LLC support@apexclassaction.com P.O. Box 54668, Irvine, CA 92619 Telephone: (800) 355 - 0700 Fax Number: (949) 989-4428

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

Template/Example Request for Exclusion

The below is a template/example of a Request for Exclusion. Although you may use this or a substantially similar formatted document to submit a Request for Exclusion, you are not required to use this format/template. Regardless of whether you use this format/template, if you submit a timely Request for Exclusion consistent with Section 3(6) above, it will be considered.

REQUEST FOR EXCLUSION

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

Apex Class Action

support@apexclassaction.com

P.O. Box 54668,

Irvine, CA 92619

Telephone: (800) 355 - 0700

Fax Number: (949) 989-4428

Phu Settlement Administrator,

I request to be excluded from the Phu v. MicroVention (Orange County Superior Court, Case No. 30-2024-01376392-CU-OE-CXC) Class Settlement. My name and contact information is below:

Employee Name:

Employee Address:

Employee Phone Number:

Approximate Employment Dates:

Thank you,

Signature: _____

Template/Example Objection to Settlement

The below is a template/example of an Objection to Settlement. Although you may use this or a substantially similar formatted document to submit an Objection, you are not required to use this format/template. Regardless of whether you use this format/template, if you submit a timely Objection consistent with Section 7 above, it will be considered. Alternatively, you may object by attending (or retaining an attorney to attend) the Final Approval Hearing. Information regarding the Final Approval Hearing is provided in Section 8 above.

OBJECTION TO SETTLEMENT

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

Apex Class Action
support@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Telephone: (800) 355 - 0700
Fax Number: (949) 989-4428

Phu Settlement Administrator,

I object to the Phu v. MicroVention (Orange County Superior Court, Case No. 30-2024-01376392-CU-OE-CXC) Class Settlement.

[Insert what you object to, why you object, and any facts that support your objection.]

My name and contact information is below:

Employee Name:

Employee Address:

Employee Phone Number:

Approximate Employment Dates:

Thank you,

Signature: _____

Template/Example Workweek/Pay Period Challenge

The below is a template/example of a Workweek/Pay Period Challenge. Although you may use this or a substantially similar formatted document to submit a Workweek/Pay Period Challenge, you are not required to use this format/template. Regardless of whether you use this format/template, if you submit a timely a Workweek/Pay Period Challenge consistent with Section 4(3) above, it will be considered.

WORKWEEK/PAY PERIOD CHALLENGE

Loan Phu v. MicroVention, Inc., Case No. 30-2024-01376392-CU-OE-CXC

Apex Class Action

support@apexclassaction.com

P.O. Box 54668,

Irvine, CA 92619

Telephone: (800) 355 - 0700

Fax Number: (949) 989-4428

Phu Settlement Administrator,

I write to challenge the number of Workweeks and/or PAGA Pay Periods as shown on the Settlement Notice I received regarding the Phu v. MicroVention (Orange County Superior Court, Case No. 30-2024-01376392-CU-OE-CXC) Class Settlement.

My name and contact information is below:

Employee Name:

Employee Address:

Employee Phone Number:

Approximate Employment Dates:

Below are the number of workweeks and pay periods listed in the Notice I received, and the number of workweeks and/or pay periods I believe should be listed:

Class Workweeks
(Workweeks worked between
January 29, 2020 and July 12,
2025)

PAGA Pay Periods
(Pay Periods worked between
January 29, 2023 and July 12,
2025)

Listed on Class Notice

Employee Proposed

I have attached/enclosed supporting documents regarding the challenge above.

Thank you,

Signature: _____

**AVISO DE ACUERDO DE DEMANDA COLECTIVA Y DE PAGA APROBADO POR EL TRIBUNAL
Y FECHA DE LA AUDIENCIA PARA SU APROBACIÓN FINAL**

Loan Phu v. MicroVention, Inc., Caso No. 30-2024-01376392-CU-OE-CXC

El Tribunal Superior del Estado de California autorizó este Aviso de Acuerdo de Demanda Colectiva y de PAGA. Léalo atentamente.

No es correo basura, spam, publicidad ni una solicitud de un abogado. Esto no es una demanda.

Usted puede ser elegible para recibir un pago de una demanda colectiva y de PAGA (“Demanda”) de empleados contra MicroVention, Inc. (“Demandado”) por supuestas violaciones de salarios y de horas. La Demanda fue presentada por un empleado, Loan Phu (“Demandante”), y busca (1) la compensación por salarios adeudados y otros alivios por una clase de empleados pasados y actuales no exentos que trabajaron para el Demandado dentro del Estado de California en cualquier momento durante el Período de Clase (29 de enero de 2020 al 12 de julio de 2025) (“Miembros de Clase”) y (2) sanciones bajo la Ley de Acción Privada del Fiscal General (“PAGA”) por todos los empleados pasados y actuales no exentos que trabajaron para el Demandado dentro del Estado de California en cualquier momento durante el Período de PAGA (29 de enero de 2023 al 12 de julio de 2025) (“Empleados Agravados”).

