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Attorneys for Plaintiff GIOVANNI CRESPIN,
individually and on behalf of others
similarly situated and aggrieved employees
pursuant to the California Private Attorneys General Act;
and JENNIFER SIEMON, individually and
on behalf of other similarly situated employees

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

GIOVANNI CRESPIN, individually, and on
behalf of other similarly situated employees
and aggrieved employees pursuant to the
California Private Attorneys General Act; and
JENNIFER SIEMON, individually and on
behalf of other similarly situated employees,

Plaintiffs,

vs.

JOHN OWENS SERVICES, INC., a
California Corporation; and DOES 1 through
25, inclusive,

Defendants.

Case No. 24CV00994

Honorable Oscar A. Pardo
Department 19

DECLARATION OF JAMES S. WINN JR. IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT

Date: 5/20/26
Time: 3:00 PM
Dept.: 19

Complaint Filed: February 6, 2024
FAC Filed: August 8, 2024
SAC Filed: February 18, 2025
Trial Date: Not Set

I, James S. Winn Jr., declare and state as follows:

Experience and Adequacy of Blackstone Law, APC

3. Jonathan M. Genish is the founder of Blackstone Law, APC. He received his law degree from Benjamin N. Cardozo School of Law and was admitted to the California State Bar in 2008. During law school, he clerked at the litigation firm Oved & Oved, LLP and was published several times in various small publications. Upon graduation, he was rehired by Freedman & Taitelman, LLP as an associate and remained employed there from September 2008 through August 2015. During his tenure, he managed hundreds (perhaps thousands) of complex litigation cases, ranging from employment, corporate, entertainment, and general business litigation matters, though his primary area of expertise was employment, both single plaintiff and representative actions. On the vast majority of those cases, he was the only or primary attorney managing the case and thus obtained extensive experience. In that capacity, he conducted wage and hour and wrongful termination labor and employment intakes; was the primary contact for all clients; took and defended hundreds (if not thousands) of depositions; propounded and responded to all discovery; prepared and opposed all

1 motions and pleadings, including dispositive and certification motions; strategized on all cases;
2 attended all hearings; attended all mediations; coordinated with class action administrators; prepared
3 and worked with experts; first and second chaired multiple trials and arbitrations; and engaged in all
4 other intricate facets of litigation. During that time, he represented a wide range of clients from sole
5 proprietorships to Fortune 500 companies in state, federal, complex, and appellate courts. Many of
6 the cases he managed were highly publicized, with articles written about them in the Los Angeles
7 Times, Deadline, The Hollywood Reporter, Business Insider, Law360, and others. Super Lawyers has
8 regularly honored him as a Southern California Rising Star since 2012.

9 4. Karen I. Gold graduated *cum laude* from UCLA in 2005 with a Bachelor of Science
10 degree in Cognitive Science and a Specialization in Computing. She received her law degree from
11 Boston University School of Law and was admitted to the California State Bar in 2008. Upon
12 graduation, she joined Cox Castle & Nicholson, LLP, and worked there for approximately a decade as
13 a general litigation attorney focused primarily on high-stakes sophisticated cases including class action
14 defense matters. Thereafter, she spent approximately five years working for Marlin & Saltzman, LLP,
15 which is a well-known plaintiff-side wage and hour law firm in Los Angeles, before transitioning over
16 to Blackstone Law, APC as a Senior Trial Attorney and Team Lead. Karen I. Gold has managed over
17 one hundred complex litigation cases, ranging from employment matters to corporate and general
18 business litigation matters. On many of those cases, she was the only or primary attorney managing
19 in the case and thus obtained extensive experience overseeing these types of actions. In that capacity,
20 she was the primary contact for clients; took and defended many depositions; propounded and
21 responded to discovery; prepared and opposed motions and pleadings, including dispositive and
22 certification motions; strategized on all cases; attended hearings; attended mediations; coordinated
23 with class action administrators; prepared and worked with experts; participated in trial prep and trials;
24 and engaged in all other intricate facets of litigation. Super Lawyers honored her as a Southern
25 California Rising Star from 2015 through 2018. As a Senior Trial Attorney and Team Lead, she
26 oversees and handles over 100 wage-and-hour putative class actions and/or representative actions
27 under PAGA seeking relief on behalf of California employees. She has considerable experience in
28 handling class and representative action lawsuits throughout her career and has been approved as

1 counsel in a number of cases.

2 5. Noam Y. Reiffman joined Blackstone Law, APC with extensive litigation experience
3 and currently specializes in employment class action and representative claims. Prior to working at
4 Blackstone Law, APC, he represented clients across a wide range of fields including complex litigation
5 and white-collar criminal defense in both state and federal courts. He spent time as a law clerk for the
6 Honorable Katherine Mader, Judge of the Los Angeles County Superior Court, as well as at the Los
7 Angeles County District Attorney's Office. He earned his Juris Doctorate from Southwestern Law
8 School in 2014, where he graduated *summa cum laude* and was a member of the Southwestern Law
9 Review, Dean's Fellow, and Dean's List honoree. He has been selected repeatedly as Super Lawyers
10 Southern California Rising Star since 2019.

11 6. Marissa A. Mayhood is a Senior Associate Attorney at Blackstone Law, APC. She
12 graduated from Pepperdine University School of Law with a Juris Doctorate and a certificate in dispute
13 resolution from Pepperdine's Straus Institute. Ms. Mayhood spent approximately five years working
14 for Marlin & Saltzman, LLP, which is a well-known plaintiff-side wage and hour law firm in Los
15 Angeles. While working for Marlin & Saltzman, LLP, she litigated and helped settle a \$72.5 million
16 case, *Utne v. Home Depot U.S.A., Inc.*, United States District Court for the Northern District of
17 California, Case No. 3:16-cv-01854-RS, and was approved as class counsel.

18 7. Alexandra Rose joined Blackstone Law, APC from a highly reputable employment law
19 firm. She graduated from the University of California, Los Angeles with a Bachelor of Arts degree in
20 2016 and from New England Law Boston with a Juris Doctor degree in 2019. She has worked on
21 many wage and hour class action and PAGA representative matters, and her work has included, inter
22 alia, researching and drafting pleadings, administrative notice exhaustion, drafting, negotiating, and
23 finalizing stipulations and settlement agreements, engaging in motion practice, claims evaluation and
24 analysis, and making court appearances. She was admitted to the State Bar of California in December
25 of 2019 and the State Bars of New York and New Jersey in 2023. She manages the post-settlement
26 department at Blackstone Law, APC. In that capacity, she oversees and handles over 100 wage-and-
27 hour putative class actions and/or representative actions under PAGA that are in settlement.

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1 8. I joined Blackstone Law, APC after working at a respected
2 employment and personal injury plaintiff-side law firm where I handled cases from intake to post
3 settlement. I graduated from the University of California, Santa Barbara with a Bachelor of Arts
4 degree in Political Science with a Minor in Professional Writing in 2018. I received my Juris
5 Doctorate Degree in 2022 from University of the Pacific, McGeorge School of Law. I was admitted
6 to the State Bar of California in May 2023. I have worked on many wage and hour class action and
7 PAGA representative matters, and my work has included, *inter alia*, conducting legal research,
8 drafting pleadings, stipulations, memorandums of understanding, and settlement agreements,
9 negotiating settlement terms, engaging in motion practice, and making court appearances.

10 9. Blackstone Law, APC has been counsel of record on several class action and PAGA
11 actions that have since been resolved, the most recent of which are attached hereto as **Exhibit 1**.

12 **Procedural History of the Action**

13 10. On February 1, 2024, Plaintiff Crespin provided written notice to the California Labor
14 and Workforce Development Agency (“LWDA”) by online submission and to Defendant John Owens
15 Services, Inc. (“Defendant”) by U.S. Certified Mail, pursuant to California Labor Code Section
16 2699.3, of the specified provisions of the California Labor Code alleged to have been violated by
17 Defendant (“PAGA Letter”). A true and correct copy of the PAGA Letter is attached hereto as **Exhibit**
18 **2**.

19 11. On February 6, 2024, Plaintiff Crespin filed a Class Action Complaint in the action
20 entitled *Giovanni Crespin v. John Owens Services, Inc.*, Sonoma County Superior Court Case No.
21 24CV00994 (“Action”), thereby commencing a putative class action against Defendant.

22 12. On April 8, 2024, Plaintiff Crespin filed a Complaint for Enforcement Action Under
23 the Private Attorneys General Act, Cal. Labor Code §§ 2698 *Et Seq.* in the action entitled *Giovanni*
24 *Crespin v. John Owens Services, Inc.*, Sonoma County Superior Court Case No. 24CV02294 (“PAGA
25 Action”).

26 13. On August 8, 2024, Plaintiff Crespin filed a First Amended Class and Representative
27 Action Complaint in the Action, which added a cause of action under PAGA.

