

Kane Moon (SBN 249834)
E-mail: kmoon@moonlawgroup.com
Lilit Ter-Astvatsatryan (SBN 320389)
E-mail: lilit@moonlawgroup.com
Edwin Kamarzarian (SBN 327830)
E-mail: ekamarzarian@moonlawgroup.com

MOON LAW GROUP, PC
725 S. Figueroa Street, 31st Floor
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Attorneys for Plaintiff Gabriel Arizmendi

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES – SPRING STREET

GABRIEL ARIZMENDI, individually, and on
behalf of all others similarly situated,

Plaintiff,

vs.

WESTCOAST WAREHOUSING, LLC, a
limited liability company; and DOES 1 through
10, inclusive,

Defendants

Case No.: 24STCV01951

CLASS ACTION

[Hon. David S. Cunningham, Dept. 11]

**CLASS ACTION AND PAGA SETTLEMENT
AGREEMENT AND CLASS NOTICE**

Complaint filed: January 24, 2024
Trial date: Not set

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff Gabriel Arizmendi (“Plaintiff”) and defendant Westcoast Warehousing, LLC (“WESTCOAST”). The Agreement refers to Plaintiff and WESTCOAST collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against WESTCOAST captioned Arizmendi v. Westcoast Warehousing, LLC initiated on January 24, 2024, and pending in Superior Court of the State of California, County of Los Angeles.
- 1.2. “Administrator” means Phoenix Class Action Administration, the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means a person employed by WESTCOAST in California and classified as a non-exempt employee during the PAGA Period.
- 1.5. “Class” means all persons employed by WESTCOAST in California and classified as non-exempt during the Class Period.
- 1.6. “Class Counsel” means Kane Moon, Lilit Ter-Astvatsatryan, and Edwin Kamarzarian of Moon Law Group, PC.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in WESTCOAST’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 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 20, 2020, to the date of preliminary approval.
- 1.13. “Class Representative” means 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 Los Angeles.
- 1.16. “WESTCOAST” means named Defendant Westcoast Warehousing, LLC.
- 1.17. “Defense Counsel” means Anthony J. Zaller, Veenita D. Raj, and Pooja V. Patel, of Zaller Law Group, PC.
- 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 day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and

issues a remittitur.

1.19. “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 \$190,240.00 which is the total amount WESTCOAST agrees to pay under the Settlement except as provided in Paragraph 9 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 Pay Periods 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, the agency entitled, under Labor Code section 2699, subd. (i).

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.

1.30. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for WESTCOAST for at least one day during the PAGA Period.

1.31. “PAGA Period” means the period from January 20, 2023, to the date of preliminary approval.

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

1.33. “PAGA Notice” means Plaintiff’s January 21, 2024 letter to WESTCOAST and the LWDA providing notice pursuant to Labor Code section 2699.3 subd. (a).

1.34. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$5,000.00) and the 75% to LWDA (\$15,000.00) 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 Gabriel Arizmendi, the named plaintiff in the Action.

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

1.38. "Preliminary Approval Order" means the proposed Order Granting Preliminary Approval and Approval of PAGA Settlement.

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

1.40. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

1.41. “Released Parties” means WESTCOAST and each of its former and present directors, officers, shareholders, owners, members, employees, attorneys, insurers, agents, predecessors, successors, assigns, subsidiaries, and affiliates. The release will fully release and discharge the Released Parties of any and all past, present claims, complaints, demands, liabilities, debts, obligations, liens, costs, attorneys’ fees, promises, losses or damages that were alleged in the Complaints, and/or could have been alleged in the

Complaints based on the facts, theories, and/or claims alleged in the operative Complainte.

1.42. "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.

1.43. "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 resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.

1.44. "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

1.45. "Workweek" means any week during which a Class Member worked for WESTCOAST for at least one day, during the Class Period.

2. RECITALS.

2.1. On January 24, 2024, Plaintiff commenced this Action by filing a Complaint alleging causes of action against WESTCOAST for (1) failure to pay minimum wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to authorize and permit rest breaks; (5) failure to indemnify necessary business expenses; (6) failure to timely pay final wages at time of termination; (7) failure to provide accurate itemized wage statements; and (8) unfair business practices. On April 5, 2024, Plaintiff filed a First Amended Complaint adding a cause of action against WESTCOAST under the Private Attorney General Act (the "PAGA"). The First Amended Complaint is the operative complaint in the Action the "Operative Complaint.") WESTCOAST denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in in the Operative Complaint and denies any and all liability for the causes of action alleged. In the event the settlement is not eventually approved, nothing in this Agreement shall alter or waive any defense or challenge to the Operative Complaint.

- 1 2.2. Pursuant to Labor Code section 2699.3 subd. (a), Plaintiff gave timely written notice to
2 WESTCOAST and the LWDA by sending the PAGA Notice.
- 3 2.3. On July 15, 2024, the Parties participated in an all-day mediation presided over by Michael
4 D. Young, Esq. which led to this Agreement to settle the Action.
- 5 2.4. Prior to mediation, Plaintiff obtained, through informal discovery, a 20% sample of time
6 and pay records and policy documents . Plaintiff's investigation was sufficient to satisfy
7 the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48 Cal. App.
8 4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal. App. 4th 116, 129-
9 130 (2008) ("*Dunk/Kullar*").
- 10 2.5. The Court has not granted class certification.
- 11 2.6. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any
12 other pending matter or action asserting claims that will be extinguished or affected by the
13 Settlement.