El Acuerdo propuesto consta de dos partes principales: (1) un Acuerdo Colectivo que requiere que el Demandado financie los Pagos Individuales de Clase, y (2) un Acuerdo de PAGA que requiere que el Demandado financie los Pagos Individuales de PAGA y pague sanciones a la Agencia de Trabajo y Desarrollo de la Fuerza Laboral de California (“LWDA”).

Sobre la base de los registros del Demandado y de las suposiciones actuales de las Partes, se estima que su Pago Individual de Clase es de

\$INSERT (menos la retención) y que su Pago Individual de PAGA es de \$INSERT. Es probable que el monto real que reciba sea distinto y que dependa de varios factores. (Si no se indica ningún monto para su Pago Individual de PAGA, según los registros del Demandado, usted no es elegible para dicho pago en virtud del Acuerdo, ya que no trabajó durante el Período de PAGA).

Las estimaciones anteriores se basan en los registros del Demandado, que muestran que usted trabajó **INSERT** Semanas Laborales durante el Período de Clase y **INSERT** períodos de pago de PAGA durante el Período de PAGA. Si cree que ha trabajado más semanas laborales/períodos de pago en uno u otro periodo, puede presentar una impugnación antes de la fecha límite. Véase la sección 4 del presente Aviso de Demanda Colectiva y del Acuerdo de PAGA.

El Tribunal ha aprobado el Acuerdo propuesto de forma preliminar y este Aviso, y no ha decidido aún si otorgar la aprobación final. Sus derechos legales se ven afectados tanto si actúa como si no lo hace. Lea atentamente este Aviso. Se considerará que lo ha leído y comprendido detenidamente. En la Audiencia de Aprobación Final, el Tribunal decidirá si aprueba definitivamente el Acuerdo y qué parte del Acuerdo se pagará al Demandante y a los abogados del Demandante (“Abogados de Clase”). El Tribunal también decidirá si dicta una sentencia que obligue al Demandado a realizar pagos en virtud del Acuerdo y a los Miembros de Clase y a los Empleados Agravados a renunciar a sus derechos a hacer valer determinadas reclamaciones contra el Demandado.

Si trabajó para el Demandado durante el Período de Clase y/o el Período de PAGA, tiene dos opciones básicas en virtud del Acuerdo:

- (1) **No hacer nada.** No tiene que hacer nada para participar en el Acuerdo propuesto y optar a un Pago Individual de Clase y/o a un Pago Individual de PAGA. Sin embargo, como Miembro de Clase Participante, renunciará a su derecho a hacer valer las reclamaciones salariales del Periodo de Clase y las reclamaciones de sanción del Periodo de PAGA contra el Demandado.
- (2) **Exclusión del Acuerdo Colectivo.** Puede excluirse del Acuerdo Colectivo (retirarse) presentando la Solicitud de Exclusión ante el Administrador o notificándolo por escrito. Si opta por excluirse del Acuerdo, no recibirá un Pago Individual de Clase. Sin embargo, conservará su derecho a presentar personalmente reclamaciones salariales del Periodo de Clase contra el Demandado y, si es un Empleado Agravado, seguirá siendo elegible para un Pago Individual de PAGA. No puede optar por excluirse de la parte de PAGA del Acuerdo propuesto.

El Demandado no tomará represalias contra usted por ninguna acción que emprenda respecto del Acuerdo propuesto.

RESUMEN DE SUS DERECHOS Y OPCIONES LEGALES EN ESTE ACUERDO

No tiene que hacer nada para participar en el Acuerdo	Si no hace nada, será un Miembro de Clase Participante, con derecho a un Pago Individual de Clase y a un Pago Individual de PAGA (si lo hubiera). A cambio, renunciará a su derecho a hacer valer las reclamaciones salariales contra el Demandado que están cubiertas por este Acuerdo (Reclamaciones Liberadas).
Puede optar por excluirse del Acuerdo Colectivo, pero no del de PAGA. La fecha límite de Exclusión es, a más tardar, el	Si no desea participar plenamente en el Acuerdo propuesto, puede optar por excluirse del Acuerdo Colectivo enviando al Administrador una Solicitud de Exclusión por escrito. Una vez excluido, será un Miembro de Clase No Participante y ya no podrá optar a un Pago Individual de Clase. Los Miembros de Clase No Participante no pueden oponerse a ninguna parte del Acuerdo propuesto. Véase la sección 6 del presente Aviso de Demanda Colectiva y del Acuerdo de PAGA. Un Formato/Ejemplo de Solicitud de Exclusión se encuentra adjunto a este aviso. No puede optar por excluirse de la parte de PAGA del Acuerdo propuesto. El Demandado debe pagar Pagos Individuales de PAGA a todos los Empleados Agravados, y estos deben renunciar a sus derechos a presentar Reclamaciones Liberadas de PAGA (definidas a continuación).