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1 14. On January 24, 2025, pursuant to Plaintiff Crespin’s request, the PAGA Action was
2 dismissed without prejudice.

3 15. On February 18, 2025, Plaintiffs filed a Second Amended Class and Representative
4 Action Complaint (“Operative Complaint”) in the Action, which added Plaintiff Siemon as a named
5 plaintiff. The Operative Complaint alleges ten (10) causes of action for violations of the California
6 Labor Code for failure to pay minimum wages, failure to pay overtime wages, failure to provide
7 compliant meal periods and premium payments in lieu thereof, failure to provide compliant rest
8 periods and premium payments in lieu thereof, failure to timely pay wages during employment, failure
9 to provide accurate wage statements, failure to timely pay wages upon termination, and failure to
10 reimburse necessary business expenses, for violations of California Business & Professions Code
11 Section 17200, *et seq.* based on the aforementioned California Labor Code violations, and for civil
12 penalties under PAGA based on the aforementioned California Labor Code violations.

13 16. On September 4, 2025, Plaintiffs and Defendant (collectively, the “Parties”)
14 participated in a formal mediation conducted by Chris Barnes, Esq. (“Mediator”), a neutral and
15 respected mediator with extensive experience in complex wage and hour matters, and with the
16 assistance of the Mediator’s evaluations, the Parties were able to reach an agreement to resolve this
17 dispute on a class and representative basis. The Parties then worked diligently to negotiate and
18 memorialize the terms in a long form settlement agreement.

19 17. On January 20, 2026, the Parties executed the Joint Stipulation of Class Action and
20 PAGA Settlement (“Settlement” or “Settlement Agreement”). A true and correct copy of the
21 Settlement Agreement is attached hereto as **Exhibit 3**.

22 **Summary of the Terms of the Settlement Agreement**

23 18. For purposes of settlement only, the Parties have agreed that the Class shall be defined
24 as “all current and former hourly-paid and/or non-exempt employees who worked for Defendant in
25 the State of California at any time during the Class Period (or if any such person is incompetent,
26 deceased, or unavailable due to military service, the person’s legal representative or successor in
27 interest evidenced by reasonable verification)” (“Class” or “Class Member(s)”). The Class Period is
28 defined as the period from February 6, 2020 through November 3, 2025. Based on information

provided by Defendant, it is estimated that there are a total of One Hundred Sixty-Eight (168) Class Members.

19. The Parties have agreed to settle the class and PAGA claims at issue in the Operative Complaint for a non-reversionary Gross Settlement Amount of Three Hundred Ninety-Five Thousand Dollars and Zero Cents (\$395,000.00), exclusive of employer-side payroll taxes. The Gross Settlement Amount is a common fund and therefore includes all requested costs, fees, and other allocations. The Gross Settlement Amount includes: (1) Class Counsel's fees in the amount of thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$138,250.00 if the Gross Settlement Amount is \$395,000.00); (2) Class Counsel's actual litigation costs and expenses, not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00); (3) Settlement Administration Costs, not to exceed Five Thousand Five Hundred Fifty Dollars and Zero Cents (\$5,550.00); (4) Enhancement Payments in the aggregate amount of Ten Thousand Dollars and Zero Cents (\$10,000.00); and (5) PAGA Amount in the amount of Twenty Thousand Dollars and Zero Cents (\$20,000.00). After the above-estimated amounts are deducted from the Gross Settlement Amount, the Net Settlement Amount that will be available for Class Members is currently estimated to be One Hundred Ninety-Six Thousand Two Hundred Dollars and Zero Cents (\$196,200.00). Additionally, 25% of the PAGA Amount ("PAGA Employee Amount"), which is \$5,000.00 out of \$20,000.00, will be fully distributed to "all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period (or if any such person is incompetent, deceased, or unavailable due to military service, the person's legal representative or successor in interest evidenced by reasonable verification)" ("PAGA Employee(s)"). The "PAGA Period" is defined as the period from February 1, 2023 through November 3, 2025.

20. The Net Settlement Amount will be distributed and paid to all Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Member(s)") on a *pro rata* basis based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period ("Workweeks"). The *pro rata* share of the Net Settlement Amount that a Class Member may be eligible to receive under the Class Settlement ("Individual Settlement Share") will be calculated by the Settlement Administrator, in

1 accordance with the Settlement Agreement.

2 21. The PAGA Employee Amount will be distributed and paid to all PAGA Employees on
3 a *pro rata* basis based on the number of pay periods each PAGA Employee worked for Defendant as
4 an hourly-paid and/or non-exempt employee in California during the PAGA Period (“Pay Periods”).
5 The *pro rata* share of the PAGA Employee Amount that a PAGA Employee may be eligible to receive
6 under the PAGA Settlement (“Individual PAGA Payment”) will be calculated by the Settlement
7 Administrator, in accordance with the Settlement Agreement.

8 22. Each Individual Settlement Share will be allocated as ten percent (10%) wages and
9 ninety percent (90%) penalties, interest, and non-wage damages. The portion allocated to wages will
10 be reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage
11 damages will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The
12 Settlement Administrator will withhold the employee’s share of taxes and withholdings with respect
13 to the wages portion of the Individual Settlement Shares, and issue checks to Settlement Class
14 Members for their net payment of their Individual Settlement Share (“Individual Settlement
15 Payment”). The employer’s share of taxes and contributions in connection with the wages portion of
16 Individual Settlement Shares will be paid by Defendant separately and in addition to the Gross
17 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
18 penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

19 23. The Settlement Agreement is a non-reversionary and non-claims made settlement. The
20 Net Settlement Amount will be fully distributed to Settlement Class Members and the PAGA Amount
21 will be fully distributed to the LWDA and PAGA Employees, in accordance with the Settlement
22 Agreement. No money will revert to Defendant.

23 24. Each Individual Settlement Payment and Individual PAGA Payment check will be
24 valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are
25 issued, and thereafter, shall be canceled. Any funds associated with such canceled checks will be
26 distributed by the Settlement Administrator to Legal Aid at Work (the proposed *cy pres* recipient) in
27 accordance with California Code of Civil Procedure Section 384. The Parties and their counsel each
28 represent that they do not have any financial interest in, or otherwise have a relationship with, the

1 proposed *cy pres* recipient that could create a conflict of interest.

2 **The Settlement is Reasonable**

3 ***Informed Arms-Length Negotiations***

4 25. The Parties' settlement negotiations were at all times made at arm's-length and were
5 adversarial. The Settlement was reached following a full day of mediation with a highly respected
6 mediator with substantial experience mediating wage and hour cases, and Plaintiffs engaged in
7 additional negotiations in order to finalize the long-form agreement presently before the Court.

8 26. The Parties engaged in extensive informal discovery prior to reaching a settlement.
9 Prior to mediation, Defendant produced a random sampling of putative class members' time and pay
10 records as well as Defendant's relevant wage and hour policies, and information regarding the total
11 number of putative class members, the number of current versus former employees, the total
12 workweeks worked by the putative class members, and the average rate of pay for the putative class
13 members.

14 27. This allowed Class Counsel to conduct an informed assessment and analysis of the
15 strengths and weaknesses of the claims and the potential class-wide damages.

16 28. Based on the information exchanged, the Parties extensively briefed issues regarding
17 class certification and liability and provided their analyses to the Mediator who helped the Parties
18 debate the strengths and weakness of their respective positions.

19 ***Estimate of Potential Value of Claims***

20 29. Class Counsel analyzed all available data and estimated Defendant's maximum
21 potential exposure to be approximately \$3,169,316, assuming the litigation was successful at trial on
22 all claims at issue and every employee had a violation for each claim on every shift worked. This
23 maximum potential analysis was then reduced based on the challenges facing the likelihood of
24 obtaining class certification, prevailing at trial, and other attendant risks. This estimate is based off an
25 estimated maximum liability for all claims at issue and the total aggregate workweeks during the
26 relevant time period, less interest, and based on the analysis of the data which was extrapolated out
27 for all putative class members across the entire putative class period, which included: \$443,660 for
28 meal period violations; \$1,085,211 for rest period violations at a 100% violation rate; \$240,229 for

unpaid off-the-clock work for 1 hour per workweek of off-the-clock work; \$130,625 for unpaid overtime wages due to an invalid alternative workweek schedule; \$31,236 for unpaid overtime wages at the required regular rate of pay; \$62,430 for unreimbursed business expenses; \$888,525 for waiting time penalties; and \$287,400 for wage statement penalties. Plaintiffs further estimated that Defendant faced an additional exposure of \$291,900 in potential, non-stacked (i.e., one penalty, per employee, per pay period during the PAGA statutory period) PAGA penalties. Together with the PAGA penalties, Defendant's maximum potential exposure totaled \$3,461,216 in damages.

Specific Risks Considered

30. Although the investigation and information discovered supports Plaintiffs' contentions, Defendant raised potential defenses and other circumstances that impacted the risk of proceeding on a class-wide basis. Consideration of these risks factored into the negotiations and the decision to enter the Settlement.

