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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

CHRISTOPHER JOHNSON, individually, and
on behalf of other members of the general public
similarly situated, and as an aggrieved employee
pursuant to the Private Attorneys General Act
("PAGA"),

Plaintiff,

vs.

SPORTSMAN'S WAREHOUSE
SOUTHWEST, INC., a California corporation;
SPORTSMAN'S WAREHOUSE, INC., a Utah
corporation; SPORTSMAN'S WAREHOUSE
HOLDINGS, INC., a Delaware corporation; and
DOES 1 through 10, inclusive,

Defendants.

Case No.: 24CV001742

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

JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT AND RELEASE

This Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement” or “Settlement Agreement”) is made and entered into by and between Plaintiff Christopher Johnson (“Plaintiff” or “Class Representative”), as an individual and on behalf of all others similarly situated, and Defendants Sportsman’s Warehouse Southwest, Inc., Sportsman’s Warehouse Holdings, Inc. and Sportsman’s Warehouse, Inc. (“Defendants”) (collectively with Plaintiff, the “Parties”).

DEFINITIONS

The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective:

1. “Action” means *Christopher Johnson v. Sportsman’s Warehouse Southwest, Inc., et. al.*, No. 24CV001742 (Sacramento County Superior Court).
2. “Attorneys’ Fees and Costs” means attorneys’ fees agreed upon by the Parties and approved by the Court for Class Counsel’s litigation and resolution of the Action, and all reasonable out-of-pocket costs incurred and to be incurred by Class Counsel in the Action, including but not limited to expert/consultant fees, investigation costs, and costs associated with documenting the Settlement, providing any notices required as part of the Settlement or Court order, securing the Court’s approval of the Settlement, administering the Settlement, and obtaining entry of a Judgment terminating the Action. Class Counsel will request attorneys’ fees not in excess of one-third (1/3) of the Gross Settlement Amount, or Five Hundred Eighty-Three Thousand Three Hundred Thirty-Three Dollars (\$583,333). The Attorneys’ Fees and Costs will also mean and include the additional reimbursement of any costs and expenses associated with Class Counsel’s litigation and settlement of the Action, up to Twenty Thousand Dollars (\$20,000), subject to the Court’s approval. Defendants have agreed not to oppose Class Counsel’s request for fees and reimbursement of costs as set forth above.
3. “Class Counsel” means Capstone Law APC.
4. “Class List” means a complete list of all Class Members that Defendants will diligently and in good faith compile from their records and provide to the Settlement Administrator and Class Counsel within twenty (20) calendar days after Preliminary Approval of this Settlement. The Class List will be formatted in Microsoft Office Excel and will include each Class Member’s full name; most

recent mailing address; Social Security number; the respective number of Workweeks that each Class Member worked during the Class Period and PAGA Period; and any other relevant information needed to calculate settlement payments.

5. “Class Member(s)” or “Settlement Class” means all current and former California non-exempt hourly employees of Defendants who worked at any time during the period from September 24, 2020 through February 12, 2025.

6. “Class Notice” means the Notice of Class Action Settlement, substantially in the form attached as Exhibit A.

7. “Class Period” means the period from September 24, 2020 through February 12, 2025.

8. “Class Representative Enhancement Payment” means the amount to be paid to Plaintiff in recognition of his effort and work in prosecuting the Action on behalf of Class Members, and for his general release of claims. Subject to the Court granting final approval of this Settlement Agreement and subject to the exhaustion of any and all appeals, Plaintiff will request Court approval of a Class Representative Enhancement Payment of up to Fifteen Thousand Dollars (\$15,000).

9. “Court” means the Sacramento County Superior Court.

10. “Defendants” means Defendants Sportsman’s Warehouse Southwest, Inc., Sportsman’s Warehouse Holdings, Inc. and Sportsman’s Warehouse, Inc.

11. “Effective Date” means the later of: (a) the sixty-first (61) calendar day after Final Approval, provided no appeal has been initiated, whether by an absent Class Member who has timely intervened or moved to vacate the judgment or by a Party or Class Counsel [regarding limited appeals of attorney fee reductions]; or (ii) if such an appeal is timely initiated, the date of final resolution of that appeal (including any requests for rehearing and/or petitions for certiorari), resulting in final judicial approval of the Settlement.

12. “Final Approval” means the date on which the Court enters an order granting final approval of the Settlement Agreement.

13. “Gross Settlement Amount” means the Gross Settlement Amount of One Million Seven Hundred Fifty Thousand Dollars and No Cents (\$1,750,000), to be paid by Defendants in full satisfaction of all Released Class Claims and Released PAGA Claims, which includes all Individual

Settlement Payments, Attorneys' Fees and Costs, the Class Representative Enhancement Payment, the PAGA Settlement Amount, and Settlement Administration Costs. This Gross Settlement Amount has been agreed to by Plaintiff and Defendants based on the aggregation of the agreed-upon settlement value of individual claims. In no event will Defendants be liable for more than the Gross Settlement Amount except as otherwise explicitly set forth herein. There will be no reversion of the Gross Settlement Amount to Defendants. Defendants will be separately responsible for any employer payroll taxes required by law, including the employer FICA, FUTA, and SDI contributions, which shall not be paid from the Gross Settlement Amount.

14. "Individual Settlement Payment" means each Participating Class Member's and PAGA Member's respective shares of the Net Settlement Fund and PAGA Fund.

15. "Net Settlement Fund" means the portion of the Gross Settlement Amount remaining after deducting the Attorneys' Fees and Costs, the Class Representative Enhancement Payment, the PAGA Settlement Amount, and Settlement Administration Costs. The Net Settlement Fund will be distributed to Participating Class Members. There will be no reversion of the Net Settlement Fund to Defendants.

16. "Notice of Objection" means a Class Member's valid and timely written objection to the Settlement Agreement. For the Notice of Objection to be valid, it must include: (a) the objector's full name, signature, address, and telephone number, (b) a written statement of all grounds for the objection accompanied by any legal support for such objection; (c) copies of any papers, briefs, or other documents upon which the objection is based; and (d) a statement whether the objector intends to appear at the final fairness hearing.

17. "PAGA Members" means all current and former California non-exempt hourly employees of Defendants who worked at any time during the period from January 31, 2023 through February 12, 2025.

18. "PAGA Period" means the period from January 31, 2023 through February 12, 2025.