Los Miembros de Clase Participante pueden objetar al Acuerdo Colectivo, pero no al de PAGA. Las objeciones por escrito deben presentarse a más tardar el [REDACTED]	Todos los Miembros de Clase que no opten por la exclusión (“Miembros de Clase Participante”) pueden objetar a cualquier aspecto del Acuerdo propuesto. La decisión del Tribunal sobre la aprobación definitiva del Acuerdo incluirá la determinación de la cantidad que se pagará a los Abogados de Clase y al Demandante que ejerció la Demanda en nombre de la Clase. Usted no es personalmente responsable de ningún pago a los Abogados de Clase ni al Demandante, pero cada dólar pagado a ellos reduce la cantidad total a pagar a los Miembros de Clase Participante. Puede objetar a las cantidades solicitadas por los Abogados de Clase o el Demandante si considera que no son razonables. Véase la sección 7 del presente Aviso de Demanda Colectiva y del Acuerdo de PAGA. Un Formato/Ejemplo de Objeción al Acuerdo se encuentra adjunto a este aviso.
Puede participar en la Audiencia de Aprobación Final del [REDACTED]	La Audiencia de Aprobación Final del Tribunal está prevista para el [REDACTED]. No tiene que asistir, pero sí tiene derecho a comparecer (o a contratar a un abogado que comparezca en su nombre y a su costa), en persona, por teléfono o mediante la plataforma de comparecencia virtual del Tribunal. Los Miembros de Clase Participante pueden oponerse verbalmente al Acuerdo durante la Audiencia de Aprobación Final. Véase la sección 8 del presente Aviso de Demanda Colectiva y del Acuerdo de PAGA.
Puede impugnar el cálculo de sus Semanas Laborales/Períodos de pago. Las impugnaciones por escrito deben presentarse a más tardar el [REDACTED]	La cantidad de su Pago Individual de Clase y de su Pago de PAGA (si lo hubiera) depende de cuántas semanas laborales trabajó al menos un día durante el Periodo de Clase y de cuántos Periodos de Pago trabajó al menos un día durante el Periodo de PAGA, respectivamente. El número de Semanas Laborales y el número de Periodos de Pago que usted trabajó según los registros del Demandado figuran en la primera página de este Aviso de Demanda Colectiva y del Acuerdo de PAGA. Si no está de acuerdo con alguna de estas cifras, debe impugnarlas a más tardar el [REDACTED]. Véase la sección 4 del presente Aviso. Un Formato/Ejemplo de Impugnación de Semana laboral/Periodo de Pago se encuentra adjunto a este aviso.

1. ¿EN QUÉ CONSISTE LA DEMANDA?

El Demandante es un ex empleado de MicroVention, Inc, el Demandado. Este acusa al Demandado de infringir la ley Laboral de California al fallo por el pago de salarios y/u horas extra, incumplimiento de la obligación de proporcionar periodos de comida y de descanso, no pagar los salarios adeudados al momento del despido, no proporcionar licencia por enfermedad remunerada y no proporcionar talones de pago detallados y precisos. Con base en las mismas reclamaciones, el Demandante también ha presentado una reclamación de sanciones civiles en virtud de la Ley de Acción Privada del Fiscal General (Código Laboral §§ 2698 y sig.) (“PAGA”). El Demandante está representado por los abogados: William C. Sung y Tiffany L. Luu de Justice for Workers, P.C. (“Abogados de Clase”).

El Demandado niega rotundamente haber infringido ninguna ley ni haber dejado de pagar salarios y afirma que cumplió todas las leyes aplicables.

2. ¿QUÉ SIGNIFICA QUE LA DEMANDA SE HA CONCILIADO?

Hasta ahora, el Tribunal no ha determinado si el Demandado o el Demandante merece mérito. Mientras tanto, ambas partes han contratado a un mediador experimentado Doug Leach, en un esfuerzo por resolver la Demanda mediante la negociación, con el fin de poner fin al caso por acuerdo (conciliar el caso) en lugar de continuar con el costoso y largo proceso de litigio. Las negociaciones tuvieron éxito. Mediante la firma de un extenso acuerdo de transacción por escrito (“Acuerdo”) y acordando solicitar conjuntamente al Tribunal que dicte una sentencia que ponga fin a la Demanda y haga cumplir el Acuerdo, el Demandante y el Demandado han negociado voluntariamente y acordado mutuamente una propuesta de Acuerdo, la cual está sujeta a la Aprobación Definitiva del Tribunal. Ambas partes están de acuerdo en que este Acuerdo constituye un compromiso de las reclamaciones en litigio. Al aceptar el acuerdo, el Demandado no admite ninguna infracción, no reconoce el fundamento de ninguna reclamación.

El Demandante y sus abogados consideran que el Acuerdo es bueno para usted porque: (1) El Demandado ha acordado pagar una cantidad justa, razonable y adecuada, teniendo en cuenta la solidez de las reclamaciones, la solidez de las defensas de dichas reclamaciones y los riesgos e incertidumbres de un litigio prolongado; y (2) el Acuerdo beneficia a los Miembros de Clase y a los Empleados Agraviados. El Tribunal aprobó preliminarmente el Acuerdo propuesto como justo, razonable y adecuado, autorizó este Aviso de Demanda Colectiva y del Acuerdo de PAGA y programó una audiencia para determinar la Aprobación Definitiva.