14 **3. MONETARY TERMS.**

- 15 3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 9 below,
16 WESTCOAST promises to pay \$190, 240.00 and no more as the Gross Settlement
17 Amount and to separately pay any and all employer payroll taxes owed on the Wage
18 Portions of the Individual Class Payments. WESTCOAST has no obligation to pay the
19 Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph
20 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement
21 Amount without asking or requiring Participating Class Members or Aggrieved Employees
22 to submit any claim as a condition of payment. None of the Gross Settlement Amount will
23 revert to WESTCOAST.
- 24 3.2. Payments from the Gross Settlement Amount. The Administrator will make and deduct the
25 following payments from the Gross Settlement Amount, in the amounts specified by the
26 Court in the Final Approval:
- 27 3.2.1. To Plaintiff: Class Representative Service Payment to the Class Representative of
28 not more than \$7,500.00 (in addition to any Individual Class Payment and any

1 Individual PAGA Payment the Class Representative is entitled to receive as a
2 Participating Class Member). WESTCOAST will not oppose Plaintiff's request
3 for a Class Representative Service Payment that does not exceed this amount. As
4 part of the motion for Class Counsel Fees Payment and Class Litigation Expenses
5 Payment, Plaintiff will seek Court approval for any Class Representative Service
6 Payments no later than 16 court days prior to the Final Approval Hearing. If the
7 Court approves a Class Representative Service Payment less than the amount
8 requested, the Administrator will retain the remainder in the Net Settlement
9 Amount. The Administrator will pay the Class Representative Service Payment
10 using IRS Form 1099. Plaintiff assumes full responsibility and liability for
11 employee taxes owed on the Class Representative Service Payment.

12 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 33 1/3 %,
13 which is currently estimated to be \$63,413.33 and a Class Counsel Litigation
14 Expenses Payment of not more than \$18,000.00. WESTCOAST will not oppose
15 requests for these payments provided that they do not exceed these amounts.
16 Plaintiff and/or Class Counsel will file a motion for Class Counsel Fees Payment
17 and Class Litigation Expenses Payment no later than 16 court days prior to the
18 Final Approval Hearing. If the Court approves a Class Counsel Fees Payment
19 and/or a Class Counsel Litigation Expenses Payment less than the amounts
20 requested, the Administrator will allocate the remainder to the Net Settlement
21 Amount. Released Parties shall have no liability to Class Counsel or any other
22 Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee
23 Payment and/or Class Counsel Litigation Expenses Payment. The Administrator
24 will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment
25 using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and
26 liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel
27 Litigation Expenses Payment and holds WESTCOAST harmless, and indemnifies
28 WESTCOAST, from any dispute or controversy regarding any division or sharing

of any of these Payments.

3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed \$5,950.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$5,950.00, the Administrator will retain the remainder in the Net Settlement Amount.

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

3.2.4.1. Tax Allocation of Individual Class Payments. 40% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The 60% 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 \$20,000.00 to be paid from the Gross Settlement Amount, with 75% (\$15,000.00) allocated to the LWDA PAGA Payment and 25% (\$5,000.00) allocated to the

Individual PAGA Payments. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties \$5,000.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to date, WESTCOAST estimates there are 77 Class Members who collectively worked a total of 9,512 Workweeks, and 47 of Aggrieved Employees who worked a total of 1,252 PAGA Pay Periods.

4.2. Class Data. Not later than 15 days after the Court grants Preliminary Approval of the Settlement, WESTCOAST 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. WESTCOAST 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 WESTCOAST 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.

1 4.3. Funding of Gross Settlement Amount. WESTCOAST shall fully fund the Gross
2 Settlement Amount, and also fund the amounts necessary to fully pay WESTCOAST's
3 share of payroll taxes by transmitting the funds to the Administrator no later than 10 days
4 after the Effective Date.

5 4.4. Payments from the Gross Settlement Amount. Within 7 days after WESTCOAST funds
6 the Gross Settlement Amount, the Administrator will mail checks for all Individual Class
7 Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the
8 Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel
9 Litigation Expenses Payment, and the Class Representative Service Payment.
10 Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses
11 Payment and the Class Representative Service Payment shall not precede disbursement of
12 Individual Class Payments and Individual PAGA Payments.

13 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or
14 Individual PAGA Payments and send them to the Class Members via First Class
15 U.S. Mail, postage prepaid. The face of each check shall prominently state the
16 date (not less than 180 days after the date of mailing) when the check will be
17 voided. The Administrator will cancel all checks not cashed by the void date. The
18 Administrator will send checks for Individual Settlement Payments to all
19 Participating Class Members (including those for whom Class Notice was returned
20 undelivered). The Administrator will send checks for Individual PAGA Payments
21 to all Aggrieved Employees including Non-Participating Class Members who
22 qualify as Aggrieved Employees (including those for whom Class Notice was
23 returned undelivered). The Administrator may send Participating Class Members a
24 single check combining the Individual Class Payment and the Individual PAGA
25 Payment. Before mailing any checks, the Settlement Administrator must update
26 the recipients' mailing addresses using the National Change of Address Database.

27 4.4.2. The Administrator must conduct a Class Member Address Search for all other
28 Class Members whose checks are returned undelivered without USPS forwarding

1 address. Within 7 days of receiving a returned check the Administrator must re-
2 mail checks to the USPS forwarding address provided or to an address ascertained
3 through the Class Member Address Search. The Administrator need not take
4 further steps to deliver checks to Class Members whose re-mailed checks are
5 returned as undelivered. The Administrator shall promptly send a replacement
6 check to any Class Member whose original check was lost or misplaced, requested
7 by the Class Member prior to the void date.