19. "PAGA Settlement Amount" means the amount that the Parties have agreed to pay to the Labor and Workforce Development Agency ("LWDA") and PAGA Members in connection with Plaintiff's claim under the Labor Code Private Attorneys General Act of 2004 (Cal. Lab. Code §§ 2698,

1 *et seq.*, “PAGA”) (“PAGA Settlement”). The Parties have agreed that Fifty Thousand Dollars (\$50,000)
2 of the Gross Settlement Amount will be allocated to the PAGA Settlement. Pursuant to PAGA, Seventy-
3 Five Percent (75%), or Thirty-Seven Thousand Five Hundred Dollars (\$37,500), of the PAGA
4 Settlement Amount will be paid to the California Labor and Workforce Development Agency (“Labor
5 and Workforce Development Agency Payment”), and Twenty-Five Percent (25%), or Twelve Thousand
6 Five Hundred Dollars (\$12,500) (“PAGA Fund”), of the PAGA Settlement will be disbursed to PAGA
7 Members regardless of whether they request to be excluded from the Settlement Class.

8 20. “Parties” means Plaintiff and Defendants collectively.

9 21. “Participating Class Members” means all Class Members who do not submit timely and
10 valid Requests for Exclusion.

11 22. “Plaintiff” means Plaintiff Christopher Johnson.

12 23. “Preliminary Approval” means the date on which the Court enters an order granting
13 preliminary approval of the Settlement Agreement.

14 24. “Released Class Claims” means all claims, rights, demands, liabilities, and causes of
15 action that are alleged in the Complaint, or which could have been alleged by reason of, or in connection
16 with, any matter or fact or allegation set forth or referred to in the Complaint, including claims for
17 violation of: (a) California Labor Code §§ 510 and 1198 (unpaid overtime); (b) California Labor Code
18 §§ 1182.12, 1194, 1197, 1197.1, and 1198 (unpaid minimum wages); (c) California Labor Code §§
19 226.7, 512(a), 516, and 1198 (failure to provide meal periods); (d) California Labor Code §§ 226.7, 516,
20 and 1198 (failure to authorize and permit rest periods); (e) IWC Wage Order § 7(A)(3) and California
21 Labor Code §§ 226(a), 1174(d), and 1198 (non-compliant wage statements and failure to maintain
22 payroll records); (f) California Labor Code §§ 201, 202, 203, 227.3, and 210 (wages not timely paid two
23 times per month and/or upon termination); (g) California Labor Code § 204 and 210 (failure to timely
24 pay wages during employment); ((j) California Labor Code § 2802 (unreimbursed business expenses);
25 (k) California Business & Professions Code §§ 17200, *et seq.* (unlawful business practices); and (l)
26 California Business & Professions Code §§ 17200, *et seq.* (unfair business practices).

27 25. “Released PAGA Claims” means all claims for civil penalties under California Labor
28 Code §§ 2698, *et seq.*, that were brought or could reasonably have been brought based on the same facts

alleged in Plaintiff's LWDA letter during the PAGA Period.

26. "Released Parties" means Defendants, their past or present officers, directors, shareholders, agents, principals, heirs, representatives, accountants, auditors, consultants, insurers and reinsurers, investors, and their respective successors and predecessors in interest, subsidiaries, affiliates, parents and attorneys, if any.

27. "Request for Exclusion" means a timely letter submitted by a Class Member indicating a request to be excluded from the Settlement Class. The Request for Exclusion must: (a) set forth the name, address, telephone number and last four digits of the Social Security Number of the Class Member requesting exclusion; (b) be signed by the Class Member; (c) be returned to the Settlement Administrator; (d) clearly state that the Class Member does not wish to be included in the Settlement; and (e) be faxed or postmarked on or before the Response Deadline.

28. "Response Deadline" means the deadline by which Class Members must postmark or fax to the Settlement Administrator Requests for Exclusion, postmark or fax disputes concerning the calculation of Individual Settlement Payments, or postmark Notices of Objection to the Settlement Administrator. The Response Deadline will be forty-five (45) calendar days from the initial mailing of the Class Notice by the Settlement Administrator, unless the forty-fifth (45th) calendar day falls on a Sunday or State/Federal holiday, in which case the Response Deadline will be extended to the next day on which the U.S. Postal Service is open.

29. "Settlement Administration Costs" means the costs payable from the Gross Settlement Amount to the Settlement Administrator for administering this Settlement, including, but not limited to, printing, distributing, and tracking documents for this Settlement, tax reporting, distributing the Gross Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The Settlement Administration Costs will be paid from the Gross Settlement Amount, including, if necessary, any such costs in excess of the amount represented by the Settlement Administrator as being the maximum costs necessary to administer the Settlement. Settlement Administration Costs are currently estimated to be Twenty Thousand Dollars (\$20,000).

30. "Settlement Administrator" means CPT Group, Inc., or any other third-party class action settlement administrator agreed to by the Parties and approved by the Court for the purposes of

1 administering this Settlement. The Parties each represent that they do not have any financial interest in
2 the Settlement Administrator or otherwise have a relationship with the Settlement Administrator that
3 could create a conflict of interest.

4 31. “Workweeks” means the number of weeks during which each Class Member performed
5 any work, as reflected by Defendants’ time records, during the Class Period.. All Class Members will be
6 credited with at least one Workweek during the Class Period, and all PAGA Members will be credited
7 with at least one Workweek during the PAGA Period.

8 **TERMS OF AGREEMENT**

9 The Plaintiff, on behalf of himself and the Settlement Class, and Defendants agree as follows:

10 32. Funding of the Gross Settlement Amount. Defendants will make a one-time deposit of
11 the Gross Settlement Amount of One Million Seven Hundred Fifty Thousand Dollars (\$1,750,000) into
12 a Qualified Settlement Account to be established by the Settlement Administrator. Defendants will pay
13 the employer’s share of payroll taxes separately. After the Effective Date, the Gross Settlement Amount
14 will be used for: (a) Individual Settlement Payments; (b) the Labor and Workforce Development Agency
15 Payment; (c) the Class Representative Enhancement Payment; (d) Attorneys’ Fees and Costs; and (e)
16 Settlement Administration Costs. Defendants will deposit the Gross Settlement Amount and the
17 employer’s share of payroll taxes within twenty (20) calendar days of the Effective Date (“Funding
18 Date”).

19 33. Attorneys’ Fees and Costs. Defendants agree not to oppose or impede any application or
20 motion for attorneys’ fees and costs by Class Counsel for Attorneys’ Fees and Costs of not more than
21 Five Hundred Eighty-Three Thousand Three Hundred Thirty-Three Dollars (\$583,333), plus the
22 reimbursement of all out-of-pocket costs and expenses associated with Class Counsel’s litigation and
23 settlement of the Action (including expert/consultant fees, investigations costs, etc.), not to exceed
24 Twenty Thousand Dollars (\$20,000), both of which will be paid from the Gross Settlement Amount.