31. Class Counsel is aware of Defendant's defenses and arguments and has also taken into account the uncertainty and risk of the outcome of further litigation, and the difficulties and delays inherent in such litigation, including those involved in class and/or representative adjudication. Plaintiffs further recognize the burdens of proof necessary to establish liability for the claims asserted in the Action, Defendant's defenses, and the difficulties in establishing entitlement to monetary recovery. Plaintiffs have also considered the Parties' settlement discussions, as well as the evaluations of the Mediator, who is experienced and well-regarded in complex labor and employment matters.

32. Defendant denied and continues to deny any liability and wrongdoing of any kind associated with the claims alleged in the Action, and further denies that class certification is appropriate for any purpose other than the Settlement. Defendant believes that it would ultimately prevail in the Action. Defendant proffered defenses to both certification and to the merits of Plaintiffs' claims. Defendant contended that Plaintiffs' claims are not suitable for class certification because individual issues would predominate should this case go to trial. As with all class actions, these complex cases raise difficult management and proof issues and, accordingly, there is a significant risk that the Court may deny class certification.

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1 33. For example, Plaintiffs’ meal period claims, which were based on Defendant’s alleged
2 failure to provide lawful meal periods, have been increasingly difficult to certify in recent years.
3 Plaintiffs’ theory of liability for meal period violations was based on allegations that Defendant had
4 failed to implement its policies and that its practices failed to allow Class Members to take meal breaks
5 in the manner required under California law. Defendant contended that its policies and practices at all
6 times during the Class Period were lawful. Indeed, Plaintiffs’ analysis revealed only a 41.5% violation
7 rate for purported unique meal period violations. Defendant further argued that the rate of purported
8 meal period violations reflected in the data would require individualized inquiry and that such inquiry
9 would prohibit a class from being certified. We also had to consider the risk that the Court would find
10 validity in the individualized proof defense to certification of Plaintiffs’ meal period claim.

11 34. Additionally, a large portion of Defendant’s overall alleged liability lies in Plaintiffs’
12 rest period allegations. As with the meal period allegations, Defendant contended that it had a lawful
13 written rest period policy, provided compliant rest breaks, and relieved Class Members of all duties as
14 required under California law. Additionally, this claim was even more uncertain given the difficulties
15 associated with proving the alleged rest period violations, as Defendant was not required to record
16 these breaks. Given the lack of records demonstrating rest period violations, there were legitimate
17 concerns Plaintiffs would not be able to certify these claims or prove substantial damages with
18 requisite certainty, which made the estimated value of this claim subject to much challenge.

19 35. Plaintiffs faced challenges certifying and proving liability for their minimum wage and
20 overtime claims. These claims were largely based on Defendant’s alleged unrecorded, off-the-clock
21 work performed by the Class Members after their shifts and during purported meal periods. For
22 example, it was reported that Plaintiffs and the other Class Members were required to ensure that the
23 office was properly closed for the day, which included shutting down computers, turning off lights,
24 locking doors, and ensuring that trucks were locked, after having clocked out. It was also reported
25 that multiple times a week, Plaintiffs and other Class Members were required to remain at work after
26 clocking out for their shifts to discuss work matters at length. However, the individualized nature of
27 why this work was performed and the individualized nature of damages presented substantial concerns
28 regarding the manageability of the case and the risk the Court could find these issues prevented

1 certification, and the estimated damages for this claim were based on an assumption that all Class
2 Members worked off the clock for at least one hour per week. Additionally, Plaintiffs' overtime wage
3 claim was based on alleged unpaid compensation with a 4/10 schedule worked by Class Members
4 without a valid alternative workweek schedule in place. However, Defendant argued that the company
5 instituted a valid alternative workweek schedule around June 2022. Defendant further produced a
6 letter and other documents that supported this in its information production. Plaintiffs' unpaid wage
7 claim was also based on Defendant having failed to factor in all forms of non-discretionary
8 compensation into the regular rate of pay for the purpose of paying overtime compensation. However,
9 Defendant contended that it correctly factored in all forms of non-discretionary compensation into the
10 regular rate of pay for the purpose of paying overtime compensation.

11 36. Plaintiffs contended that Defendant failed to reimburse Plaintiffs and the other Class
12 Members for necessary business-related expenses, such as having to purchase and/or use their own
13 specialized tools to perform their jobs and usage of personal cell phones for work-related purposes.
14 Defendant contended that it had a policy and practice of reimbursing employees for necessary
15 business-related expenses. Defendant further contended that, with respect to the alleged expenses for
16 which Plaintiffs and the other Class Members never requested reimbursement from Defendant, it did
17 not know and had no reason to know that alleged business-related expenses had been incurred.
18 Defendant further contended that the reason for why a Class Member undertook certain expenses,
19 while not others, and failed to receive reimbursement for certain expenses while not others, would
20 raise individual issues that could not be certified.

21 37. There are also substantial risks associated with Plaintiffs' waiting time penalties and
22 wage statement claims. First, these claims were derivative of Plaintiffs' claims for unpaid meal period
23 premiums, unpaid rest period premiums, unpaid minimum wages, and unpaid overtime wages, and if
24 certification was denied on those underlying claims, these derivative claims for penalties would also
25 likely fail. Further, even if Plaintiffs prevailed on their underlying claims, they would still be required
26 to demonstrate that Defendant's violations of California Labor Code section 203 were *willful*
27 violations. Wage statement claims have also seen varying treatment at the appellate level because
28 such claims have an element of discretion attached to them rather than a pure calculation of damages

1 after liability is proven. Accordingly, these derivative claims, which comprised a substantial portion
2 of Defendant's estimated liability, were therefore uncertain.

3 38. Class Counsel also recognized that, even if Plaintiffs prevailed at class certification,
4 proving the amount of wages due to each Class Member would be an expensive, time-consuming, and
5 extremely uncertain proposition. In order to prove liability and damages, Class Counsel will need to
6 request and analyze thousands of pages of documents, obtain the Class Members' contact information,
7 contact them, and obtain declarations at great expense. Obtaining the cooperation of current
8 employees would also be difficult, given the likely reluctance to aid prosecution of a lawsuit against a
9 current employer. On the other hand, Defendant would likely be able to obtain the cooperation of its
10 employees. Moreover, even if Plaintiffs prevailed at class certification and trial, possible appeals
11 would substantially delay any recovery by the Class.

12 39. Therefore, taking into account how each of the above risks potentially effected
13 Plaintiffs' ability to first obtain class certification, and then prove the underlying violations, plus the
14 cost and delay in recovering the alleged potential damages, Class Counsel discounted Defendant's
15 estimated liability based on the challenges facing their ability to succeed on class certification by 65%
16 to \$1,211,426. The merits-based risk factors further reduced Defendant's estimated liability by an
17 additional 65%. This resulted in an adjusted estimated liability of \$423,999. In light thereof, the
18 settlement amount of \$395,000 is a significant settlement.

19 40. Class Counsel also separately contemplated the risks of proceeding with the PAGA
20 claims and potential liability Defendant could face from these claims as part of the global resolution.
21 Existing case law makes PAGA claims subject to the same defenses and risks as Plaintiffs' underlying
22 wage claims. Class Counsel also anticipated that even if successful on the merits at trial, the
23 imposition of cumulative civil penalties based on the alleged wage and hour violations could be
24 considered unjust, arbitrary and oppressive, or confiscatory, and that Defendant would argue that it
25 made a good faith attempt to comply with its legal obligations warranting a reduction in penalties.
26 Class Counsel also anticipated Defendant would argue that the violations per pay period were low,
27 warranting an additional reduction in civil penalties. Finally, we were also mindful of the fact that
28 PAGA is fundamentally not intended to be compensatory in nature but is instead intended to facilitate

1 enforcement of California's labor laws by financing state activities and educating and deterring non-
2 compliance.

3 41. Therefore, after considering this multitude of factors, we concluded that it was in the
4 best interest of the State of California and the PAGA Employees to enter into the Settlement, and to
5 allocate Twenty Thousand Dollars and Zero Cents (\$20,000.00) of the Gross Settlement Amount
6 towards the PAGA claims, which represents approximately 5.06% of the Gross Settlement Amount.
7 This percentage of the settlement is well-within the range of wage and hour settlements regularly
8 approved in both state and federal court for cases that include both a class and PAGA action.
9 Typically, such hybrid cases allocate only 1% of the gross settlement value to resolve PAGA claims,
10 and, indeed, settlements allocations as little as 0.22% of the gross settlement amount have been
11 approved as reasonable by courts. Moreover, the overall relief obtained by the Settlement is
12 significant, not only from a monetary perspective, but also because it fulfills the public policy
13 objectives of PAGA—to promote enforcement of California's labor laws, provide funds to the state,
14 and deter future non-compliance by the employer.