8 4.4.3. For any Class Member whose Individual Class Payment check or Individual
9 PAGA Payment check is uncashed and cancelled after the void date, the
10 Administrator shall transmit the funds represented by such checks to the California
11 Controller's Unclaimed Property Fund in the name of the Class Member thereby
12 leaving no "unpaid residue" subject to the requirements of California Code of Civil
13 Procedure Section 384 subd. (b).

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

18 4.4.4 Payment of the Gross Settlement Amount as described above shall be deemed
19 satisfaction in full of the judgment entered in the Action and shall relieve WESTCOAST
20 of all further obligations with respect to this Settlement Agreement and the Action. Upon
21 request by WESTCOAST, Plaintiff and Class Counsel shall file and serve an
22 Acknowledgment of Satisfaction of Judgment.

23 **5. RELEASES OF CLAIMS.** Effective on the date when WESTCOAST fully funds the
24 entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion
25 of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims
26 against all Released Parties as follows:

27 5.1. Plaintiff's Release. Plaintiff and his or her respective former and present spouses,
28 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally,

1 release and discharge Released Parties from all claims, obligations, demands, actions,
2 rights, causes of action, transactions, or occurrences, liabilities of whatever kind and nature
3 character, and description, whether in law or equity, whether surrounding in tort, contract,
4 federal, state, or local ordinance, regulation, common law, or other source of law, whether
5 known or unknown, and whether anticipated or unanticipated, including unknown claims
6 covered by Civil Code section 1542, for any type of relief, including, without limitations,
7 claims claims for wages, damages, unpaid costs, penalties, liquidated damages, punitive
8 damages, interest, attorneys fees, litigation costs, restitution, or equitable relief arising from
9 or related to her employment with the Released Parties including claims, transactions or
10 occurrences during the Class Period which include but not limited to: (a) all claims that
11 were, or reasonably could have been, alleged, based on the facts contained, in the
12 Operative Complaint and (b) all PAGA claims that were, or reasonably could have been,
13 alleged based on facts contained in the Operative Complaint, Plaintiff's PAGA Notice, or
14 ascertained during the Action and released under 5.2, below. ("Plaintiff's Release.")
15 Without limiting the generality of the foregoing, the release of claims by Plaintiff is a
16 complete general release. The claims released herein by Plaintiff include, but are not
17 limited to, the Released Claims, as well as any other claims under any provision of the
18 California Labor Code or any applicable California Industrial Welfare Commission Wage
19 Orders, and claims under local, state, or federal discrimination statutes, including, without
20 limitation, the California Fair Employment and Housing Act, California Government Code
21 §§ 12940 et seq.; the Unruh Civil Rights Act, California Civil Code §§ 51 et seq.; the
22 California Constitution; Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000 et
23 seq.; the Americans with Disabilities Act, 42 U.S.C. §§ 12101 et seq.; the Employee
24 Retirement Income Security Act of 1974, 29 U.S.C. §§ 1001 et seq.; the Age
25 Discrimination in Employment Act and all of their implementing regulations and
26 interpretive guidelines; claims for harassment, discrimination, retaliation and allegedly
27 unpaid wages.

28 Plaintiff's Release does not extend to any claims or actions to enforce this Agreement, or

1 to any claims for vested benefits, unemployment benefits, disability benefits, social
2 security benefits, workers' compensation benefits that arose at any time, or based on
3 occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover
4 facts or law different from, or in addition to, the facts or law that Plaintiff now knows or
5 believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain
6 effective in all respects, notwithstanding such different or additional facts or Plaintiff's
7 discovery of them.

8 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For
9 purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the
10 provisions, rights, and benefits, if any, of section 1542 of the California Civil Code,
11 which reads:

12 **A general release does not extend to claims that the creditor or**
13 **releasing party does not know or suspect to exist in his or her favor**
14 **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.

15 5.2. Release by Participating Class Members: All Participating Class Members, on behalf of
16 themselves and their respective former and present representatives, agents, attorneys, heirs,
17 administrators, successors, and assigns, release Released Parties from (i) all claims that
18 were alleged, or reasonably could have been alleged based on the Class Period factual
19 allegations, Labor Code sections, any other statute or IWC Wage Order , stated in
20 Plaintiff's PAGA letter, the Operative Complaint or could have been reasonably
21 ascertained in the course of the Action, including claims for Defendant's alleged failure to
22 (1) Failure to Pay Minimum Wages; (2) Failure to Pay Overtime Wages; (3) Failure to
23 Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to
24 Reimburse for Business Expenses; (6) Waiting Time Penalties for Failure to Final Wages
25 at Termination; (7) Failure to Provide Accurate and Complete Wage Statements; (8)
26 Violation of Unfair Competition Law based upon violations of the California Labor Code
27 sections set forth herein; (9) Violation of the Private Attorney General Act Labor Code
28 Section 2699, et seq. This release will be for the Class Period. . Except as set forth in

1 Section 5.3 of this Agreement, Participating Class Members do not release any other
2 claims, including claims for vested benefits, wrongful termination, violation of the Fair
3 Employment and Housing Act, unemployment insurance, disability, social security,
4 workers' compensation, or claims based on facts occurring outside the Class Period.