25 34. Class Representative Enhancement Payment. In exchange for a general release, and in
26 recognition of his effort and work in prosecuting the Action on behalf of Class Members, Defendants
27 agree not to oppose or impede any application or motion for a Class Representative Enhancement
28 Payment of up to Fifteen Thousand Dollars (\$15,000). An I.R.S. Form 1099 shall be issued by the

1 Administrator for this amount. The Class Representative Enhancement Payment will be paid from the
2 Gross Settlement Amount and will be in addition to Plaintiff's Individual Settlement Payment paid
3 pursuant to the Settlement. Plaintiff will be solely and legally responsible to pay any and all applicable
4 taxes on the Class Representative Enhancement Payment. Plaintiff understands and agrees that this
5 Settlement Agreement shall remain in full force and effect even if the full amount of Class
6 Representative Enhancement Payment sought by Plaintiff is not ultimately awarded by the Court.

7 35. Settlement Administration Costs. The Settlement Administrator will be paid for the
8 reasonable costs of administration of the Settlement and distribution of payments from the Gross
9 Settlement Amount, which is currently estimated to be Twenty Thousand Dollars (\$20,000). These
10 costs, which will be paid from the Gross Settlement Amount, will include, *inter alia*, the required tax
11 reporting on the Individual Settlement Payments, the issuing of 1099 and W-2 IRS Forms, distributing
12 Class Notices, calculating and distributing the Gross Settlement Amount, providing necessary reports
13 and declarations.

14 36. PAGA Settlement Amount. Subject to Court approval, the Parties agree that the amount
15 of Fifty Thousand Dollars (\$50,000) from the Gross Settlement Amount will be designated for
16 satisfaction of Plaintiff's PAGA claim. Pursuant to PAGA, Seventy-Five Percent (75%), or Thirty-Seven
17 Thousand Five Hundred Dollars (\$37,500), of this sum will be paid to the LWDA and Twenty-Five
18 Percent (25%), or Twelve Thousand Five Hundred Dollars (\$12,500), will be paid to PAGA Members
19 in proportion to the number of Workweeks worked during the PAGA Period.

20 37. No Right to Exclusion or Objections to the PAGA Settlement. Because this settlement
21 resolves claims and actions brought pursuant to PAGA by Plaintiff acting as a proxy and as a Private
22 Attorney General of, and for, the State of California and the LWDA, the Parties agree that no PAGA
23 Member has the right to exclude himself or herself from the release of the Released PAGA Claims, and
24 all PAGA Members will receive their shares of the PAGA Fund. The Parties also agree that no PAGA
25 Member has the right to object to the PAGA Settlement Amount.

26 38. Net Settlement Fund. The entire Net Settlement Fund will be distributed to Participating
27 Class Members. No portion of the Net Settlement Fund will revert to or be retained by Defendants.

28 39. PAGA Fund. The entire PAGA Fund will be distributed to all PAGA Members. No

portion of the PAGA Fund will revert to or be retained by Defendants.

40. Individual Settlement Payment Calculations. Individual Settlement Payments will be calculated by the Settlement Administrator and apportioned from the Net Settlement Fund and PAGA Fund based on the number of Workweeks a Class Member worked during the Class Period and PAGA Period. Specific calculations of Individual Settlement Payments will be made as follows:

40(a) Payments from the Net Settlement Fund. Defendants will calculate the total number of Workweeks worked by each Class Member during the Class Period and the aggregate total number of Workweeks worked by all Class Members during the Class Period. To determine each Class Member's estimated "Individual Settlement Payment" from the Net Settlement Fund, the Settlement Administrator will use the following formula: The Net Settlement Fund will be divided by the aggregate total number of Workweeks during the Class Period, resulting in the "Workweek Value." Each Class Member's "Individual Settlement Payment" will be calculated by multiplying each individual Class Member's total number of Workweeks by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each Participating Class Member as specifically set forth herein, including employee-side tax withholdings or deductions. The entire Net Settlement Fund will be disbursed to all Class Members who do not submit timely and valid Requests for Exclusion. If there are any valid and timely Requests for Exclusion, the Settlement Administrator shall recalculate the Workweek Value and proportionately increase the Individual Settlement Payment for each Participating Class Member according to the number of Workweeks worked, so that the amount actually distributed to the Settlement Class equals 100% of the Net Settlement Fund.

40(b) Payments from the PAGA Fund. Defendants will calculate the total number of Workweeks worked by each PAGA Member during the PAGA Period

1 and the aggregate total number of Workweeks worked by all PAGA
2 Members during the PAGA Period. To determine each PAGA Member's
3 estimated "Individual Settlement Payment," the Settlement Administrator
4 will use the following formula: The PAGA Fund will be divided by the
5 aggregate total number of Workweeks during the PAGA Period, resulting in
6 the "PAGA Workweek Value." Each PAGA Member's "Individual
7 Settlement Payment" will be calculated by multiplying each individual
8 PAGA Member's total number of Workweeks by the PAGA Workweek
9 Value. The entire PAGA Fund will be disbursed to all PAGA Members.

10 41. No Credit Toward Benefit Plans. The Individual Settlement Payments made to
11 Participating Class Members under this Settlement, as well as any other payments made pursuant to this
12 Settlement, will not be utilized to calculate any additional benefits under any benefit plans to which any
13 Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k)
14 plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan.
15 Rather, it is the Parties' intention that this Settlement Agreement will not affect any rights, contributions,
16 or amounts to which any Class Members may be entitled under any benefit plans.

17 42. Administration Process. The Parties agree to cooperate in the administration of the
18 settlement and to make all reasonable efforts to control and minimize the costs and expenses incurred in
19 administration of the Settlement.

20 43. Delivery of the Class List. Within twenty (20) calendar days following Preliminary
21 Approval, Defendants will provide the Class List to the Settlement Administrator.

22 44. Notice by First-Class U.S. Mail. Within ten (10) calendar days after receiving the Class
23 List from Defendants, the Settlement Administrator will mail a Class Notice to all Class Members via
24 regular First-Class U.S. Mail, using the most current, known mailing addresses identified in the Class
25 List.

26 45. Confirmation of Updated Contact Information in the Class Lists. Prior to mailing, the
27 Settlement Administrator will perform a search based on the National Change of Address Database for
28 information to update and correct for any known or identifiable address changes. Any Class Notices

1 returned to the Settlement Administrator as non-deliverable on or before the Response Deadline will,
2 within five (5) business days of receipt, be sent promptly via regular First-Class U.S. Mail to the
3 forwarding address affixed thereto and the Settlement Administrator will indicate the date of such re-
4 mailing on the Class Notice. If no forwarding address is provided, the Settlement Administrator will
5 promptly attempt to determine the correct address using a skip-trace, or other search using the name,
6 address and/or Social Security Number of the Class Member involved, and will then perform a single re-
7 mailing. Those Class Members who receive a re-mailed Class Notice, whether by skip-trace or by
8 request, will have either (a) an additional fifteen (15) calendar days or (b) until the Response Deadline,
9 whichever is later, to submit a Request for Exclusion or an objection to the Settlement.