3. ¿CUÁLES SON LOS TÉRMINOS IMPORTANTES DEL ACUERDO PROPUESTO?

1. El Demandado pagará \$1,180,000.00 como Monto Total del Acuerdo (Acuerdo Total). El Demandado ha acordado depositar el Acuerdo Total en una cuenta controlada por el Administrador del Acuerdo. El Administrador utilizará el Acuerdo Total para realizar los Pagos Individuales de Clase, los Pagos Individuales de PAGA, el Pago de Servicio del Representante de Clase, los honorarios y gastos de los Abogados de Clase, los gastos del Administrador y las sanciones a la Agencia de Desarrollo Laboral y de la Fuerza de Trabajo de California (“LWDA”). Suponiendo que el Tribunal emita la Aprobación Definitiva, el Demandado financiará este Acuerdo 14 días después de la Sentencia definitiva emitida por el Tribunal. La Sentencia se convertirá en definitiva en el día 61.º posterior a su emisión, o en una fecha posterior si se apela la Sentencia.
2. Deducciones aprobadas por el Tribunal del Acuerdo Total. En la Audiencia de Aprobación Final, el Demandante y/o el Abogado de Clase solicitarán al Tribunal que apruebe las siguientes deducciones del Acuerdo Total, cuyos importes serán decididos por el Tribunal en dicha audiencia:

A. Hasta \$413,000.00 (35% del Monto Total del Acuerdo) a los Abogados de Clase en concepto de honorarios y hasta \$20,000.00

por sus gastos de litigio. Hasta la fecha, los Abogados de Clase han trabajado e incurrido en gastos en relación con la Demanda sin percibir remuneración alguna.

- B. Hasta \$10,000.00 para el Incentivo de Servicio del Representante de Clase, por presentar la Demanda, trabajar en conjunto con los Abogados de Clase y representarla. Este Incentivo será el único pago que recibirá el Demandante además de su Pago Individual de Clase y de PAGA, si lo hubiera.
- C. Hasta \$11,990.00 al Administrador del Acuerdo por servicios de administración.
- D. Hasta \$100,000.00 por Sanciones de PAGA, asignados en un 75% (\$75,000) al Pago de PAGA de la LWDA y 25% (\$25,000) en Pagos Individuales de PAGA a los Empleados Agraviados basados en sus Períodos de Pago de PAGA.

Los Miembros de Clase Participante tienen derecho a objetar cualquiera de estas deducciones. El Tribunal considerará todas.

- 3. Acuerdo Neto distribuido a los Miembros de Clase. Después de realizar las deducciones anteriores sobre las cantidades aprobadas por el Tribunal, el Administrador distribuirá el resto del Acuerdo Total (el “Acuerdo Neto”) mediante Pagos Individuales de Clase a los Miembros de Clase Participante en función de sus Semanas Laborales del Período de Clase.
- 4. Impuestos adeudados por pagos a Miembros de Clase. El Demandante y el Demandado solicitan al Tribunal que apruebe una asignación del 20% de cada Pago Individual de Clase a salarios impositivos (“Parte Salarial”) y del 80% a sanciones e intereses. (“Parte No Salarial”). La parte correspondiente al salario está sujeta a retenciones y se consignará en los formularios W-2 del IRS. El Demandado pagará por separado los impuestos sobre las nóminas de los empleadores que adeude relativos a la Parte Salarial. Los Pagos Individuales de PAGA se contabilizan como sanciones y no como salarios a efectos fiscales. El Administrador declarará los Pagos Individuales de PAGA y las Partes No Salariales de los Pagos Individuales de Clase en los Formularios 1099 del IRS.

Aunque el Demandante y el Demandado han acordado estas asignaciones, ninguna de las partes le está asesorando sobre si sus Pagos están sujetos a impuestos o cuánto podría deber en concepto de impuestos. Usted es responsable del pago de todos los impuestos (incluidas las sanciones y los intereses por impuestos atrasados) sobre cualquier pago recibido por la propuesta de Acuerdo. Si tiene alguna duda sobre las consecuencias fiscales del Acuerdo propuesto, consulte a un asesor fiscal.

- 5. Necesidad de cobrar con prontitud los cheques de pago. En el frente de cada cheque emitido para Pagos Individuales de Clase y los Pagos Individuales de PAGA figurará la fecha de caducidad (fecha de expiración). Si no lo cobra antes de la fecha de caducidad, el cheque se anulará automáticamente y el Administrador del Acuerdo depositará el cheque al Fondo de Propiedad No Reclamada del Contralor de California a su nombre.

Si su cheque ya ha sido enviado, debe consultar las instrucciones del Fondo para saber cómo recuperarlo.