5 5.3. Release by Aggrieved Employees: All Aggrieved Employees, Participating or Non-
6 Participating Class are deemed to release, on behalf of themselves and their respective
7 former and present representatives, agents, attorneys, heirs, administrators, successors, and
8 assigns, the Released Parties from all claims for PAGA penalties that were alleged, or
9 reasonably could have been alleged, based on the PAGA Period facts stated in the
10 Operative Complaint, and the PAGA Notice, and ascertained in the course of the Action
11 including enforcement of Labor Code §§ 2698 et seq.

12
13 6. **MOTION FOR PRELIMINARY APPROVAL.** The Parties agree to jointly prepare and
14 file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the
15 Court's current checklist for Preliminary Approvals.

16
17 6.1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all
18 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the
19 notice, and memorandum in support, of the Motion for Preliminary Approval that includes
20 an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA
21 Settlement under Labor Code section 2699, subd. (f)(2)); (ii) a draft proposed Order
22 Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed
23 Class Notice; (iv) a signed declaration from the Administrator attaching its "not to exceed"
24 bid for administering the Settlement and attesting to its willingness to serve; competency;
25 operative procedures for protecting the security of Class Data; amounts of insurance
26 coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant
27 to any actual or potential conflicts of interest with Class Members; and the nature and
28 extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a

1 signed declaration from Plaintiff confirming willingness and competency to serve and
2 disclosing all facts relevant to any actual or potential conflicts of interest with Class
3 Members, and/or the Administrator; (vi) a signed declaration from each Class Counsel firm
4 attesting to its competency to represent the Class Members; its timely transmission to the
5 LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section
6 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this
7 Agreement (Labor Code section 2699, subd. (l)(2)); (vii) a redlined version of the parties'
8 Agreement showing all modifications made to the Model Agreement ready for filing with
9 the Court; and (viii) all facts relevant to any actual or potential conflict of interest with
10 Class Members, the Administrator and/or the Cy Pres Recipient. In their Declarations,
11 Plaintiff and Class Counsel shall aver that they are not aware of any other pending matter
12 or action asserting claims that will be extinguished or adversely affected by the Settlement.

13 6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible
14 for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30
15 days after the full execution of this Agreement; obtaining a prompt hearing date for the
16 Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the
17 Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's
18 Preliminary Approval to the Administrator.

19 6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
20 Preliminary Approval and/or the supporting declarations and documents, Class Counsel
21 and Defense Counsel will expeditiously work together on behalf of the Parties by meeting
22 in person or by telephone, and in good faith, to resolve the disagreement. If the Court does
23 not grant Preliminary Approval or conditions Preliminary Approval on any material
24 change to this Agreement, Class Counsel and Defense Counsel will expeditiously work
25 together on behalf of the Parties by meeting in person or by telephone, and in good faith, to
26 modify the Agreement and otherwise satisfy the Court's concerns.

27 **7. SETTLEMENT ADMINISTRATION.**

28 7.1. Selection of Administrator. The Parties have jointly selected Phoenix Class Action

Administration to serve as the Administrator and verified that, as a condition of appointment, Phoenix Class Action Administration agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements. Notwithstanding, the responsibilities stated in this Agreement, the Administrator shall be responsible for sending all required notices, calculating each Class Member's Individual Settlement Award amount, handling withholding of payroll taxes and payment of such taxes to appropriate governmental authorities, preparing all checks and mailings, issuing W2s and 1099s to Class Members and taxing authorities, and disbursing all residuals resulting from uncashed settlement checks as set forth in Paragraph 4.4.3.

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

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

7.4. Notice to Class Members.

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

7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice with Spanish translation, if applicable substantially in the

1 form attached to this Agreement as Exhibit A. The first page of the Class Notice
2 shall prominently estimate the dollar amounts of any Individual Class Payment
3 and/or Individual PAGA Payment payable to the Class Member, and the number of
4 Workweeks and PAGA Pay Periods (if applicable) used to calculate these
5 amounts. Before mailing Class Notices, the Administrator shall update Class
6 Member addresses using the National Change of Address database.

7 7.4.3. Not later than 3 business days after the Administrator's receipt of any Class Notice
8 returned by the USPS as undelivered, the Administrator shall re-mail the Class
9 Notice using any forwarding address provided by the USPS. If the USPS does not
10 provide a forwarding address, the Administrator shall conduct a Class Member
11 Address Search, and re-mail the Class Notice to the most current address obtained.
12 The Administrator has no obligation to make further attempts to locate or send
13 Class Notice to Class Members whose Class Notice is returned by the USPS a
14 second time.

15 7.4.4. The deadlines for Class Members' written objections, Challenges to Workweeks
16 and/or Pay Periods, and Requests for Exclusion will be extended an additional 14
17 days beyond the 45 days otherwise provided in the Class Notice for all Class
18 Members whose notice is re-mailed. The Administrator will inform the Class
19 Member of the extended deadline with the re-mailed Class Notice.

20 7.4.5. If the Administrator, WESTCOAST or Class Counsel is contacted by or otherwise
21 discovers any persons who believe they should have been included in the Class
22 Data and should have received Class Notice, the Parties will expeditiously meet
23 and confer in person or by telephone, and in good faith, in an effort to agree on
24 whether to include them as Class Members. If the Parties agree, such persons will
25 be Class Members entitled to the same rights as other Class Members, and the
26 Administrator will send, via email or overnight delivery, a Class Notice requiring
27 them to exercise options under this Agreement not later than 14 days after receipt
28 of Class Notice, or the deadline dates in the Class Notice, which ever are later.

1 7.5. Requests for Exclusion (Opt-Outs).