10 46. Class Notices. All Class Members will be mailed a Class Notice. Each Class Notice will
11 provide: (a) information regarding the nature of the Action; (b) a summary of the Settlement's principal
12 terms; (c) the Settlement Class and PAGA Member definitions; (d) the total number of Workweeks each
13 respective Class Member and PAGA Member worked for Defendants during the Class Period and
14 PAGA Period; (e) each Class Member's and PAGA Member's estimated Individual Settlement Payment
15 and the formula for calculating Individual Settlement Payments; (f) the dates which comprise the Class
16 Period and PAGA Period; (g) instructions on how to submit Requests for Exclusion or Notices of
17 Objection; (h) the deadlines by which the Class Member must postmark or fax Request for Exclusions,
18 or postmark Notices of Objection to the Settlement; and (i) the claims to be released.

19 47. Disputed Information on Class Notices. Class Members will have an opportunity to
20 dispute the information provided in their Class Notices. To the extent Class Members dispute their
21 employment dates or the number of Workweeks on record, Class Members may produce evidence to the
22 Settlement Administrator showing that such information is inaccurate. Defendants' records will be
23 presumed correct, but the Settlement Administrator shall contact the Parties regarding the dispute and the
24 Parties will work in good faith to resolve it. All disputes must be submitted by the Response Deadline,
25 and will be decided within ten (10) business days after the Response Deadline.

26 48. Defective Submissions. If a Class Member's Request for Exclusion is defective as to the
27 requirements listed herein, that Class Member will be given an opportunity to cure the defect(s). The
28 Settlement Administrator will mail the Class Member a cure letter within three (3) business days of

1 receiving the defective submission to advise the Class Member that his/her/their submission is defective
2 and that the defect must be cured to render the Request for Exclusion valid. The Class Member will have
3 until (a) the Response Deadline or (b) fifteen (15) calendar days from the date of the cure letter,
4 whichever date is later, to postmark or fax a revised Request for Exclusion. If the revised Request for
5 Exclusion is not postmarked or received by fax within that period, it will be deemed untimely.

6 49. Request for Exclusion Procedures. Any Class Member wishing to opt-out from the
7 Settlement Agreement must sign and fax or postmark a written Request for Exclusion to the Settlement
8 Administrator within the Response Deadline. In the case of Requests for Exclusion that are mailed to the
9 Settlement Administrator, the postmark date will be the exclusive means to determine whether a Request
10 for Exclusion has been timely submitted.

11 50. Escalator Clause. Defendants have represented that the actual Workweeks worked by
12 Class Members during the Class Period is approximately 128,372 as of November 14, 2024. In the event
13 that the actual number of Workweeks worked by all Class Members during this period increases by
14 more than Ten Percent (10%) (12,837), Defendants shall have the option to either: (a) pay a proportional
15 increase above the Gross Settlement Amount (e.g., Defendants would pay an additional one percent for
16 additional Workweeks that are one percent above 141,209 Workweeks); or (b) end Class Members'
17 release of class and PAGA claims on the date upon which total workweeks reach 141,209.

18 51. Settlement Terms Bind All Class Members Who Do Not Opt-Out. Any Class Member
19 who does not affirmatively opt-out of the Settlement Agreement by submitting a timely and valid
20 Request for Exclusion will be bound by all of its terms, including those pertaining to the Released Class
21 Claims, as well as any Judgment that may be entered by the Court if it grants final approval to the
22 Settlement.

23 52. Releases by Participating Class Members. Upon the Funding Date, and except as to such
24 rights or claims as may be created by this Settlement Agreement, each Participating Class Member,
25 together and individually, on their behalf and on behalf of their respective heirs, executors,
26 administrators, agents, and attorneys, shall fully and forever release and discharge all of the Released
27 Parties, or any of them, from each of the Released Class Claims arising during the Class Period.

28 53. Releases by PAGA Members. Upon the Funding Date, and except as to such rights or

claims as may be created by this Settlement Agreement, each PAGA Member, together and individually, on their behalf and on behalf of their respective heirs, executors, administrators, agents, and attorneys, shall fully and forever release and discharge all of the Released Parties, or any of them, from each of the Released PAGA Claims during the PAGA Period.

54. Objection Procedures. To object to the Settlement Agreement, a Class Member may either postmark a valid Notice of Objection to the Settlement Administrator on or before the Response Deadline, or appear in person at the Final Approval Hearing. Class Members who fail to object either by submitting a valid Notice of Objection or appearing in person at the Final Approval Hearing will be deemed to have waived all objections to the Settlement and will be foreclosed from making any objections, whether by appeal or otherwise, to the Settlement Agreement. At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members to submit written objections to the Settlement Agreement or appeal from the final approval order and judgment. Class Counsel will not represent any Class Members with respect to any such objections to this Settlement. If a Class Member timely submits both a Notice of Objection and a Request for Exclusion, the Request for Exclusion will be given effect and considered valid, the Notice of Objection shall be rejected, and the Class Member shall not participate in or be bound by the Settlement.

55. Certification Reports Regarding Individual Settlement Payment Calculations. The Settlement Administrator will provide Defendants' counsel and Class Counsel a weekly report that certifies the number of Class Members who have submitted valid Requests for Exclusion or objections to the Settlement, and whether any Class Member has submitted a challenge to any information contained in their Class Notice, including those received after the Response Deadline. Additionally, the Settlement Administrator will provide to counsel for both Parties any updated reports regarding the administration of the Settlement Agreement as needed or requested.

56. Distribution Timing of Individual Settlement Payments. Within ten (10) calendar days of the Funding Date, the Settlement Administrator will issue payments to: (a) Participating Class Members and PAGA Members; (b) the Labor and Workforce Development Agency; (c) Plaintiff; and (d) Class Counsel. The Settlement Administrator will also issue a payment to itself for Court-approved services performed in connection with the Settlement.

57. Un-cashed Settlement Checks. Funds represented by Individual Settlement Payment checks returned as undeliverable and Individual Settlement Payment checks remaining un-cashed for more than one hundred and eighty (180) calendar days after issuance will be tendered to the State Controller's Office, Unclaimed Property Division in the name of each Class Member who did not negotiate his or her check, thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).

58. Certification of Completion. Upon completion of administration of the Settlement, the Settlement Administrator will provide a written declaration under oath to certify such completion to the Court and counsel for all Parties.

59. Treatment of Individual Settlement Payments. All Individual Settlement Payments will be allocated as follows after excluding any payments allocated to PAGA Members from the PAGA Fund: (a) Twenty Percent (20%) of each Individual Settlement Payment will be allocated as wages for which IRS Forms W-2 will be issued; and (b) Eighty Percent (80%) will be allocated as non-wages for which IRS Forms 1099-MISC will be issued. Payments issued to PAGA Members from the PAGA Fund will be treated as non-wages for which IRS Forms 1099-MISC will be issued.