15 42. Class Counsel therefore submits that the Settlement is fair, reasonable, and adequate.
16 The Settlement is in the best interest of the Class Members, the PAGA Employees, and the State of
17 California and is within the accepted range of recoveries for this type of litigation given the inherent
18 risk of litigation, the risk of obtaining and maintaining class certification, and the costs of further
19 litigation.

20 ***Enhancement Payments***

21 43. As part of the Settlement Agreement, Plaintiffs are requesting reasonable Enhancement
22 Payments of Five Thousand Dollars and Zero Cents (\$5,000.00) each (total, \$10,000.00). These
23 Enhancement Payments are eminently reasonable given the time and effort Plaintiffs spent on this
24 case, and the benefit to the Class Members as a result of Plaintiffs' actions. Notice of the requested
25 Enhancement Payments is disclosed to the Class Members in the Class Notice.

26 ***Attorneys' Fees and Costs***

27 44. The attorneys' fees incurred by Class Counsel are in line with the common fund
28 requested. The Settlement Agreement provides for Class Counsel to apply for attorneys' fees in an

1 amount of up to thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$138,250.00 if the
2 Gross Settlement Amount is \$395,000.00) and actual litigation costs and expenses in an amount not
3 to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00), which will be paid out of the
4 Gross Settlement Amount, subject to approval by the Court. Class Counsel has borne all of the risks
5 and costs of litigation and will not receive any compensation until recovery is obtained.

6 45. The effectiveness of Blackstone Law, APC's prosecution of this matter has translated
7 into tangible monetary benefits as follows: (1) Class Members, the State of California, and PAGA
8 Employees will obtain monetary recovery over a relatively short period of time, as opposed to waiting
9 additional years for the same, or potentially worse, result; (2) a guaranteed result that compares
10 favorably with other similar class action settlements of this type, given the strengths and weaknesses
11 of the case; and (3) significant savings in Class Counsel's fees and/or costs that would have only
12 increased significantly had the case progressed through certification, trial, and/or upon appeal.

13 46. Class Counsel has litigated this matter for close to two years and was actively preparing
14 this matter for class certification and trial. The Motion for Final Approval will elaborate on the nature
15 of the legal services provided, the time incurred in performing those services, and Class Counsel's
16 hourly rates. The Motion for Final Approval will also elaborate on the reimbursement costs sought
17 by Class Counsel. Notice of the requested Attorneys' Fees and Costs is disclosed to the Class
18 Members in the Class Notice.

19 ***Notice to the Class***

20 47. The Parties have agreed to retain Phoenix Settlement Administrators ("Phoenix" or
21 "Settlement Administrator") to handle the notice and settlement administration process. The Parties
22 respectfully request that the Court appoint Phoenix to handle these procedures and to serve as the
23 Settlement Administrator. Defendant will provide Phoenix with the Class List and Phoenix will
24 calculate each Class Member's estimated Individual Settlement Share and each PAGA Employee's
25 estimated Individual PAGA Payment. Phoenix will also receive and process Requests for Exclusion,
26 Notices of Objection, and Disputes; will provide necessary reports and declarations; will calculate,
27 subtract, and transmit necessary taxes and withholdings with respect to the wages portion of the
28 Individual Settlement Shares; will prepare and submit informational and other tax filings and

1 documents; will issue and transmit all payments provided for by the Settlement, including, but not
2 limited to, mailing Individual Settlement Payment checks to the Settlement Class Members and
3 Individual PAGA Payment checks to the PAGA Employees; and perform any other usual and
4 customary duties for administering a class action settlement..

5 48. I am not aware of an alternative method of providing notice to the Class which would
6 result in a higher likelihood of actual notice. The original source of the mailing addresses is from each
7 Class Member, who provided the information to Defendant. As a fail-safe to this highly reliable
8 method, skip tracing will be performed, if necessary.

9 ***Notice of Settlement to the LWDA***

10 49. In accordance with California Labor Code section 2699(1)(2), on January 28, 2026, a
11 copy of the proposed Settlement was submitted to the LWDA via online submission through the
12 LWDA's website. A true and correct copy of the email from the LWDA confirming receipt is attached
13 hereto as **Exhibit 4**.

14 I declare under penalty of perjury under the laws of the State of California that the foregoing
15 is true and correct.

16 Executed on January 29, 2026 at Tustin, California.

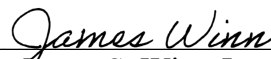
17 
18 _____
James S. Winn Jr.

EXHIBIT 1

- *Karen Hartstein v. Hyatt Corporation*, Los Angeles County Superior Court, Case No. 20STCV15895, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Michael Casas, et al. v. Encorr Sheets, LLC*, San Bernardino County Superior Court, Case No. CIVSB2319925, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Quincy O'Neal v. Included Health, Inc., formerly known as Grand Rounds Health, Inc.*, San Francisco County Superior Court, Case No. CGC-23-608391, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Javario Datrail Luna v. A-Check America, Inc., et al.*, Riverside County Superior Court, Case No. CVRI2306180, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Kevin Werner, et al. v. Greystar Management Services, LP, et al.*, Los Angeles County Superior Court, Case No. 23STCV08498, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jully Mullings v. Antelope Ambulance Service*, Los Angeles County Superior Court, Case No. 23STCV30241, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Maria Martina Aleman v. Holding Hands OPCO LLC dba Holding Hands, Inc.*, Los Angeles County Superior Court, Case No. 24STCV25240, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jesus Herrera v. Reeve Store Equipment Company*, Los Angeles County Superior Court, Case No. 22STCV04239, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Vanessa Vazquez v. Cliffs Resort LLC*, San Luis Obispo County Superior Court, Case No. 24CV-0025, approved as counsel in settlement of representative wage and hour

action pursuant to PAGA.

- *Javier Hernandez, Jr. v. DGDG I, LLC, et al.*, Santa Clara County Superior Court, Case No. 23CV416770, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Juan Manuel Munoz v. MGA Entertainment, Inc.*, Los Angeles County Superior Court, Case No. 23STCV06386, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mayra Campos Molina, et al. v. Harbor Hotels, LLC*, Los Angeles County Superior Court, Case No. 23STCV10683, approved as counsel in final settlement of wage and hour class and PAGA action.
- *William Sykes, IV, et al. v. Wente Bros.*, Alameda County Superior Court, Case No. 23CV048758, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Padilla, et al. v. WEHO Hospitality Sunset, LLC*, Los Angeles County Superior Court, Case No. 23STCV01072, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Marvin Morales v. Skurka Aerospace, Inc.*, Los Angeles County Superior Court, Case No. 24STCV12893, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Krug, et al. v. EKC Enterprises, Inc.*, Kern County Superior Court, Case No. BCV-23-103975, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Joseph Amyot v. Silverthorn Resort, Inc.*, Shasta County Superior Court, Case No. 23CV-0203487, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marissa Hartman v. Napa LP Hospitality Corporation*, Napa County Superior Court, Case No. 23CV00116, approved as counsel in final settlement of wage and

hour class and PAGA action.

- *Lesly Arreguin, et al. v. Intercare Therapy, Inc.*, Los Angeles County Superior Court, Case No. 23STCV27972, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alma Lopez, et al. v. Advanced Manufacturing and Development, Inc.*, Mendocino County Superior, Case No. 23CV000673, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Brittni Aghedo, et al. v. Villa Esperanza Services*, Los Angeles County Superior Court, Case No. 23STCV27362, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Robin Jennings v. Mizuho Orthopedic Systems, Inc. dba Mizuho OSI*, Alameda County Superior Court, Case No. 24CV070891, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Jonathan Martin v. Atlas Digital, LLC*, Los Angeles County Superior Court, Case No. 23STCV30498, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cynthia Molt v. Los Angeles Film School, LLC*, Los Angeles County Superior Court, Case No. 23STCV30757, approved as counsel in final settlement of wage and hour class and PAGA action.
- *William Ramirez v. Employer Solutions Staffing Group LLC*, Los Angeles County Superior Court, Case No. 23STCV24735, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Anu Verma v. SingerLewak LLC*, Los Angeles County Superior Court, Case No. 24STCV11344, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Toby Lanzarin, et al. v. Building Material Distributors, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00330343-CU-OE-GDS, approved as counsel in

final settlement of wage and hour class and PAGA action.