2 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement
3 must send the Administrator, by fax, email, or mail, a signed written Request for
4 Exclusion not later than 45 days after the Administrator mails the Class Notice
5 (plus an additional 14 days for Class Members whose Class Notice is re-mailed).
6 A Request for Exclusion is a letter from a Class Member or his/her representative
7 that reasonably communicates the Class Member's election to be excluded from
8 the Settlement and includes the Class Member's name, address and email address
9 or telephone number. To be valid, a Request for Exclusion must be timely faxed,
10 emailed, or postmarked by the Response Deadline.

11 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it
12 fails to contain all the information specified in the Class Notice. The Administrator
13 shall accept any Request for Exclusion as valid if the Administrator can reasonably
14 ascertain the identity of the person as a Class Member and the Class Member's
15 desire to be excluded. The Administrator's determination shall be final and not
16 appealable or otherwise susceptible to challenge. If the Administrator has reason to
17 question the authenticity of a Request for Exclusion, the Administrator may
18 demand additional proof of the Class Member's identity. The Administrator's
19 determination of authenticity shall be final and not appealable or otherwise
20 susceptible to challenge.

21 7.5.3. Every Class Member who does not submit a timely and valid Request for
22 Exclusion is deemed to be a Participating Class Member under this Agreement,
23 entitled to all benefits and bound by all terms and conditions of the Settlement,
24 including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3
25 of this Agreement, regardless whether the Participating Class Member actually
26 receives the Class Notice or objects to the Settlement.

27 7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a
28 Non-Participating Class Member and shall not receive an Individual Class

1 Payment or have the right to object to the class action components of the
2 Settlement. Because future PAGA claims are subject to claim preclusion upon
3 entry of the Judgment, Non-Participating Class Members who are Aggrieved
4 Employees are deemed to release the claims identified in Paragraph 5.3 of this
5 Agreement and are eligible for an Individual PAGA Payment.

6 7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the
7 Administrator mails the Class Notice (plus an additional 14 days for Class Members whose
8 Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay
9 Periods (if any) allocated to the Class Member in the Class Notice. The Class Member
10 may challenge the allocation by communicating with the Administrator via fax, email or
11 mail. The Administrator must encourage the challenging Class Member to submit
12 supporting documentation. In the absence of any contrary documentation, the
13 Administrator is entitled to presume that the Workweeks contained in the Class Notice are
14 correct so long as they are consistent with the Class Data. The Administrator's
15 determination of each Class Member's allocation of Workweeks and/or Pay Periods shall
16 be final and not appealable or otherwise susceptible to challenge. The Administrator shall
17 promptly provide copies of all challenges to calculation of Workweeks and/or Pay Periods
18 to Defense Counsel and Class Counsel and the Administrator's determination the
19 challenges.

20 7.7. Objections to Settlement.

21 7.7.1. Only Participating Class Members may object to the class action components of
22 the Settlement and/or this Agreement, including contesting the fairness of the
23 Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class
24 Counsel Litigation Expenses Payment and/or Class Representative Service
25 Payment.

26 7.7.2. Participating Class Members may send written objections to the Administrator, by
27 fax, email, or mail. In the alternative, Participating Class Members may appear in
28 Court (or hire an attorney to appear in Court) to present verbal objections at the

1 Final Approval Hearing. A Participating Class Member who elects to send a
2 written objection to the Administrator must do so not later than 45 days after the
3 Administrator's mailing of the Class Notice (plus an additional 14 days for Class
4 Members whose Class Notice was re-mailed).

5 7.7.3. Non-Participating Class Members have no right to object to any of the class action
6 components of the Settlement.

7 7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
8 performed or observed by the Administrator contained in this Agreement or otherwise.

9 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will establish
10 and maintain and use an internet website to post information of interest to Class
11 Members including the date, time and location for the Final Approval Hearing and
12 copies of the Settlement Agreement, Motion for Preliminary Approval, the
13 Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion
14 for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and
15 Class Representative Service Payment, the Final Approval and the Judgment. The
16 Administrator will also maintain and monitor an email address and a toll-free
17 telephone number to receive Class Member calls, faxes and emails.

18 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
19 promptly review on a rolling basis Requests for Exclusion to ascertain their
20 validity. Not later than 5 days after the expiration of the deadline for submitting
21 Requests for Exclusion, the Administrator shall email a list to Class Counsel and
22 Defense Counsel containing (a) the names and other identifying information of
23 Class Members who have timely submitted valid Requests for Exclusion
24 ("Exclusion List").

25 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written
26 reports to Class Counsel and Defense Counsel that, among other things, tally the
27 number of: Class Notices mailed or re-mailed, Class Notices returned undelivered,
28 Requests for Exclusion (whether valid or invalid) received, objections received,

1 challenges to Workweeks and/or Pay Periods received and/or resolved, and checks
2 mailed for Individual Class Payments and Individual PAGA Payments (“Weekly
3 Report”). The Weekly Reports must include provide the Administrator’s
4 assessment of the validity of Requests for Exclusion and attach copies of all
5 Requests for Exclusion and objections received.

6 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to
7 address and make final decisions consistent with the terms of this Agreement on all
8 Class Member challenges over the calculation of Workweeks and/or Pay Periods.
9 The Administrator’s decision shall be final and not appealable or otherwise
10 susceptible to challenge.