60. Administration of Taxes by the Settlement Administrator. The Settlement Administrator will be responsible for issuing to Plaintiff, Participating Class Members, PAGA Members, and Class Counsel any W-2, 1099, or other tax forms as may be required by law for all amounts paid pursuant to this Settlement. The Settlement Administrator will also be responsible for forwarding all payroll taxes and penalties to the appropriate government authorities.

61. Tax Liability. The Parties make no representation as to the tax treatment or legal effect of the payments called for hereunder, and Plaintiff, Participating Class Members, and PAGA Members are not relying on any statement, representation, or calculation by Defendants or by the Settlement Administrator in this regard.

62. Circular 230 Disclaimer. EACH PARTY TO THIS AGREEMENT (FOR PURPOSES OF THIS SECTION, THE "ACKNOWLEDGING PARTY" AND EACH PARTY TO THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER PARTY") ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND

1 NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES
2 OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR
3 WILL ANY SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED
4 OR BE RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES
5 TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE
6 ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER, OR ITS
7 OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX
8 ADVICE) IN CONNECTION WITH THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS
9 AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER PARTY OR ANY
10 ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY
11 UPON ANY COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR ADVISER TO
12 ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE
13 ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISER TO ANY OTHER
14 PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF
15 ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES (REGARDLESS OF WHETHER
16 SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE
17 ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY
18 TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS
19 AGREEMENT.

20 63. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant
21 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
22 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of
23 action or right herein released and discharged.

24 64. Nullification of Settlement Agreement. In the event that: (a) the Court does not finally
25 approve the Settlement as provided herein; or (b) the Settlement does not become final for any other
26 reason, then this Settlement Agreement, and any documents generated to bring it into effect, will be null
27 and void. Any order or judgment entered by the Court in furtherance of this Settlement Agreement will
28 likewise be treated as void from the beginning.

65. Preliminary Approval Hearing. Plaintiff will obtain a hearing before the Court to request the Preliminary Approval of the Settlement Agreement, and the entry of a Preliminary Approval Order for: (a) conditional certification of the Settlement Class for settlement purposes only, (b) preliminary approval of the proposed Settlement Agreement, (c) setting a date for a final fairness hearing. The Preliminary Approval Order will provide for the Class Notice to be sent to all Class Members as specified herein. In conjunction with the Preliminary Approval hearing, Plaintiff will submit this Settlement Agreement, which sets forth the terms of this Settlement, and will include the proposed Notice of Class Action Settlement, attached as Exhibit A. Class Counsel will be responsible for drafting all documents necessary to obtain preliminary approval.

66. Final Settlement Approval Hearing and Entry of Judgment. Upon expiration of the deadlines to postmark Requests for Exclusion or objections to the Settlement Agreement, and with the Court's permission, a final fairness hearing will be conducted to determine the Final Approval of the Settlement Agreement along with the amounts properly payable for: (a) Attorneys' Fees and Costs; (b) the Class Representative Enhancement Payment; (c) Individual Settlement Payments; (d) the Labor and Workforce Development Agency Payment; (e) all Settlement Administration Costs. Class Counsel will be responsible for drafting all documents necessary to obtain final approval. Class Counsel will also be responsible for drafting the attorneys' fees and costs application to be heard at the final approval hearing.

67. Judgment and Continued Jurisdiction. Upon final approval of the Settlement by the Court or after the final fairness hearing, the Parties will present the Judgment to the Court for its approval. After entry of the Judgment, the Court will have continuing jurisdiction solely for purposes of addressing: (a) the interpretation and enforcement of the terms of the Settlement, (b) Settlement administration matters, and (c) such post-Judgment matters as may be appropriate under court rules or as set forth in this Settlement Agreement. A copy of the Judgment will be posted to the Settlement Administrator's website.

68. Release by Plaintiff. Upon the Funding Date, in addition to the claims being released by all Participating Class Members, Plaintiff will release and forever discharge the Released Parties, to the fullest extent permitted by law, of and from any and all claims, known and unknown, asserted and not asserted, which Plaintiff has or may have against the Released Parties as of the date of execution of this

1 Settlement Agreement. To the extent the foregoing release is a release to which Section 1542 of the
2 California Civil Code or similar provisions of other applicable law may apply, Plaintiff expressly waives
3 any and all rights and benefits conferred upon him by the provisions of Section 1542 of the California
4 Civil Code or similar provisions of applicable law which are as follows:

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

11 69. Exhibits Incorporated by Reference. The terms of this Settlement Agreement include the
12 terms set forth in any attached Exhibits, which are incorporated by this reference as though fully set forth
13 herein. Any Exhibits to this Settlement Agreement are an integral part of the Settlement.

14 70. Entire Agreement. This Settlement Agreement and any attached Exhibits constitute the
15 entirety of the Parties' settlement terms. No other prior or contemporaneous written or oral agreements
16 may be deemed binding on the Parties. The Parties expressly recognize California Civil Code Section
17 1625 and California Code of Civil Procedure Section 1856(a), which provide that a written agreement is
18 to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and
19 the Parties agree that no such extrinsic oral or written representations or terms will modify, vary or
20 contradict the terms of this Settlement Agreement.

21 71. Amendment or Modification. No amendment, change, or modification to this Settlement
22 Agreement will be valid unless in writing and signed, either by the Parties or their counsel, and approved
23 by the Court.

24 72. Authorization to Enter Into Settlement Agreement. Counsel for all Parties warrant and
25 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
26 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
27 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
28 effectuate the terms of this Settlement Agreement. The Parties and their counsel will cooperate with each

1 other and use their best efforts to effect the implementation of the Settlement. If the Parties are unable to
2 reach agreement on the form or content of any document needed to implement the Settlement, or on any
3 supplemental provisions that may become necessary to effectuate the terms of this Settlement, the Parties
4 may seek the assistance of the Court to resolve such disagreement.

5 73. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
6 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

7 74. California Law Governs. All terms of this Settlement Agreement and Exhibits hereto
8 will be governed by and interpreted according to the laws of the State of California.

9 75. Execution and Counterparts. This Settlement Agreement is subject only to the execution
10 of all Parties. However, the Settlement Agreement may be executed in one or more counterparts. All
11 executed counterparts and each of them, including electronic (e.g., DocuSign), facsimile, and scanned
12 copies of the signature page, will be deemed to be one and the same instrument.

13 76. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
14 Settlement Agreement is a fair, adequate and reasonable settlement of the Action and have arrived at this
15 Settlement after arm's-length negotiations and in the context of adversarial litigation, taking into account
16 all relevant factors, present and potential. The Parties further acknowledge that they are each represented
17 by competent counsel and that they have had an opportunity to consult with their counsel regarding the
18 fairness and reasonableness of this Settlement.