- *Kassandra Herndon, et al. v. Agreeya Solutions, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0002783, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Damon Siler, et al. v. Call-The-Car dba Call the Car*, Los Angeles County Superior Court, Case No. 24STCV07514, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Daniel Ochoa-Lopez v. CorTech West Staffing, LLC, et al.*, Los Angeles County Superior Court, Case No. 23STCV19480, approved as counsel in settlement of representative wage and hour action pursuant to PAGA
- *Juan Escobedo v. Block Tops, Inc.*, Orange County Superior Court, Case No. 30-2023-01356309-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Antonio Quintero v. Weyerhaeuser NR Company*, Los Angeles County Superior Court, Case No. 23STCV02624, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cristo Hernandez v. Eldorado National (California), Inc.*, Riverside County Superior Court, Case No. CVRI2201056, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rigoberto Tecaliz v. National Restaurant Inc. dba Black Bear Diner*, San Diego County Superior Court, Case No. 37-2023-00046906-CU-OE-CTL, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Cecilia Estrada v. The Roman Catholic Archbishop of Los Angeles*, Los Angeles County Superior Court, Case No. 24STCV07184, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Davis v. JAJ Roofing dba Citadel Roofing and Solar*, Sacramento County Superior Court, Case No. 23CV011004, approved as counsel in settlement of

representative wage and hour action pursuant to PAGA.

- *Aurelio Aguilar v. Supreme Car Wash, Inc.*, Los Angeles County Superior Court, Case No. 21STCV29696, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Aaron Coffey v. Catalina Channel Express, Inc.*, Los Angeles County Superior Court, Case No. 21STCV41396, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Djuana Shanella Hale, et al. v. Welbe Health, LLC, et al.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2023-0006866, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Mario Fosados v. Drew Chain Security Corp.*, Los Angeles County Superior Court, Case No. 24STCV00519, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jose Manuel Amaro Bernal v. Joseph Holt Plastering, Inc.*, Los Angeles County Superior Court, Case No. 24STCV15637, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Brandon Geston v. FRTO LLC, et al.*, Fresno County Superior Court, Case No. 24CECG01292, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Alfonso Herrera v. W.L. Butler Construction, Inc., et al.*, Orange County Superior Court, Case No. 30-2023-01335445-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Marcos Ojendiz, et al. v. Jonathan Louis International*, Los Angeles County Superior Court, Case No. 21STCV35253, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Emmanuel Caldera v. Zeb's World Famous Boathouse Inc. dba Goat Hill Tavern*, Orange County Superior Court, Case No. 30-2023-01310801-CU-OE-CXC,

approved as counsel in final settlement of wage and hour class and PAGA action.

- *Alex Javier Nakamoto v. Skydio, Inc.*, Alameda County Superior Court, Case No. 24CV062913, approved as counsel in in settlement of representative wage and hour action pursuant to PAGA.
- *Jason McEntee v. Roche Molecular Systems, Inc.*, Alameda County Superior Court, Case No. 23CV041360, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Alexzander Roberts, et al. v. Lemonade Restaurant Group*, Los Angeles County Superior Court, Case No. 22STCV38302, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Halla Knotts v. Launch Technical Workforce Solutions, LLC*, San Bernardino County Superior Court, Case No. CIVSB2332568, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Armando Gastelum v. Premier Trailer Manufacturing, Inc.*, Tulare County Superior Court, Case No. VCU300333, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Tiffany Patterson v. Black Mountain Healthcare, LLC., d/b/a Seaport Home Health & Hospice*, San Diego County Superior Court, Case No. 37-2023-00037563-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Angel Rodriguez v. American Textile Maintenance*, Los Angeles County Superior Court, Case No. 22STCV17855, approved as counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Rita Ray v. Families Together of Orange County*, Orange County Superior Court, Case No. 30-2023-01324555-CU-OE-CXC, approved as counsel in final settlement of wage and hour class and PAGA action.

- *Ly Hai v. Sunroad HS Auto, Inc.*, San Diego County Superior Court, Case No. 37-2022-00025788-CU-OE-CTL, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Anabel Perez v. Eureka Specialties, Inc.*, Los Angeles County Superior Court, Case No. 22STCV35940, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Galicia v. Virco, Inc., et al.*, Los Angeles County Superior Court, Case No. 23STCV29425, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Rene Umana v. Columbus Technologies*, Los Angeles County Superior Court, Case No. 22STCV16432, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Sitara Nayabkhil v. San Francisco SPCA (dba SFSPCA), a California 501(c)(3) non-profit organization*, San Francisco County Superior Court, Case No. CGC-23-609950, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Fernando Solis v. Tuff Shed, Inc.*, Los Angeles County Superior Court, Case No. 24VECV00368, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tyler Emery v. Santa Cruz Bicycles, LLC*, Santa Cruz Superior Court, Case No. 24CV00244, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Odalys Montejo v. Team Nissan LLC*, Ventura County Superior Court, Case No. 2023CUOE017853, approved as counsel in settlement of representative wage and hour action pursuant to PAGA
- *Vanessa Cortes v. Giti Tire (USA) LTD*, San Bernardino County Superior Court, Case No. CIVSB2332578, approved as counsel in settlement of representative wage and

hour action pursuant to PAGA.

- *Travis Sanford v. Santa Cruz Seaside Company*, Santa Cruz County Superior Court, Case No. 23CV01762, approved as counsel in final settlement of wage and hour class and PAGA action.
- *Jered Ortega v. YMCA of San Diego County*, San Diego County Superior Court, Case No. 37-2023-00043645-CU-OE-CTL, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Corina Martinez v. Stagnaro Bros. Seafood, Inc.*, Santa Cruz County Superior Court, Case No. 24CV00082, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandra Jimenez v. ClearFreight, Inc.*, Los Angeles County Superior Court, Case No. 23STCV28938, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Jazzmin Cortez v. Millard Mall Services, Inc.*, Riverside County Superior Court, Case No. CVRI2104010, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Christa Morton, et al. v. PSI Services, LLC*, Fresno County Superior Court, Case No. 24CECG00039, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Michael Bravo v. Michels Pacific Energy, Inc.*, Santa Clara County Superior Court, Case No. 22CV403427, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Rodriguez v. Republique, LLC*, Los Angeles County Superior Court, Case No. 23STCV14521, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Theresa Bendorf, et al. v. Sea World LLC, et al.*, San Diego County Superior Court, Case No. 37-2021-00034922-CU-OE-CTL, approved as class counsel, in

association with other counsel, in final settlement of wage and hour class and PAGA action.

- *Victor De La Cruz v. Northwest Pipe Company*, San Bernardino County Superior Court, Case No. CIVSB2211140, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Bobby Birdi v. Lucid USA, Inc.*, Alameda County Superior Court, Case No. 21CV003541, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Trujillo, et al. v. Producers Dairy Foods, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00313753, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *David Williams v. Rancho Nicasio, LLC*, Marin County Superior Court, Case No. CIV2203067, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Alexander Jackson v. Lifecare Assurance Company*, Los Angeles County Superior Court, Case No. 23STCV26579, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alexis Cardoza v. BHFC Operating LLC*, Los Angeles County Superior Court, Case No. 21STCV34040, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Maria Ayala, et al. v. SDH Services West, LLC*, Kern County Superior Court, Case No. BCV-21-101933, approved as class counsel in final settlement of wage and hour class action.
- *Alfredo Sanchez v. Greenworld, Inc.*, Riverside County Superior Court, Case No. CVRI2105756, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Oscar Bryant v. Midwest Construction Services, Inc. dba Trillium*, San Bernardino

County Superior Court, Case No. CIVSB2121529, approved as class counsel in final settlement of wage and hour class action.

- *Matthew Savattieri v. AMI Expeditionary Healthcare, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV33372, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Lexy Barajas, et al. v. H. W. Hunter, Inc.*, Los Angeles County Superior Court, Case No. 22STCV01892, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandro Valdez v. C.H.I. Automart, Inc.*, Los Angeles County Superior Court, Case No. 21STCV40168, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sheizan Bawa v. Meathead Movers, Inc.*, Orange County Superior Court, Case No. 30-2021-01211895-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tanisha Lopez, et al. v. Restorix Health, Inc.*, Los Angeles County Superior Court, Case No. 21STCV33067, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Perla Soto, et al. v. Nippon Express U.S.A., Inc.*, Los Angeles County Superior Court, Case No. 21STCV24902, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Angel Garcia, et al. v. J&B Investments, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVSB2208601, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Sindy Aviles, et al. v. Freeway Insurance Services America, LLC*, Los Angeles County Superior Court, Case No. 21STCV34864, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.

- *Alexander Gnaedig, et al. v. Favorite Healthcare Staffing, Inc.*, Los Angeles County Superior Court, Case No. 21STCV20904, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Richard Evans v. My Paint Stop, LLC, et al.*, Contra Costa County Superior Court, Case No. MSC21-01812, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Parada George v. Main Electric Supply Company, LLC, et al.*, Orange County Superior Court, Case No. 30-2021-01220136-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Samia Salazar Yunis v. Sharif Jewelers*, Sacramento County Superior Court, Case No. 34-2020-00290080, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Daniel Analco v. Felix Chevrolet, LP, et al.*, Los Angeles County Superior Court, Case No. 21STCV36654, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sasha Aiono v. Benefit Cosmetics*, Los Angeles County Superior Court, Case No. 21STCV33719, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.