11 7.8.5. Administrator’s Declaration. Not later than 14 days before the date by which
12 Plaintiff is required to file the Motion for Final Approval of the Settlement, the
13 Administrator will provide to Class Counsel and Defense Counsel, a signed
14 declaration suitable for filing in Court attesting to its due diligence and compliance
15 with all of its obligations under this Agreement, including, but not limited to, its
16 mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing
17 of Class Notices, attempts to locate Class Members, the total number of Requests
18 for Exclusion from Settlement it received (both valid or invalid), the number of
19 written objections and attach the Exclusion List. The Administrator will
20 supplement its declaration as needed or requested by the Parties and/or the Court.
21 Class Counsel is responsible for filing the Administrator’s declaration(s) in Court.

22 7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator
23 disburses all funds in the Gross Settlement Amount, the Administrator will provide
24 Class Counsel and Defense Counsel with a final report detailing its disbursements
25 by employee identification number only of all payments made under this
26 Agreement. At least 15 days before any deadline set by the Court, the
27 Administrator will prepare, and submit to Class Counsel and Defense Counsel, a
28 signed declaration suitable for filing in Court attesting to its disbursement of all

1 payments required under this Agreement. Class Counsel is responsible for filing
2 the Administrator's declaration in Court.

3 **8. CLASS SIZE ESTIMATES and ESCALATOR CLAUSE** Based on its records,
4 WESTCOAST estimates that, as of the date of this Settlement Agreement, (1) there are 77 Class
5 Members and 9,512 Total Workweeks during the Class period and (2) there were 47 Aggrieved
6 Employees who worked 1,252 Pay Periods during the PAGA Period. To the extent that the total
7 number of workweeks exceeds 9,512 by 10%, (10% of 9,512 is 10,463) the GSA shall increase
8 proportionately for each additional workweek above 10,463. Thus, if total workweeks amount to
9 12,000, this would represent an increase of 16% ($1,537/9,512 = .16$) and Defendant would pay an
10 extra 6% of the GSA ($.06 \times \$190,240.00 = \$11,414.40$).
11

12 **9. WESTCOAST'S RIGHT TO WITHDRAW.** If the number of valid Requests for
13 Exclusion identified in the Exclusion List exceeds 20% of the total of all Class Members,
14 WESTCOAST may, but is not obligated, elect to withdraw from the Settlement. The Parties agree
15 that, if WESTCOAST withdraws, the Settlement shall be void ab initio, have no force or effect
16 whatsoever, and that neither Party will have any further obligation to perform under this
17 Agreement; provided, however, WESTCOAST will remain responsible for paying all Settlement
18 Administration Expenses incurred to that point. WESTCOAST must notify Class Counsel and the
19 Court of its election to withdraw not later than seven days after the Administrator sends the final
20 Exclusion List to Defense Counsel; late elections will have no effect.
21
22
23
24
25
26
27
28

1 **10. MOTION FOR FINAL APPROVAL.** Not later than 16 court days before the calendared
2 Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement
3 that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd.
4 (I), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final
5 Approval”). Plaintiff shall provide drafts of these documents to Defense Counsel not later than
6 seven days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will
7 expeditiously meet and confer in person or by telephone, and in good faith, to resolve any
8 disagreements concerning the Motion for Final Approval.

9 10.1. Response to Objections. Each Party retains the right to respond to any objection raised by
10 a Participating Class Member, including the right to file responsive documents in Court no
11 later than five court days prior to the Final Approval Hearing, or as otherwise ordered or
12 accepted by the Court.

13 10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final
14 Approval on any material change to the Settlement (including, but not limited to, the scope
15 of release to be granted by Class Members), the Parties will expeditiously work together in
16 good faith to address the Court’s concerns by revising the Agreement as necessary to
17 obtain Final Approval. The Court’s decision to award less than the amounts requested for
18 the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel
19 Litigation Expenses Payment and/or Administrator Expenses Payment shall not constitute
20 a material modification to the Agreement within the meaning of this paragraph.

21 10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
22 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for
23 purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement
24 administration matters, and (iii) addressing such post-Judgment matters as are permitted by
25 law.

26 10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
27 conditions of this Agreement, specifically including the Class Counsel Fees Payment and
28 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 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 and 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 WESTCOAST that any of the allegations in the Operative Complaint have merit or that WESTCOAST has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that WESTCOAST'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 grant Preliminary Approval, Final Approval or enter Judgment, WESTCOAST reserves the right to contest certification of any class for any reasons, and WESTCOAST reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest WESTCOAST'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, WESTCOAST and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, WESTCOAST and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, any with third party regarding this Agreement or the matters giving rise to this

1 Agreement except to respond only that “the matter was resolved,” or words to that effect.
2 This paragraph does not restrict Class Counsel’s communications with Class Members in
3 accordance with Class Counsel’s ethical obligations owed to Class Members.

4 12.2.1 Except as part of the proceeding to obtain court approval of this Agreement or in
5 any other judicial proceeding, and to the extent permitted by law, Class Counsel
6 and Plaintiff agree that they shall not directly, or indirectly: (1) publish the terms of
7 this Agreement in the media, including traditional print media, television, internet,
8 any form of social media; (2) affirmatively contact anyone in the media or on
9 social media for purposes of publishing the terms of this Agreement; or (3) issue
10 press releases about the terms of this Agreement. Plaintiff’s Counsel agrees not to
11 identify Defendant in any way in any website, blog, article or social media. This
12 provision is intended to avoid unnecessary harm to the business reputation and/or
13 business interruption of Defendants and shall not be construed as prohibiting Class
14 Counsel and Plaintiff from answering questions from the media.