19 77. Invalidity of Any Provision. Before declaring any provision of this Settlement
20 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
21 possible consistent with applicable precedents so as to define all provisions of this Settlement Agreement
22 valid and enforceable.

23 78. Waiver of Certain Appeals. The Parties agree to waive appeals and to stipulate to class
24 certification for purposes of this Settlement only; except, however, that Plaintiff or Class Counsel may
25 appeal any reduction to the Attorneys' Fees and Costs below the amount they request from the Court,
26 and either party may appeal any court order that materially alters the Settlement Agreement's terms.

27 79. Class Action Certification for Settlement Purposes Only. The Parties agree to stipulate to
28 class action certification for purposes of the Settlement only. If, for any reason, the Settlement is not

1 approved, the stipulation to certification, and all related stipulations thereto, will be void. The Parties
2 further agree that certification for purposes of the Settlement is not an admission that class action
3 certification is proper under the standards applied to contested certification motions and that this
4 Settlement Agreement will not be admissible in this or any other proceeding as evidence that either (a) a
5 class action should be certified or (b) Defendants are liable to Plaintiff or any Class Member, other than
6 according to the Settlement's terms or on any other basis.

7 80. Non-Admission of Liability. The Parties enter into this Settlement to resolve the dispute
8 that has arisen between them and to avoid the burden, expense and risk of continued litigation. In
9 entering into this Settlement, Defendants do not admit, and specifically deny, that they or any of the
10 Released Parties violated any federal, state, or local law; violated any regulations or guidelines
11 promulgated pursuant to any statute or any other applicable laws, regulations or legal requirements;
12 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception; or
13 engaged in any other unlawful conduct with respect to their employees. Neither this Settlement
14 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, will be
15 construed as an admission or concession by Defendants or any of the Released Parties of any such
16 violations or failures to comply with any applicable law. Except as necessary in a proceeding to enforce
17 the terms of this Settlement, this Settlement Agreement and its terms and provisions will not be offered
18 or received as evidence in any action or proceeding to establish any liability or admission on the part of
19 Defendants or to establish the existence of any condition constituting a violation of, or a non-compliance
20 with, federal, state, local or other applicable law.

21 81. No Public Comment: the Parties and their counsel agree that they will not issue any press
22 releases, initiate any contact with the press, respond to any press inquiry, or have any communication
23 with the press about the fact, amount or terms of the Settlement.

24 82. Waiver. No waiver of any condition or covenant contained in this Settlement Agreement
25 or failure to exercise a right or remedy by any of the Parties hereto will be considered to imply or
26 constitute a further waiver by such party of the same or any other condition, covenant, right or remedy.

27 83. Enforcement Actions. In the event that one or more of the Parties institutes any legal
28 action or other proceeding against any other Party or Parties to enforce the provisions of this Settlement

1 or to declare rights and/or obligations under this Settlement, the successful Party or Parties will be
2 entitled to recover from the unsuccessful Party or Parties reasonable attorneys' fees and costs, including
3 expert witness fees incurred in connection with any enforcement actions.

4 84. Mutual Preparation. The Parties have had a full opportunity to negotiate the terms and
5 conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be construed
6 more strictly against one party than another merely by virtue of the fact that it may have been prepared
7 by counsel for one of the Parties, it being recognized that, because of the arms'-length negotiations
8 between the Parties, all Parties have contributed to the preparation of this Settlement Agreement.

9 85. Representation By Counsel. The Parties acknowledge that they have been represented
10 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
11 that this Settlement Agreement has been executed with the consent and advice of counsel. Further,
12 Plaintiff and Class Counsel warrant and represent that there are no liens on the Settlement Agreement.

13 86. All Terms Subject to Final Court Approval. All amounts and procedures described in
14 this Settlement Agreement herein will be subject to final Court approval.

15 87. Cooperation and Execution of Necessary Documents. All Parties will cooperate in good
16 faith and execute all documents to the extent reasonably necessary to effectuate the terms of this
17 Settlement Agreement.

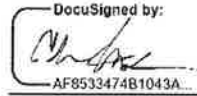
18 88. Binding Agreement. The Parties warrant that they understand and have full authority to
19 enter into this Settlement Agreement, and further intend that this Settlement Agreement will be fully
20 enforceable and binding on all parties, and agree that it will be admissible and subject to disclosure in
21 any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that
22 otherwise might apply under federal or state law.

23
24 **THIS SECTION LEFT BLANK**
25
26
27
28

1
2
3 **READ CAREFULLY BEFORE SIGNING**

4 Dated: 4/8/2025

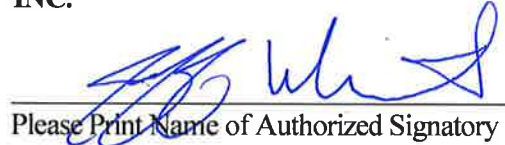
PLAINTIFF

DocuSigned by:

AF8533474B1043A

Christopher Johnson

6
7 **DEFENDANTS SPORTSMAN'S**
8 **WAREHOUSE SOUTHWEST, INC.,**
9 **SPORTSMAN'S WAREHOUSE HOLDINGS,**
10 **INC. AND SPORTSMAN'S WAREHOUSE,**
11 **INC.**

10 Dated: 5/14/2025


Please Print Name of Authorized Signatory

12 **APPROVED AS TO FORM**

14 **CAPSTONE LAW APC**

15 Dated: 4/8/2025

By:



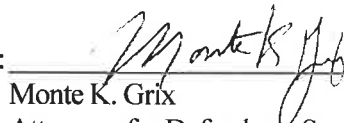
Raul Perez

Attorneys for Plaintiff Christopher Johnson

19 **HIRSCHFELD KRAEMER LLP**

20 Dated: 5/14/2025

By:



Monte K. Grix

Attorneys for Defendants Sportsman's Warehouse
Southwest, Inc., Sportsman's Warehouse Holdings,
Inc. and Sportsman's Warehouse, Inc.

Exhibit A

Johnson v. Sportsman's Warehouse Southwest, Inc., No. 24CV001742
SUPERIOR COURT OF THE STATE OF CALIFORNIA, FOR THE COUNTY OF SACRAMENTO
NOTICE OF CLASS ACTION SETTLEMENT

You are not being sued. This notice affects your rights. Please read it carefully

Si desea una traducción al Español de este Aviso, por favor llame al administrador al ***--*******

To: All current and former California non-exempt hourly employees of Defendants Sportsman's Warehouse Southwest, Inc., Sportsman's Warehouse Holdings, Inc. and Sportsman's Warehouse, Inc. ("Defendants") who worked at any time during the period from September 24, 2020 through February 12, 2025 ("Class Members").

All current and former California non-exempt hourly employees of Defendants who worked at any time during the period from January 31, 2023 through February 12, 2025 ("PAGA Members").