- 6. Solicitudes de exclusión del Acuerdo Colectivo (Retiros). Se le tratará como Miembro de Clase Participante, participando plenamente en el Acuerdo Colectivo, a menos que notifique por escrito al Administrador, a más tardar el **INSERT**, que desea excluirse. La forma más sencilla de notificar al Administrador es enviar una Solicitud de Exclusión por escrito y firmada antes del **INSERT**, Fecha Límite de Respuesta. La Solicitud de Exclusión debe ser una carta de un Miembro de Clase o su representante que indique su nombre, su dirección actual y su número de teléfono, y una simple declaración en la que elija ser excluido del Acuerdo. Los Miembros de Clase Excluidos (es decir, los Miembros de Clase No Participante) no recibirán Pagos Individuales de Clase, pero conservarán sus derechos a presentar personalmente reclamaciones por salarios y horas contra el Demandado. Un Formato/Ejemplo de Solicitud de Exclusión se encuentra adjunto a este aviso.

No puede optar por excluirse de la parte de PAGA del Acuerdo. Los Miembros de Clase que se excluyan del Acuerdo Colectivo (Miembros de Clase No Participante) siguen teniendo derecho a los Pagos Individuales de PAGA y deben renunciar a su derecho a presentar reclamaciones de PAGA contra el Demandado basadas en los hechos de la Demanda.

- 7. El Acuerdo propuesto será nulo si el Tribunal deniega la aprobación definitiva. Es posible que el Tribunal se niegue a otorgar la Aprobación Definitiva del Acuerdo o a dictar una Sentencia. También es posible que el Tribunal dicte una Sentencia que sea revocada en apelación. El Demandante y el Demandado han acordado que, en cualquier caso, el Acuerdo será nulo: el Demandado no realizará ningún pago y los Miembros de Clase no presentarán ninguna reclamación contra él.
- 8. Administrador. El Tribunal ha designado a una empresa neutral, **INSERT** (el “Administrador”), para que envíe este Aviso de Demanda Colectiva y del Acuerdo de PAGA, calcule y realice los pagos y tramite las Solicitudes de Exclusión de los Miembros de Clase. El Administrador también decidirá las Impugnaciones de los Miembros de Clase sobre las Semanas Laborales, enviará y reenviará los cheques del acuerdo y los formularios fiscales, y realizará otras tareas necesarias para su administración. Los datos de contacto del Administrador figuran en la sección 9 del presente Aviso.
- 9. Liberación de los Miembros de Clase Participante. Una vez que la Sentencia sea emitida y el Demandado haya financiado el Acuerdo Total y pagado los impuestos de planilla por separado, los Miembros de Clase Participante no podrán hacer valer ninguna de las reclamaciones liberadas en virtud del Acuerdo. Esto significa que, a menos que haya optado por excluirse de manera válida del Acuerdo Colectivo, acepta estar sujeto a la exención establecida a continuación y no puede demandar, continuar demandando ni ser parte de ninguna otra demanda contra el Demandado o entidades relacionadas por salarios basados en los hechos del Período de Clase y por sanciones de PAGA basadas en los hechos del Período de PAGA, como han sido alegados y conciliados por este Acuerdo.

Los Miembros de Clase Participante quedarán vinculados por la siguiente exoneración:

Todos los Miembros de Clase Participante, en nombre de si mismos y de sus respectivos pasados y presentes representantes, agentes, abogados, herederos, administradores, sucesores y asignados, exonerar a las Partes Exoneradas de todas las causas de

acción y reclamaciones que fueron o razonablemente pudieron ser alegadas basadas en los hechos contenidos en las Denuncias (“Reclamaciones Liberadas de Clase”). Excepto por lo establecido en la Sección 5.3 del Acuerdo de Transacción, los Miembros de Clase Participante no liberan otras reclamaciones, incluidas aquellas por beneficios adquiridos, despido injustificado, violación de la Ley de Empleo y Vivienda Justos, seguro de desempleo, discapacidad, seguridad social, seguro de accidentes de trabajo o reclamaciones con base en hechos sucedidos fuera del Período de Clase.

10. Liberación de PAGA por los Empleados Agraviados. Una vez que la Sentencia sea emitida y el Demandado haya financiado el Acuerdo Total y pagado los impuestos de planilla por separado, todos los Empleados Agraviados no podrán presentar reclamaciones de PAGA contra el Demandado, independientemente de si optaron por participar o no en el Acuerdo. Esto significa que todos los Empleados Agraviados, incluidos los que son Miembros de Clase Participante y aquellos que se excluyeron del Acuerdo Colectivo, no pueden demandar, continuar demandado ni participar de otra reclamación de PAGA contra el Demandado o entidades relacionadas, basada en los hechos alegados en la Demanda y conciliados por este Acuerdo.

Las Liberaciones de los Empleados Agraviados y de los Miembros de Clase No Participante son las siguientes:

Todos los Miembros de Clase Participante y No Participante que sean Empleados Agraviados se consideran que liberan, en nombre propio y de sus respectivos pasados y presentes representantes, agentes, abogados, herederos, administradores, sucesores y asignados, a las Partes Exoneradas, de todas las causas de acción y reclamaciones por sanciones civiles bajo la Ley de Acción Privada del Fiscal General de 2004 que fueron o pudieron ser alegadas con base en los hechos contenidos en la Denuncia Operativa y el Aviso de Acuerdo de PAGA Colectivo que surgen durante el Período de PAGA.