EXHIBIT 2



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Beverly Hills, CA 90211
Phone: (310) 622-4278
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Karen Gold, Esq.
kgold@blackstonepc.com

February 1, 2024

PAGA Claim Notice Via Online Electronic Submission

California Labor & Workforce Development Agency

800 Capitol Mall, Suite 5000 (MIC-55)

Sacramento, CA 95814

<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

RE: *Gio Crespín v. John Owens Services, Inc.*

To Whom It May Concern:

This office represents Gio Crespín (“Claimant”) with respect to their claims under the California Labor Code against John Owens Services, Inc. (including all affiliates, subsidiaries, parents, directors, and officers) (collectively referred to herein as “Employers”). This letter is being sent simultaneously to Employers by certified mail.

Employers employed Gio Crespín from approximately May 2019 to November 2023 as a non-exempt, hourly-paid employee. Gio Crespín worked as a Customer Service Representative, Dispatcher, Plumber, and Supervisor of Customer Service, Warehouse, and Installs for Employers and was based out of Employers’ facility located at 4340 Redwood Highway, San Rafael, CA 94903, 3471 Regional Parkway, Suite C, Santa Rosa, CA 95403 and 1311 Clegg St, Petaluma 94954.

Claimant intends to bring a representative action seeking penalties for violations of the California Labor Code which are recoverable under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”). Claimant is seeking penalties on behalf of his or herself and in a representative capacity on behalf of the State of California and all current and former hourly-paid and/or non-exempt employees who worked for Employers in the State of California during the relevant statutory period (“Aggrieved Employees”). This letter is being sent in compliance with California Labor Code section 2699.3 and shall serve as Claimant’s notice of the provisions of the California Labor Code alleged to have been violated, including the facts and theories in support thereof.

As detailed below, Employers violated several of California’s wage and hour laws during Claimant’s employment, including but not limited to California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, 2802, and the

applicable Industrial Welfare Commission Wage Order (“IWC Wage Order”).

The claims made on behalf of Claimant and Aggrieved Employees are based upon the following facts and theories:

1. FAILURE TO PAY FOR ALL TIME WORKED AT CORRECT RATES OF PAY, INCLUDING MINIMUM WAGES, STRAIGHT TIME WAGES, AND OVERTIME COMPENSATION

Employers engaged in numerous unlawful practices which resulted in the failure to pay Claimant and other Aggrieved Employees for all time worked at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation.

California Labor Code sections 1194, 1197, and 1197.1 and the applicable IWC Wage Order require employers to pay at least the legal minimum wage to their employees. California Labor Code sections 510 and 1198 and the applicable IWC Wage Order further require employers to pay no less than one and one-half times an employee’s regular rate of pay for hours worked in excess of eight (8) hours in one workday, for hours worked in excess of forty (40) hours in one workweek, and for the first eight (8) hours worked on the seventh day of work in any one workweek, and to pay no less than twice an employee’s regular rate of pay of the employee for hours worked in excess of twelve (12) hours in one workday and for any work in excess of eight (8) hours on any seventh day of a workweek.

Throughout the relevant time, Employers regularly required Claimant and other Aggrieved Employees to perform work off-the-clock including, among other things, answering emails, text, and phone calls from coworkers in between shifts with work related questions. Employers failed to compensate Claimant and other Aggrieved Employees for any of this off-the-clock work, in violation of California law.

This uncompensated work often resulted in the total number of hours worked by Claimant and other Aggrieved Employees exceeding the daily and/or weekly triggers for overtime wages, yet Employers failed to pay Claimant and Aggrieved Employees applicable overtime rate(s) for these hours.

Employers also failed to accurately record the actual time worked by Claimant and Aggrieved Employees.

Employers also failed to pay overtime to Claimant and Aggrieved Employees for all overtime hours worked based on regular rates of pay correctly calculated to include all applicable remuneration, including non-discretionary commissions, non-discretionary bonuses, and non-discretionary performance pay.

As a result of the foregoing practices, Employers failed to pay Claimant and other Aggrieved Employees for all wages earned at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation. Accordingly, Employers violated the applicable

IWC Wage Order and California Labor Code sections 204, 510, 1194, 1197, 1197.1 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558, 1197.1, and 1199; and attorneys' fees and costs.

2. MEAL BREAK VIOLATIONS

California law requires employers to provide employees with an opportunity to take an uninterrupted meal period of no less than thirty (30) minutes before the end of the fifth hour of work when an employee works more than five (5) hours in a day. Cal. Lab. Code §§ 226.7 & 512(a). Employers must provide a second meal period of no less than thirty (30) minutes before the end of the tenth hour of work when an employee works more than ten (10) hours in a day. *Id.* For each day that an employer fails to provide compliant meal period(s), the employer must pay the employee a meal penalty equal to one hour of pay at the employee's regular rate of compensation. *Id.*

During the relevant time period, Employers failed to provide Claimant and other Aggrieved Employees with legally compliant 30-minute meal periods. Claimant and other Aggrieved Employees were required by Employers to work more than five (5) hours per day but were not provided with uninterrupted 30-minute meal periods. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted 30-minute meal period when they worked over ten (10) hours per day. Employers regularly required Claimant and other Aggrieved Employees to work through their first and second meal periods, to take their first meal period after their fifth (5th) hour of work, and/or to take their second meal periods after their tenth (10th) hour of work. Meal breaks, when provided, were oftentimes interrupted and/or cut short.

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely, complete and duty-free meal periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of meal periods or systematically disregarded their own purported meal period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant meal period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free meal periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant meal periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free meal periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during meal periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free meal periods because of the priority placed on maximizing profits over employees' right to receive timely, uninterrupted, and duty-free meal

periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a compliant meal period was not provided to them in compliance with California law.

Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7, 512(a) and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to penalties paragraph of the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558 and 1199; and attorneys' fees and costs.

3. REST BREAK VIOLATIONS

California law requires employers to authorize and permit employees to take an uninterrupted rest period of no less than ten (10) minutes for every four (4) hours, or major fraction thereof, worked. Cal. Lab. Code § 226.7. For each day that an employer fails to authorize and permit a compliant rest period, the employer owes the employee one hour of pay at the employee's regular rate of compensation. Cal. Lab. Code § 226.7(c).

Employers failed to authorize and permit Claimant and other Aggrieved Employees to take compliant 10-minute rest periods. Employers required Claimant and other Aggrieved Employees to work through rest periods. Claimant and Aggrieved Employees were not provided with uninterrupted, duty-free rest periods when they worked more than four (4) hours or a major fraction thereof. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted, duty-free rest period when they worked more than six (6) hours in a day, or a third uninterrupted, duty-free rest period after working more than ten (10) hours in day. In the rare event that a rest period was taken, it was frequently interrupted or cut short. Moreover, Claimant and other Aggrieved Employees were not completely relieved of duty as required by *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257 (2016).

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely and complete rest periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of rest periods or systematically disregarded its own purported rest period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant rest period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free rest periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant rest periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free rest periods; (6)

Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during rest periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free rest periods because of the priority placed on completing job requirements over employees' right to receive rest periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a rest period was not provided to them in compliance with California law. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; Labor Code sections 558 and 1199 penalties; and attorneys' fees and costs.

4. FAILURE TO TIMELY PAY WAGES DURING EMPLOYMENT

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, Employers failed to timely pay all wages earned because Claimant and other Aggrieved Employees were not paid all the wages they were owed including, *inter alia*, overtime compensation, straight time wages, minimum wages, and meal and rest period premiums. Accordingly, Employers violated California Labor Code section 204(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to Labor Code section 2699; penalties pursuant to California Labor Code sections 210 and 1199; and attorneys' fees and costs.

5. FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

California Labor Code section 226(a) requires an employer semimonthly or at the time of each payment of wages to furnish wage statements to its employees setting forth, *inter alia*, (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or

her social security number or an employee identification number other than a social security number, and (8) the name and address of the legal entity that is the employer.

As a result of the practices described above, the wage statements provided to Claimant and other Aggrieved Employees failed to include the actual hours worked (including time spent working off-the-clock), the actual gross wages earned (including wages owed for time spent working off the clock and meal and rest period premiums), and the correct rates of pay. Accordingly, Employers violated California Labor Code section 226(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties; penalties pursuant to California Labor Code section 226.3; and attorneys' fees and costs.

6. FAILURE TO MAINTAIN ACCURATE RECORDS

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, Employers have failed to maintain accurate records relating to Claimant and other Aggrieved Employees' work periods, meal periods, total daily hours worked, and total hours worked per payroll period. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 1198.5 and 1174(d).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to penalties paragraph of the applicable IWC Wage Orders; California Labor Code section 1174.5 penalties; and attorneys' fees and costs.

7. FAILURE TO REIMBURSE NECESSARY EXPENDITURES

California Labor Code sections 2800 and 2802 require an employer to reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. The applicable IWC Wage Order requires employers to provide employees with the tools or equipment necessary for the performance of their job. During the relevant time period, Claimant and Aggrieved Employees incurred necessary business-related expenses and costs that were not fully reimbursed by Employers. These costs include but are not limited to the usage of mileage on personal vehicles for work-related purposes.