On _____, the Honorable Lauri A. Damrell of the Sacramento County Superior Court granted preliminary approval of this class action settlement and ordered the litigants to notify all Class Members of the settlement. **You have received this notice because Defendants' records indicate that you are a Class Member, and therefore entitled to a payment from the settlement.**

Unless you choose to opt out of the settlement by following the procedures described below, you will be deemed a Class Member and, if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement fund. The Final Fairness Hearing on the adequacy, reasonableness, and fairness of the Settlement will be held at _:00 _m. on _____, 2025 in Department 22 of the Sacramento County Superior Court located at 720 9th Street, Sacramento, California 95814.

Class Members may appear at the Final Fairness Hearing in person or remotely using the Department's Zoom link or phone number: To join by Zoom link: <https://saccourt-cagov.zoomgov.com/my/sscdept22>; To join by phone: (833) 568-8864 / ID: 16184738886

Please also note that the Final Fairness Hearing may be rescheduled by the Court to another date and/or time. Please visit [settlement website] for any scheduling changes.

If you move, you must send the Settlement Administrator your new address; otherwise, you may never receive your settlement payment. It is your responsibility to keep a current address on file with the Settlement Administrator.

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 deemed a "Participating Class Member," and will be eligible for a payment from the Net Settlement Fund and, if you are also a PAGA Member, the PAGA Fund. In exchange, you will be bound by the terms of the proposed Settlement and give up your right to assert wage and hour claims against Defendants based on the same facts alleged in the Action during the Class Period.
---	---

You Can Opt-out of the Class Settlement but not the PAGA Settlement	If you don't want to participate in the proposed class settlement, you can opt-out of the class settlement by sending the Settlement Administrator a written Request for Exclusion. Once excluded, you will no longer be eligible for a payment from the Net Settlement Fund and will not be bound by the terms of the proposed class settlement.
The Opt-out Deadline is [DATE]	You cannot opt-out of the PAGA portion of the proposed Settlement. PAGA Members remain eligible to receive a payment from the PAGA Fund and must give up their rights to pursue PAGA penalty claims against Defendants based on the facts alleged in the Action during the PAGA Period.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement	All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed class settlement, but not the PAGA settlement.
Written Objections Must be Submitted by [DATE]	
You Can Participate in the [DATE] Final Approval Hearing	The Court's Final Approval Hearing is scheduled to take place on [DATE] in Department 22 of the Sacramento County Superior Court located at 720 9th Street, Sacramento, California 95814. 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. If the Court grants final approval of the Settlement despite your objection, you will receive a payment from the Net Settlement Fund and you will be bound by the terms of the Settlement and Release.

Summary of the Litigation

Plaintiff Christopher Johnson, on his behalf and on behalf of other current and former non-exempt employees, alleges that Defendants violated California state labor laws as a result of their alleged failure to, among other things: (1) pay minimum and overtime wages to employees for all hours worked; (2) provide employees with meal and rest breaks; (3) timely pay all wages owed to employees during each pay period and upon termination of their employment; (4) provide employees with accurate, itemized wage statements; and (5) reimburse employees for necessary business expenses.

After the exchange of relevant information and evidence, the parties agreed to enter into settlement negotiations in an attempt to informally resolve the claims in the case. On November 14, 2024, the parties participated in a mediation with Jeffrey Fuchsman, Esq., an experienced and well-respected class action mediator. With Mr. Fuchsman's guidance, the parties were able to negotiate a complete settlement of Plaintiff's claims.

Counsel for Plaintiff, and the attorneys appointed by the Court to represent the class, Capstone Law APC ("Class Counsel"), have investigated and researched the facts and circumstances underlying the issues raised in the case and the applicable law. While Class Counsel believe that the claims alleged in this lawsuit have merit, Class Counsel also recognize that the risk and expense of continued litigation justify settlement.

Defendants have denied, and continue to deny the factual and legal allegations in the case and believe that they have valid defenses to Plaintiff's claims. By agreeing to settle, Defendants are not admitting liability on any of the factual allegations or claims in the case or that the case can or should proceed as a class action. Defendants have agreed to settle the case as part of a compromise with Plaintiff.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

Summary of The Proposed Settlement Terms

Plaintiff and Defendants have agreed to settle the underlying class claims in exchange for a Gross Settlement Amount of \$1,750,000. This amount is inclusive of: (1) individual settlement payments to all Participating Class Members; (2) a Class Representative Enhancement Payment of \$15,000 to Christopher Johnson for his services on behalf of the class, and for a release of all claims arising out of his employment with Defendants; (3) \$583,333 in attorneys' fees and up to \$_ in litigation costs and expenses; (4) a \$50,000 settlement of claims under the Labor Code Private Attorneys General Act of 2004 ("PAGA"), inclusive of a \$37,500 payment to the California Labor and Workforce Development Agency ("LWDA") in connection with the PAGA, and a \$12,500 payment ("PAGA Fund") to all PAGA Members; and (5) reasonable Settlement Administrator's fees and expenses currently estimated at \$20,000. After deducting the above payments, a total of approximately \$1,061,667 will be allocated to Class Members who do not opt out of the Settlement Class ("Net Settlement Fund"). Additionally, all PAGA Members will receive a proportional share of the \$12,500 PAGA Fund, regardless whether they opt out of the Settlement Class.

Payments from Net Settlement Fund. Defendants will calculate the total number of Workweeks worked by each Class Member from September 24, 2020 through February 12, 2025 ("Class Period") and the aggregate total number of Workweeks worked by all Class Members during the Class Period. To determine each Class Member's estimated share of the Net Settlement Fund, the Settlement Administrator will use the following formula: The Net Settlement Fund will be divided by the aggregate total number of Workweeks during the Class Period, resulting in the "Workweek Value." Each Class Member's share of the Net Settlement Fund will be calculated by multiplying each individual Class Member's total number of Workweeks by the Workweek Value. The Individual Settlement Payment will be reduced by any required deductions for each Class Members as specifically set forth herein, including employee-side tax withholdings or deductions. If there are any valid and timely Requests for Exclusion, the Settlement Administrator shall proportionately increase each Participating Class Member's share of the Net Settlement Fund according to the number of Workweeks worked, so that the amount actually distributed to the Settlement Class equals 100% of the Net Settlement Fund.

According to Defendants' records, you worked during the Class Period in a non-exempt position for a total of ____ Workweeks. Accordingly, your estimated payment from the Net Settlement Fund is approximately \$ ____.

Payments from PAGA Fund. Defendants will calculate the total number of Workweeks worked by each PAGA Member from January 31, 2023 through February 12, 2025 ("PAGA Period") and the aggregate total number of Workweeks worked by all PAGA Members during the PAGA Period. To determine each PAGA Member's estimated share of the PAGA Fund, the Settlement Administrator will use the following formula: The PAGA Fund will be divided by the aggregate total number of Workweeks during the PAGA Period, resulting in the "PAGA Workweek Value." Each PAGA Member's share of the PAGA Fund will be calculated by multiplying each individual PAGA Member's total number of Workweeks by the PAGA Workweek Value. A Request for Exclusion does not exclude a PAGA Member from the release of claims under California Labor Code §§ 2698, *et seq.* and the PAGA Member will receive their portion of the PAGA fund even if he/she/they submits a valid Request for Exclusion.