4. ¿CÓMO CALCULARÁ EL ADMINISTRADOR MI PAGO?

1. Pagos Individuales de Clase. El Administrador calculará los Pagos Individuales de Clase (a) dividiendo el Monto Neto del Acuerdo entre el número total de Semanas Laborales trabajadas por todos los Miembros de Clase Participante y (b) multiplicando el resultado por el número de Semanas Laborales trabajadas por cada Miembro de Clase Participante. A cada Miembro de Clase Participante se le acreditará al menos una Semana Laboral durante este periodo.
2. Pagos Individuales de PAGA. El Administrador calculará los Pagos Individuales de PAGA (a) dividiendo \$25,000.00 entre el número total de Períodos de Pago de PAGA trabajados por todos los Empleados Agraviados y (b) multiplicando el resultado por el número de Períodos de Pago de PAGA trabajados por cada Empleado Agraviado. A cada Empleado Agraviado se le acreditará al menos un Período de Pago de PAGA durante este periodo.
3. Impugnaciones de Semanas laborales/Periodos de pago. El número de Semanas Laborales que trabajó durante el Período de Clase y el número de Períodos de Pago de PAGA que trabajó durante el Período de PAGA, según consta en los registros del Demandado, se indican en la primera página de este Aviso de Demanda Colectiva y Acuerdo de PAGA. Tiene, a más tardar, el **INSERT** para impugnar el número de Semanas Laborales y/o Períodos de Pago de PAGA que se le acreditan. Puede presentar su impugnación mediante la firma y el envío de una carta al Administrador por correo, correo electrónico o fax. La sección 9 de este Aviso contiene la información de contacto del Administrador. Un Formato/Ejemplo de Impugnación de Semana laboral/Período de Pago se encuentra adjunto a este aviso.

Tiene que respaldar su impugnación enviando copias de los talones de pago u otros registros. El Administrador aceptará el cálculo de Semanas Laborales y/o Períodos de Pago del Demandado, basado en sus registros, como exacto, a menos que usted envíe copias de registros que contengan información contraria. Debe enviar copias en lugar de originales, ya que los documentos no le serán devueltos. El Administrador resolverá las impugnaciones de Semana Laboral y/o Períodos de Pago basándose en su presentación y en las aportaciones de los Abogados de Clase (que abogarán en nombre de los Miembros de Clase Participante) y de los Abogados del Demandado. La decisión del Administrador es inapelable. No puede apelar ni impugnar de otro modo su decisión final.

5. ¿CÓMO RECIBIRÉ MI PAGO?

1. Miembros de Clase Participante. El Administrador enviará, por correo de EE.UU., un único cheque a cada Miembro de Clase Participante (es decir, a cada Miembro de Clase que no opte por la exclusión) incluidos aquellos que también reúnan los requisitos para ser considerados Empleados Agraviados. El cheque único combinará el Pago Individual de Clase y el Pago de PAGA.
2. Miembros de Clase No Participante. El Administrador enviará, por correo de EE.UU., un único cheque de Pago Individual de PAGA a cada Empleado Agraviado de PAGA que opte por no participar en el Acuerdo (es decir, a cada Miembro de Clase No Participante).

Su cheque se enviará a la misma dirección que la de este Aviso de Demanda Colectiva y Acuerdo de PAGA. Si cambia de dirección, notifíquelo al administrador lo antes posible. La sección 9 de este Aviso contiene la información de contacto del Administrador

6. ¿CÓMO EXCLUIRSE DEL ACUERDO COLECTIVO?

Presente una carta escrita y firmada con su nombre, dirección actual, número de teléfono y una simple declaración de que no desea participar en el Acuerdo. El Administrador le excluirá con base en cualquier escrito que comunique su solicitud de ser excluido. Asegúrese de firmar personalmente su solicitud e identificar la demanda titulada como *Loan Phu v. MicroVention, Inc.*, Caso No. 30-2024-01376392-CU-OE-CXC, e incluir su información de identificación (nombre completo, dirección, número de teléfono, fechas aproximadas de empleo y número de Seguro Social para fines de verificación). Debe hacer la solicitud usted mismo. Si otra persona hace la solicitud por usted, no será válida. **La solicitud de exclusión debe enviarse al Administrador a más tardar el **INSERT**, de lo contrario, no será válida.** El Administrador tomará la determinación inicial sobre su solicitud de exclusión; sin embargo, el Tribunal dictará la determinación definitiva. La sección 9 del Aviso contiene la información de contacto del Administrador. Un Formato/Ejemplo de Solicitud de Exclusión se encuentra adjunto a este aviso.

7. ¿CÓMO OBJETAR AL ACUERDO?