Accordingly, Employers violated the applicable IWC Order and California Labor Code sections 2800 and 2802. Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to penalties paragraph of the applicable IWC Wage Orders; and attorneys' fees and costs.

8. FAILURE TO TIMELY PAY ALL WAGES UPON TERMINATION

California Labor Code sections 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and if an employee quits his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

During the relevant time period, upon the termination of employment (including but not limited to when they were temporarily laid off, laid off, discharged, and/or resigned), Employers failed to pay all wages due to their employees within twenty-four (24) hours of termination or even within seventy-two (72) hours for those who resigned. Specifically, as a result of Employers' practices of requiring Claimant and Aggrieved Employees to work off-the-clock without compensation, failing to pay proper overtime compensation, failure to properly calculate regular rates, and failure to accurately record all hours actually worked, Employers failed to pay Claimant and Aggrieved Employees for all straight time wage, minimum wages and overtime compensation owed to them upon termination of their employment. Employers also failed to pay Claimant and Aggrieved Employees for meal period premiums and rest period premiums they were owed, amongst other wages. Accordingly, Employers violated California Labor Code sections 201 and 202.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to California Labor Code sections 203 and 1199; and attorneys' fees and costs.

9. EMPLOYER'S OTHER VIOLATIONS OF THE CALIFORNIA LABOR CODE

Finally, pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 25 Cal.App.5th 745 ("*Huff*"), as an Aggrieved Employee, Claimant has standing, and intends to pursue civil penalties on behalf of the LWDA against Employers for any and all other Labor Code violations committed by Employers. In *Huff*, the California Court of Appeals held that an employee alleging a single violation of the Labor Code under PAGA may also bring PAGA claims against Employer for all other alleged Labor Code violations, even those suffered by other employees of the same employer. According to the *Huff* decision, Claimant, as an "aggrieved" employee affected by at least one Labor Code violation may, and hereby does, pursue penalties on behalf of LWDA for all Labor Code violations by Employer.

Employers are in direct violation of numerous California wage and hour laws including but not limited to said sections stated above. Claimant hereby provides notice to the LWDA under the California Labor Code Private Attorneys General Act of 2004, California Labor Code Sections 2698, *et seq.*, and specifically asks for an investigation, or if the agency does not intend to investigate the alleged violations, a letter confirming the same so that Claimant may allege a cause



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of action under PAGA against Employers for the violations discussed in this letter.

This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3. By law, an employee alleging a violation of one of the above referenced sections must notify his or her employer and the Labor and Workforce Development Agency (LWDA) before he or she can invoke the provisions of Sections 2699, *et seq.*, by seeking redress in court. Cal. Lab. Code § 2699.3(a)(1). The LWDA must then notify the employer and the employee within 60 calendar days regarding whether it intends to investigate the alleged violation. Cal. Lab. Code § 2699.3(a)(2)(B). If the LWDA advises it will not investigate, or if no notice is provided within 65 calendar days, the employee may file a lawsuit invoking the provisions under Labor Code § 2699. Cal. Lab. Code § 2699.3(a)(2)(A). It is Claimant's intention to file a civil complaint and to bring the appropriate claims under California Labor Code § 2699 on behalf of themselves, the State of California and all Aggrieved Employees should your office not address Employers' alleged violations within this timeframe.

If you have any questions or require additional information, please do not hesitate to contact my office. Thank you for your attention to this matter.

BLACKSTONE LAW

Karen Gold

Karen Gold, Esq.

cc: By U.S. Certified Mail, Return Receipt Requested

John Owens Services, Inc.
John Owens
1311 Clegg Street, Ste A
Petaluma, CA 94954

EXHIBIT 3

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

2 This Joint Stipulation of Class Action and PAGA Settlement (“Settlement,” “Agreement,” or
3 “Settlement Agreement”) is made and entered into by and between Plaintiff Giovanni Crespin
4 (“Plaintiff Crespin”) and Plaintiff Jennifer Siemon (“Plaintiff Siemon”) (together, “Plaintiffs” or
5 “Class Representatives”), individually, and on behalf of all others similarly situated and on behalf of
6 the State of California with respect to aggrieved employees, and Defendant John Owens Services, Inc.
7 (“Defendant”) (collectively, Plaintiffs and Defendant are referred to as “Parties” and individually as
8 “Party”).

9 This Settlement Agreement shall be binding on Plaintiffs, Settlement Class Members (as
10 defined herein), the State of California as to the employment of PAGA Employees (as defined herein),
11 and Defendant, subject to the terms and conditions hereof and the approval of the Court.

12 **RECITALS**

13 1. On February 1, 2024, Plaintiff Crespin provided written notice to the Labor and
14 Workforce Development Agency (“LWDA”) by online submission and to Defendant by U.S. Certified
15 Mail, pursuant to California Labor Code Section 2699.3, of the specific provisions of the California
16 Labor Code alleged to have been violated by Defendant (“PAGA Letter”).

17 2. On February 6, 2024, Plaintiff Crespin filed a Class Action Complaint in the action
18 entitled *Giovanni Crespin v. John Owens Services, Inc.*, Sonoma County Superior Court Case No.
19 24CV00994 (“Action”), thereby commencing a putative class action against Defendant.

20 3. On August 8, 2024, Plaintiff Crespin filed a First Amended Class and Representative
21 Action Complaint in the Action, which added a cause of action under the Private Attorneys General
22 Act of 2004 pursuant to California Labor Code Section 2698 *et seq.* (“PAGA”).

23 4. On February 18, 2025, Plaintiffs filed a Second Amended Class and Representative
24 Action Complaint (“Operative Complaint”) in the Action, which added Plaintiff Siemon as a named
25 plaintiff.

26 5. The Operative Complaint alleges ten (10) causes of action for violations of the
27 California Labor Code for failure to pay minimum wages, failure to pay overtime wages, failure to
28 provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant

1 rest periods and premium payments in lieu thereof, failure to timely pay wages during employment,
2 failure to provide compliant wage statements, failure to timely pay wages upon termination, and failure
3 to reimburse necessary business expenses, for violations of California Business & Professions Code
4 Section 17200, *et seq.* based on the aforementioned California Labor Code violations, and for civil
5 penalties under PAGA based on the aforementioned California Labor Code violations.

6 6. Defendant denies and continues to deny all of Plaintiffs' material allegations.
7 Specifically, Defendant contends (1) it did not fail to pay employees the minimum, straight time,
8 regular rate, and/or overtime wages; (2) it paid the employees for all hours worked; (3) it provided the
9 employees with all meal periods according to law and/or paid meal period premiums; (4) it provided
10 the employees with all rest breaks according to law and/or paid rest break premiums; (5) it did not fail
11 to timely pay employees wages due and owing during employment and/or upon separation; (6) it
12 provided the employees with accurate itemized wage statements, consistent with Labor Code Section
13 226; (7) it properly maintained all payroll records; (8) it reimbursed all business expenses; (9) the
14 PAGA Employees, as defined below, are not entitled to penalties under PAGA; and (10) Defendant is
15 not liable for damages, including attorneys' fees and costs of litigation to the employees.

16 7. Class Counsel diligently investigated the class and PAGA claims against Defendant,
17 including any and all applicable defenses and the applicable law. The investigation included, *inter*
18 *alia*, the exchange of information, data, and documents, and review of corporate policies and practices.
19 The Parties engaged in sufficient informal discovery and investigation to assess the relative merits of
20 the claims and contentions of the Parties.

21 8. On September 4, 2025, the Parties participated in mediation with Chris Barnes, Esq.
22 (the "Mediator"), a respected mediator of complex wage and hour actions, and with the assistance of
23 the Mediator's evaluations, the Parties reached the settlement that is memorialized herein. The Parties'
24 settlement discussions were conducted at arms' length, and the Settlement is the result of an informed
25 and detailed analysis of Defendant's potential liability and exposure in relation to the costs and risks
26 associated with continued litigation, including the risk of significant costs and delay, the risk of non-
27 certification, the defenses asserted by Defendant, the risks of adverse determinations on the merits,
28 and numerous potential appellate issues. Based on Class Counsel's investigation and evaluation, Class

Counsel believes that the settlement with Defendant for the consideration and on the terms set forth in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Class Members, State of California, and PAGA Employees in light of all known facts and circumstances, including the risk of significant delay and uncertainty associated with litigation and various defenses asserted by Defendant.

9. Notwithstanding the foregoing, in the interest of avoiding further litigation, the Parties desire to fully and finally settle the Action, Released Class Claims (as defined herein), and Released PAGA Claims (as defined herein). The Parties expressly acknowledge that this Settlement Agreement is entered into solely for the purpose of compromising significantly disputed claims and that nothing herein is an admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is not approved, it will be of no force or effect, and the Parties shall be returned to their original respective positions.