According to Defendants' records, you worked during the PAGA Period in a non-exempt position for a total of ____ Workweeks. Accordingly, your estimated payment from the PAGA Fund is approximately \$ ____.

Your Estimated Payment: Based on the above, your estimated payment from the settlement is approximately \$ _____. If you believe the Workweek information provided above is incorrect, please contact the Settlement Administrator to dispute the calculation. You must attach all documentation in support of your dispute (such as check stubs, W2s, or letters from HR). All disputes must be postmarked or faxed on or before [insert date of Response Deadline] and must be sent to:

Settlement Administrator

c/o _____

Fax No. _____

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

If you dispute the information stated above, Defendants' records will control unless you are able to provide documentation that establishes otherwise.

Taxes on Settlement Payments. IRS Forms W-2 and 1099 will be distributed to participating Class Members and the appropriate taxing authorities reflecting the payments they receive under the settlement. Class Members should consult their tax advisors concerning the tax consequences of the payments they receive under the Settlement. For purposes of this settlement, 20% of each settlement payment will be allocated as wages for which IRS Forms W-2 will be issued, and 80% will be allocated as non-wages for which IRS Forms 1099-MISC will be issued. Payments issued to PAGA Members from the PAGA Fund will be treated as non-wages for which IRS Forms 1099-MISC will be issued.

Your Options Under the Settlement

Option 1 – Automatically Receive a Payment from the Settlement

If you want to receive your payment from the settlement, then no further action is required on your part. You will automatically receive your settlement payment from the Settlement Administrator if and when the Settlement receives final approval by the Court.

If you choose **Option 1**, and if the Court grants final approval of the settlement, you will be mailed a check for your share of the settlement funds. In addition, on the date on which Defendants fully fund the Gross Settlement Amount, you will be deemed to have released or waived the Released Class Claims, and if you are also a PAGA Member, the Released PAGA Claims:

Released Class Claims: All claims, rights, demands, liabilities, and causes of action that are alleged in the Complaint, or which could have been alleged by reason of, or in connection with, any matter or fact or allegation set forth or referred to in the Complaint, including claims for violation of: (a) California Labor Code §§ 510 and 1198 (unpaid overtime); (b) California Labor Code §§ 1182.12, 1194, 1197, 1197.1, and 1198 (unpaid minimum wages); (c) California Labor Code §§ 226.7, 512(a), 516, and 1198 (failure to provide meal periods); (d) California Labor Code §§ 226.7, 516, and 1198 (failure to authorize and permit rest periods); (e) IWC Wage Order § 7(A)(3) and California Labor Code §§ 226(a), 1174(d), and 1198 (non-compliant wage statements and failure to maintain payroll records); (f) California Labor Code §§ 201, 202, 203, 227.3, and 210 (wages not timely paid two times per month and/or upon termination); (g) California Labor Code § 204 and 210 (failure to timely pay wages during employment); (h) California Labor Code § 2802 (unreimbursed business expenses); (i) California Business & Professions Code §§ 17200, *et seq.* (unlawful business practices); and (l) California Business & Professions Code §§ 17200, *et seq.* (unfair business practices).

Released PAGA Claims: All claims for civil penalties under California Labor Code §§ 2698, *et seq.*, that were brought or could reasonably have been brought based on the same facts alleged in Plaintiff's LWDA letter during the PAGA Period.

Option 2 – Opt Out of the Settlement

If you do not wish to participate in the settlement, you may exclude yourself from participating by submitting a written request to the Settlement Administrator expressly and clearly indicating that you have received this Notice of Class Action Settlement, decided not to participate in the settlement, and desire to be excluded from the settlement. The written request for exclusion must include your name, signature, address, telephone number, and last four digits of your Social Security Number. Sign, date, and mail the request for exclusion by First Class U.S. Mail or equivalent, to the address below.

Settlement Administrator

c/o _____

Questions? Contact the Settlement Administrator toll free at 1-*-***-******

The Request for Exclusion must be postmarked or faxed not later than _____, 2025. If you submit a Request for Exclusion which is not postmarked or faxed by _____, 2025, your Request for Exclusion will be rejected, and you will be included in the settlement class.

If you choose **Option 2**, you will no longer be a Class Member, and you will:

- Not Receive a Payment from the Net Settlement Fund.
- Not release the Released Class Claims.
- If you are a PAGA Member, you will still release the Released PAGA Claims, and will receive a payment from the PAGA Fund.

Option 3 – Object to the Settlement

If you decide to object to the settlement because you find it unfair or unreasonable, you may submit a written objection stating why you object to the settlement. In the alternative, you may instead appear at the Final Fairness Hearing to object to the Settlement (i.e., in lieu of submitting a written objection).

Written objections must provide: (1) your full name, signature, address, and telephone number, (2) a written statement of all grounds for the objection accompanied by any legal support for such objection; (3) copies of any papers, briefs, or other documents upon which the objection is based; and (4) a statement about whether you intend to appear at the Fairness Hearing. The objection must be mailed to the administrator at [administrator's address].

All written objections must be received by the administrator by not later than _____ 2025. By submitting an objection, you are not excluding yourself from the settlement. To exclude yourself from the settlement, you must follow the directions described above. Please note that you cannot both object to the settlement and exclude yourself. You must choose one option only.

You may also, if you wish, appear at the Final Fairness Hearing set for _____ at _____ a.m./p.m. in the Superior Court of the State of California, for the County of Sacramento and discuss your objection with the Court and the Parties at your own expense. You may also retain an attorney to represent you at the hearing.

If you choose **Option 3**, you will still be entitled to the money from the settlement. If the Court overrules your objection, you will be deemed to have released the Released Class Claims and Released PAGA Claims.

Additional Information

This Notice of Class Action Settlement is only a summary of the case and the settlement. For a more detailed statement of the matters involved in the case and the settlement, you may refer to the pleadings, the settlement agreement, and other papers filed in the case. All inquiries by Class Members regarding this Class Notice and/or the settlement should be directed to the Settlement Administrator or Class Counsel.

Raul Perez
Capstone Law APC
1875 Century Park E., Suite 1000
Los Angeles, CA 90067
Phone: *Case-Specific Number*

PLEASE DO NOT CONTACT THE CLERK OF THE COURT, THE JUDGE, DEFENDANTS' ATTORNEYS WITH INQUIRIES.

Questions? Contact the Settlement Administrator toll free at 1-*-***-******