Sólo los Miembros de Clase Participante tienen derecho a objetar al Acuerdo. Antes de decidir si se opone, puede que desee ver lo que el Demandante y el Demandado solicitan al Tribunal para aprobación. Al menos 16 días judiciales antes de la Audiencia de Aprobación Final del **INSERT**, Audiencia de Aprobación Final, el Abogado de Clase y/o el Demandante presentarán ante el Tribunal (1) una Petición para la Aprobación Definitiva que incluya, entre otras cosas, las razones por las que el Acuerdo propuesto es justo, y (2) una Petición de honorarios, gastos de litigio que indique (i) la cantidad que el Abogado de Clase solicita en concepto de honorarios y gastos de litigio; y (ii) la cantidad que el Demandante solicita como Incentivo de Servicios del Representante de Clase. Previa solicitud razonable, los Abogados de Clase (cuyos datos de contacto figuran en la Sección 9 del presente Aviso de Demanda Colectiva y Acuerdo de PAGA) le enviarán copias de estos documentos sin coste alguno. También puede consultarlas en el sitio web del Administrador: www.apexclassaction.com/microventioninc o en el del Tribunal, <https://civilwebshopping.occourts.org/Login.do>.

Un Miembro de Clase Participante que no esté de acuerdo con algún aspecto del Acuerdo, la Petición de Aprobación Definitiva y/o la Petición de honorarios, gastos de litigio e Incentivo de Servicios puede objetar. **La fecha límite para enviar objeciones por escrito al Administrador es, a más tardar, el INSERT**. Asegúrese de indicar al Administrador a qué se opone, por qué se opone y los hechos que respaldan su objeción. Asegúrese de identificar la demanda titulada: Loan Phu v. MicroVention, Inc., Caso No. 30-2024-01376392-CU-OE-CXC, e incluya su nombre, dirección actual, número de teléfono y fechas aproximadas de empleo para el Demandado y firmela. La sección 9 de este Aviso contiene la información de contacto del Administrador. Un Formato/Ejemplo de Objeción al Acuerdo se encuentra adjunto a este aviso.

Alternativamente, un Miembro de Clase Participante puede objetar (o contratar personalmente a un abogado para que objete a su costa) asistiendo a la Audiencia de Aprobación Final. Usted (o su abogado) debe estar preparado para decir al Tribunal a qué se opone, por qué se opone y cuáles son los hechos que respaldan su objeción. Para más información sobre esta Audiencia, véase la sección 8 del presente Aviso.

8. ¿PUEDO ASISTIR A LA AUDIENCIA DE APROBACIÓN FINAL?

Usted puede, pero no tiene que, asistir a la Audiencia de Aprobación Final el **INSERT** a las **INSERT a.m./p.m.**, en el Departamento CX103 del Centro de Complejo Civil del Tribunal Superior del Condado de Orange, en 751 W. Santa Ana Blvd., Santa Ana, CA 92701. En la Audiencia, el juez decidirá si concede la Aprobación Definitiva del Acuerdo y qué porción del Acuerdo Total se pagará a los Abogados de Clase, al Demandante y al Administrador. El Tribunal invitará a los objetores, a los Abogados de Clase y a los Abogados de la Defensa a presentar sus comentarios antes de tomar una decisión. Puede asistir (o contratar a un abogado para que lo asista) de manera presencial o virtual a través de <https://occourtsapp.azurewebsites.us/aci/checkin-results?dept=CX103>. Revise el sitio web del Tribunal para más información detallada.

Es posible que el Tribunal reprogramme esta audiencia. Debe consultar el sitio web del Administrador en www.apexclassaction.com/microventioninc o contactar con antelación a los Abogados de Clase para verificar el día y la hora de esta audiencia.



9. ¿CÓMO OBTENER MÁS INFORMACIÓN?

El Acuerdo establece todo lo que el Demandado y el Demandante han prometido hacer en virtud del Acuerdo propuesto. La forma más sencilla de leer el Acuerdo, la Sentencia o cualquier otro documento del Acuerdo es visitar el sitio web del Administrador: www.apexclassaction.com/microventioninc. También puede llamar o enviar un correo electrónico a los Abogados de Clase o al Administrador utilizando la información de contacto que se indica a continuación, o si no, consultar el sitio web del Tribunal (<https://www.lacourt.org/casesummary/ui/>) e ingresar el Número de Caseo de la Demanda: 30-2024-01376392-CU-OE-CXC. Puede, además, programar una cita para revisar personalmente los escritos en la oficina del secretario judicial en el Tribunal Superior del condado de Orange.

NO LLAME AL TRIBUNAL SUPERIOR PARA OBTENER INFORMACIÓN SOBRE EL ACUERDO.

<u>Abogados de Clase:</u>	<u>Administrador:</u>
William C. Sung. Tiffany L. Luu. Justice for Workers, P.C. 3600 Wilshire Blvd., Ste. 1815 Los Ángeles, CA 90010 Tel: (323) 922-2000 william@justiceforworkers.com tluu@justiceforworkers.com	Apex Class Action LLC support@apexclassaction.com P.O. Box 54668, Irvine, CA 92619 Teléfono: (800) 355 - 0700 Fax: (949) 989-4428

10. ¿QUÉ OCURRE SI PIERDO MI CHEQUE?