15 12.3. No Solicitation. The Parties separately agree that they and their respective counsel and
16 employees will not solicit any Class Member to opt out of or object to the Settlement, or
17 appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class
18 Counsel’s ability to communicate with Class Members in accordance with Class Counsel’s
19 ethical obligations owed to Class Members.

20 12.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement
21 together with its attached exhibits shall constitute the entire agreement between the Parties
22 relating to the Settlement, superseding any and all oral representations, warranties,
23 covenants, or inducements made to or by any Party.

24 12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
25 represent that they are authorized by Plaintiff and WESTCOAST, respectively, to take all
26 appropriate action required or permitted to be taken by such Parties pursuant to this
27 Agreement to effectuate its terms, and to execute any other documents reasonably required
28 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, WESTCOAST 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. § 1152, and all copies and summaries of the Class Data provided to Class Counsel by WESTCOAST 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 WESTCOAST unless, prior to the Court's discharge of the Administrator's obligation, WESTCOAST 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:

Kane Moon (SBN 249834)
E-mail: kmoon@moonlawgroup.com
Lilit Ter-Astvatsatryan (SBN 320389)
E-mail: lilit@moonlawgroup.com
Edwin Kamarzarian (SBN 327830)

E-mail: ekamarzarian@moonlawgroup.com
MOON LAW GROUP, PC
725 S. Figueroa Street, 31st Floor
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

To WESTCOAST:

ZALLER LAW GROUP. PC
Anthony J. Zaller, State Bar No. 224844
azaller@zallerlaw.com
Veenita D. Raj, State Bar No. 216241
vraj@zallerlaw.com
Pooja V. Patel, State Bar No. 317891
ppatel@zallerlaw.com
999 N. Pacific Coast Highway, Suite 525
El Segundo, California 90245
Telephone: (323) 592-3505

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.

Plaintiff & Class Representative:

Dated:

By: _____
Gabriel Arizmendi

E-mail: ekamarzarian@moonlawgroup.com
MOON LAW GROUP, PC
725 S. Figueroa Street, 31st Floor
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

To WESTCOAST:

ZALLER LAW GROUP. PC
Anthony J. Zaller, State Bar No. 224844
azaller@zallerlaw.com
Veenita D. Raj, State Bar No. 216241
vraj@zallerlaw.com
Pooja V. Patel, State Bar No. 317891
ppatel@zallerlaw.com
999 N. Pacific Coast Highway, Suite 525
El Segundo, California 90245
Telephone: (323) 592-3505

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.

Plaintiff & Class Representative:

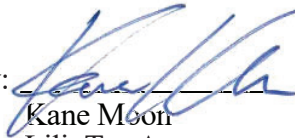
Dated: 11/14/2024

By:  Firmado por:
EFDE716124B444B...
Gabriel Arizmendi

Plaintiff's Counsel:

Dated: 11/14/2024

MOON LAW GROUP, PC

By: 

Kane Moon
Lilit Ter-Astvatsatryan
Edwin Kamarzarian

Attorneys for Plaintiff

Defendant:

Dated:

Westcoast Warehousing, LLC

By: _____

Print Name

Signature

Defendant's Counsel:

Dated: _

Zaller Law Group, PC

By: _____

Anthony J. Zaller
Veenita D. Raj
Pooja V. Patel
Name

Attorneys for Defendant Westcoast Warehousing,
LLC

Plaintiff's Counsel:

Dated: MOON LAW GROUP, PC

By: _____
Kane Moon
Lilit Ter-Astvatsatryan
Edwin Kamarzarian
Attorneys for Plaintiff

Defendant:

Dated: Nov 18, 2024 Westcoast Warehousing, LLC

By: Jay Patel
Print Name
Jay Patel
Jay Patel (Nov 18, 2024 16:30 PST)
Signature

Defendant's Counsel:

Dated: 11/18/2024 Zaller Law Group, PC

By: Anthony J. Zaller
Anthony J. Zaller
Veenita D. Raj
Pooja V. Patel
Name

Attorneys for Defendant Westcoast Warehousing, LLC

EXHIBIT A

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

Arizmendi v. Westcoast Warehousing, LLC, Los Angeles County Case Number 24STCV01951

*The Superior Court for the State of California authorized this Notice. Read it carefully!
It's not junk mail, spam, an 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 Westcoast Warehousing, LLC (“WESTCOAST” for alleged wage and hour violations. The Action was filed by a former WESTCOAST employee Gabriel Arizmendi (“Plaintiff”) and seeks payment of back wages and other relief for a class of all non-exempt hourly employees (“Class Members”) who worked for WESTCOAST during the Class Period (January 20, 2020 to the date the Court grants preliminary approval); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all non-exempt hourly employees who worked for WESTCOAST during the PAGA Period (January 20, 2023 to the date the Court grants preliminary approval) (“Aggrieved Employees”).

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

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

The above estimates are based on WESTCOAST’s records showing that **you worked [REDACTED] workweeks** during the Class Period and **you worked [REDACTED] workweeks** 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 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 WESTCOAST to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against WESTCOAST.

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

- (1) **Do Nothing.** You don’t 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 WESTCOAST.
- (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 WESTCOAST, 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.

WESTCOAST 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 WESTCOAST 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. WESTCOAST must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released 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.
You Can Participate in the Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on . You don't 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	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 Pay Periods you worked at least one day during the PAGA Period, respectively. The number Class Period Workweeks and number of PAGA Period Pay Periods you worked according to WESTCOAST's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by . See Section 4 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former WESTCOAST employee. The Action accuses WESTCOAST of violating California labor laws by failing to pay overtime wages, minimum wages, wages due upon termination and reimbursable expenses and failing to provide meal periods, rest breaks and 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: Kane Moon, Esq., Lilit Ter-Astvatsatryan, Esq., and Edwin Kamarzarian, Esq. ("Class Counsel.")