Si pierde o extravía su cheque del acuerdo antes de cobrarlo, el Administrador lo sustituirá siempre que lo solicite antes de la fecha de caducidad que figura en el frente del cheque original. Si su cheque ya está anulado, debe consultar las instrucciones del Fondo de Propiedad No Reclamada para recuperarlo.

11. ¿QUÉ PASA SI CAMBIO DE DIRECCIÓN?

Para recibir su cheque, debe notificar de inmediato al Administrador cualquier cambio de dirección.

Formato/Ejemplo de Solicitud de Exclusión

Lo siguiente es un formato/ejemplo de Solicitud de Exclusión. Aunque puede usar este mismo o un documento con formato similar para enviar una Solicitud de Exclusión, no está obligado a usarlo. Si usa este formato/ejemplo o no, si la envía a tiempo y de forma consistente con la Sección 3(6) anteriormente, siempre será considerada.

SOLICITUD DE EXCLUSIÓN

Loan Phu v. MicroVention, Inc., Caso No. 30-2024-01376392-CU-OE-CXC

Apex Class Action

support@apexclassaction.com

P.O. Box 54668,

Irvine, CA 92619

Teléfono: (800) 355 - 0700

Fax: (949) 989-4428

Administrador del Acuerdo Phu,

Solicito excluirme del Acuerdo de: Phu v. MicroVention (Tribunal Superior del Condado de Orange, Caso No. 30-2024-01376392-CU-OE-CXC). Mi nombre e información de contacto es la siguiente:

Nombre de Empleado:

Dirección del Empleado:

Teléfono del Empleado:

Fechas Aproximadas de Empleo:

Atentamente,

Firma: _____

Formato/Ejemplo de Objeción al Acuerdo

Lo siguiente es un formato/ejemplo de Objeción al Acuerdo. Aunque puede usar este mismo o un documento con un formato similar para enviar una Objeción, no está obligado a hacerlo. Si usa este formato/ejemplo o no, si la envía a tiempo y de forma consistente con la Sección 7 mencionada anteriormente, siempre será considerada. De manera alternativa, puede asistir (o contratar a un abogado) a la Audiencia de Aprobación Final para objetar. La información sobre esta audiencia se detalla en la Sección 8 anterior.

OBJECCIÓN AL ACUERDO

Loan Phu v. MicroVention, Inc., Caso No. 30-2024-01376392-CU-OE-CXC

Apex Class Action
support@apexclassaction.com
P.O. Box 54668,
Irvine, CA 92619
Teléfono: (800) 355 - 0700
Fax Number: (949) 989-4428

Administrador del Acuerdo Phu,

Objeto al Acuerdo Colectivo de Phu v. MicroVention (Tribunal Superior del Condado de Orange, Caso No. 30-2024-01376392-CU-OE-CXC).

[Mencione a qué se objeta, por qué lo hace y los hechos que respaldan su objeción].

Mi nombre e información de contacto es la siguiente:

Nombre de Empleado:

Dirección del Empleado:

Teléfono del Empleado:

Fechas Aproximadas de Empleo:

Atentamente,

Firma: _____

Formato/Ejemplo de Impugnación de Semana laboral/Período de Pago

Lo siguiente es un formato/ejemplo de Impugnación de Semana laboral/Período de Pago. Aunque puede usar este mismo o un documento con un formato similar para enviar una Impugnación de Semana laboral/Período de Pago, no está obligado a hacerlo. Si usa este formato o ejemplo, o no, si la envía a tiempo y de forma consistente con la Sección 4(3) mencionada anteriormente, siempre será considerada.

IMPUGNACIÓN DE SEMANA LABORAL/PERÍODO DE PAGO

Loan Phu v. MicroVention, Inc., Caso No. 30-2024-01376392-CU-OE-CXC

Apex Class Action

claims@apexclassaction.com

P.O. Box 54668,

Irvine, CA 92619

Teléfono: (800) 355 - 0700

Fax: (949) 989-4428

Administrador del Acuerdo Phu,

Escribo para impugnar el número de Semanas laborales y/o Períodos de Pago de PAGA que se muestran en el Aviso de Acuerdo Colectivo: Phu v. MicroVention (Tribunal Superior del Condado de Orange, Caso No. 30-2024-01376392-CU-OE-CXC) que recibí.

Mi nombre e información de contacto es la siguiente:

Nombre de Empleado:

Dirección del Empleado:

Teléfono del Empleado:

Fechas Aproximadas de Empleo:

A continuación, se muestra el número de semanas laborales y periodos de pago mencionados en el Aviso que recibí junto con el número que considero que debe ser:

	Semanas Laborales de Clase (Semanas laborales trabajadas entre el 29 de enero de 2020 y el 12 de julio de 2025)	Periodos de Pago de PAGA (Periodos de Pago trabajados entre el 29 de enero de 2023 y el 12 de julio de 2025)
Mencionadas en el Aviso de Clase		
Propuesta del Empleado		

He adjuntado la documentación de respaldo de la impugnación anterior.

Atentamente,

Firma: _____