WESTCOAST 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 WESTCOAST or Plaintiff is correct on the merits. In the meantime, Plaintiff and WESTCOAST hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an 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 WESTCOAST 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, WESTCOAST 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) WESTCOAST has 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. WESTCOAST Will Pay \$190,240.00 as the Gross Settlement Amount (Gross Settlement). WESTCOAST has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement 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”). The Judgment will be final on the date the Court enters Judgment, or a later date if Participating Class Members object to the proposed Settlement or the Judgment is appealed.
2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
 - A. Up to \$64,333.33 (33 1/3% of the Gross Settlement) to Class Counsel for attorneys’ fees and up to \$18,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - B. Up to \$7,500.00 as a Class Representative Award for filing the Action, working with Class Counsel and representing the Class. A Class Representative Award will be the only monies Plaintiff will receive other than Plaintiff’s Individual Class Payment and any Individual PAGA Payment.
 - C. Up to \$5,950.00 to the Administrator for services administering the Settlement.
 - D. Up to \$20,000.00 for PAGA Penalties, allocated 75% to the LWDAPAGA Payment and 25% in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period 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 (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 WESTCOAST are asking the Court to approve an allocation of 40% of each Individual Class Payment to taxable wages (“Wage Portion”) and 60% to interest and penalties (“Non-Wage Portion.”). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. WESTCOAST 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 WESTCOAST have 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 don’t 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 is 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 [REDACTED], 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 45-day 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 WESTCOAST.

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 WESTCOAST 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 enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and WESTCOAST have agreed that, in either case, the Settlement will be void: WESTCOAST will not pay any money and Class Members will not release any claims against WESTCOAST.
8. Administrator. The Court has appointed a neutral company, Phoenix Class Action Administration (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 WESTCOAST has fully funded the Gross Settlement 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 WESTCOAST 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 (i) all claims that were alleged, or reasonably could have been alleged based on the Class Period factual allegations, Labor Code sections, any other statute or IWC Wage Order, stated in Plaintiff's PAGA letter, the Operative Complaint or could have been reasonably ascertained in the course of the Action, including claims for Defendant's alleged failure to (1) Failure to Pay Minimum Wages; (2) Failure to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to Reimburse for Business Expenses; (6) Waiting Time Penalties for Failure to Final Wages at Termination; (7) Failure to Provide Accurate and Complete Wage Statements; (8) Violation of Unfair Competition Law based upon violations of the California Labor Code sections set forth herein; (9) Violation of the Private Attorney General Act Labor Code Section 2699, et seq. This release will be for the Class Period. . 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.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and WESTCOAST has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against WESTCOAST, 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 WESTCOAST 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 Aggrieved Employees, Participating or Non-Participating Class 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 claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint, and the PAGA Notice, and ascertained in the course of the Action including enforcement of Labor Code §§ 2698 et seq.

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.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$5,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period Pay Periods worked by each individual Aggrieved Employee.
3. Workweek/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 WESTCOAST's records, are stated in the first page of this Notice. You have until [REDACTED] to challenge the number of Workweeks and/or 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 WESTCOAST's calculation of Workweeks and/or Pay Periods based on WESTCOAST'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 Pay Period challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and WESTCOAST's Counsel. The Administrator's decision is final. You can't 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 doesn't 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 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 be excluded. Be sure to personally sign your request, identify the Action as *Arizmendi v. Westcoast Warehousing, LLC*, 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 be sent your request to be excluded by [REDACTED], 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 WESTCOAST are asking the Court to approve. At least 16 court days before the [REDACTED] 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 Fees, Litigation Expenses and Service Award stating (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Class Representative Service Award. 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 Court's website <https://www.lacourt.org/paos/v2public/DocumentImages/SearchCaseNumber> (and input 24STCV01951 as the case number).

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The deadline for sending written objections to the Administrator is [REDACTED].** 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 as Arizmendi v. Westcoast Warehousing, LLC and include your name, current address, telephone number, and approximate dates of employment for WESTCOAST 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 on [REDACTED] at 312 N. Spring Street, Los Angeles, CA, 90012 in Department 11 of the Los Angeles Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement 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 LACourtConnect (<https://www.lacourt.org/lacc/>). Check the Court's website for the most current information.

It's possible the Court will reschedule the Final Approval Hearing. You should check the Administrator's website [REDACTED] 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 WESTCOAST 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 Settlement Administrator's website at [REDACTED]. 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 (<http://www.lacourt.org/casesummary/ui/index.aspx>) and entering the Case Number for the Action, Case No. 24STCV01951. You can also make an appointment to personally review court documents in the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

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

Class Counsel:

Kane Moon (SBN 249834)

E-mail: kmoon@moonlawgroup.com

Lilit Ter-Astvatsatryan (SBN 320389)

E-mail: lilit@moonlawgroup.com

Edwin Kamarzarian (SBN 327830)

E-mail: ekamarzarian@moonlawgroup.com

MOON LAW GROUP, PC

725 S. Figueroa Street, 31st Floor

Los Angeles, California 90017

Telephone: (213) 232-3128

Facsimile: (213) 232-3125

Settlement Administrator:

Name of Company:

Email Address:

Mailing Address:

Telephone:

Fax Number:

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 https://www.sco.ca.gov/search_upd.html 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.