DEFINITIONS

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

a. “Attorneys’ Fees and Costs” means attorneys’ fees approved by the Court for Class Counsel’s litigation and resolution of the Action and all actual costs and expenses incurred and to be incurred by Class Counsel in connection with the Action, as set forth in Paragraph 13.

b. “Class” or “Class Member(s)” means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period (or if any such person is incompetent, deceased, or unavailable due to military service, the person’s legal representative or successor in interest evidenced by reasonable verification).

c. “Class Counsel” means Jonathan M. Genish, Karen I. Gold, Noam Y. Rieffman, Marissa A. Mayhood, Alexandra Rose, and James S. Winn Jr. of Blackstone Law, APC, who will seek to be appointed counsel for the Class.

d. “Class List” means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following

information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security number or Tax ID; (4) dates worked for Defendant during the Class Period; (5) number of Workweeks worked during the Class Period; and (6) number of Pay Periods worked during the PAGA Period, for those Class Members who are also PAGA Employees.

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

f. “Class Period” means the period from February 6, 2020 through November 3, 2025.

g. “Class Settlement” means the settlement and resolution of all Released Class Claims.

h. “Court” means the Superior Court of the State of California for the County of Sonoma.

i. “Defendant’s Counsel” means Andrea Rosenkranz of O’Hagan Meyer.

j. “Dispute” means a letter submitted by a Class Member disputing the number of Workweeks and/or Pay Periods which have been credited to them, which must: (a) contain the case name and number of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and the last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class Member disputes the number of Workweeks and/or Pay Periods credited to the Class Member and what the Class Member contends is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

k. “Effective Date” means the first business day following the last of the following occurrences: (i) if no Settlement Class Member both objects and also files either a timely motion to intervene and/or timely motion to vacate the judgment, then sixty (60) calendar days following the date the Court enters the Final Approval Order and Judgment; (ii) if a Settlement Class Member both objects and either files a timely motion to intervene or timely motion to vacate the judgment, then sixty-one (61) calendar days following the date the Court enters the Final Approval Order and Judgment, assuming no appeal is filed; or (iii) if a Settlement Class Member both objects and also files

1 a timely motion to intervene or files a motion to vacate the Judgment and also files a timely appeal,
2 then the date of final resolution of that appeal (including any requests for rehearing and/or petitions
3 for certiorari), resulting in final and complete judicial approval of the Settlement in its entirety, with
4 no further challenge to the Settlement being possible. The occurrence of the Effective Date is a
5 prerequisite to any obligation of Defendant to fund the Gross Settlement Amount, defined below.

6 l. “Employer Taxes” means the employer’s share of taxes and contributions in
7 connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant
8 in addition to the Gross Settlement Amount.

9 m. “Enhancement Payment(s)” means the amounts to be paid to Plaintiffs, in
10 recognition of their effort and work in prosecuting the Action on behalf of Class Members and PAGA
11 Employees, and general release of claims, as set forth in Paragraph 14.

12 n. “Final Approval” means the determination by the Court that the Settlement is
13 fair, reasonable, and adequate, and entry of the Final Approval Order and Judgment based thereon.

14 o. “Final Approval Hearing” means the hearing at which the Court will consider
15 and determine whether the Settlement should be granted Final Approval.

16 p. “Final Approval Order and Judgment” means the order granting final approval
17 of the Settlement and entering judgment thereon, in a form and content mutually agreed to by the
18 Parties, and subject to approval by the Court.

19 q. “Gross Settlement Amount” means the amount of Three Hundred Ninety-Five
20 Thousand Dollars and Zero Cents (\$395,000.00) to be paid by Defendant in full satisfaction of the
21 Action, Released Class Claims, and Released PAGA Claims, which includes all Attorneys’ Fees and
22 Costs, Enhancement Payments, PAGA Amount, Settlement Administration Costs, and Net Settlement
23 Amount to be paid to the Settlement Class Members. Defendant shall pay the Employer Taxes
24 separately and in addition to the Gross Settlement Amount. The Gross Settlement Amount is non-
25 reversionary; no portion of the Gross Settlement Payment will return to Defendant. The Gross
26 Settlement Amount is subject to increase, as provided in Paragraph 17.

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1 r. “Individual PAGA Payment” means the *pro rata* share of the PAGA Employee
2 Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be
3 calculated in accordance with Paragraph 19.

4 s. “Individual Settlement Payment” means the net payment of each Settlement
5 Class Member’s Individual Settlement Share, after reduction for the employee’s share of taxes and
6 withholdings with respect to the wages portion of the Individual Settlement Share, as provided in
7 Paragraph 20.

8 t. “Individual Settlement Share” means the *pro rata* share of the Net Settlement
9 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
10 in accordance with Paragraph 18.

11 u. “LWDA Payment” means the amount Fifteen Thousand Dollars and Zero Cents
12 (\$15,000.00), i.e., 75% of the PAGA Amount, that the Parties have agreed to pay to the LWDA under
13 the PAGA Settlement, as set forth in Paragraph 15.

14 v. “Net Settlement Amount” means the portion of the Gross Settlement Amount
15 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
16 less the Court-approved Attorneys’ Fees and Costs, Enhancement Payments, PAGA Amount, and
17 Settlement Administration Costs.

18 w. “Notice of Objection” means a Settlement Class Member’s written objection to
19 the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the
20 objector’s full name, signature, address, telephone number, and the last four (4) digits of the objector’s
21 Social Security number; (c) contain a written statement of all grounds for the objection accompanied
22 by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents
23 upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the
24 specified address, postmarked on or before the Response Deadline.

25 x. “PAGA Amount” means the allocation of Twenty Thousand Dollars and Zero
26 Cents (\$20,000.00) from the Gross Settlement Amount for the PAGA Settlement. Seventy-five
27 percent (75%) of the PAGA Amount, or \$15,000.00, will be paid to the LWDA (i.e., the LWDA
28 Payment) and the remaining twenty-five percent (25%), or \$5,000.00, will be distributed to the PAGA

Employees (i.e., the PAGA Employee Amount).

y. “PAGA Employee(s)” means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period (or if any such person is incompetent, deceased, or unavailable due to military service, the person’s legal representative or successor in interest evidenced by reasonable verification).

z. “PAGA Employee Amount” means the amount of Five Thousand Dollars and Zero Cents (\$5,000.00), i.e., 25% of the PAGA Amount, to be distributed to PAGA Employees on a *pro rata* basis based on their Pay Periods.

aa. “PAGA Period” means the period from February 1, 2023 through November 3, 2025.

bb. “PAGA Settlement” means the settlement and resolution of all Released PAGA Claims.

cc. “Pay Periods” means the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period.

dd. “Preliminary Approval” means the date on which the Court enters the Preliminary Approval Order.

ee. “Preliminary Approval Order” means the order granting preliminary approval of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by the Court.

ff. “Released Class Claims” means all causes of action and claims that were alleged in the Operative Complaint or reasonably could have been alleged based on the facts contained in the Operative Complaint, including all of the following claims for relief: (i) failure to pay all minimum, regular rate, straight time, overtime, and double time wages due (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code §§ 201-203); (vii) failure to reimburse business expenses

(Cal. Lab. Code §§ 2800 & 2802); (viii) unfair business practices that could have been premised on the claims, causes of action or legal theories of relief described above or any of the claims, causes of action or legal theories of relief pleaded in the Operative Complaint (Cal. Bus. & Prof. Code § 17200, *et seq.*); (ix) any claim for costs and attorneys’ fees and expenses in connection therewith; and (x) any claim arising from the claims described above under applicable federal, state, local or territorial law as well as applicable regulations and Wage Orders.

gg. “Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter and the Operative Complaint, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, including all of the following claims for relief: (i) failure to pay all minimum, regular rate, straight time, overtime, and double time wages due (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code §§ 201-203); ; (vii) failure to reimburse business expenses (Cal. Lab. Code §§ 2800 & 2802); (viii) failure to maintain accurate records (Cal. Lab. Code §§ 1174(d) & 1174.5); (ix) all claims under the California Labor Code Private Attorneys General Act of 2004 that could have been premised on the claims, causes of action or legal theories described above or any of the claims, causes of action or legal theories of relief pleaded in the PAGA Letter and the Operative Complaint; and (x) any claim for costs and attorneys’ fees and expenses in connection therewith.

hh. “Released Parties” means Defendant and its current and former officers, directors, members, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and assigns.

ii. “Request for Exclusion” means a letter submitted by a Class Member indicating a request to be excluded from the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and last four (4) digits of the Class Member’s Social Security number; (c) contain the following statement

1 or a similar statement: “I wish to exclude myself from the settlement reached in the matter of *Crespin*,
2 *et al. v. John Owens Services, Inc.* I understand that by excluding myself, I will not receive any money
3 from the Class settlement reached in this matter but may still be eligible for payment under the portion
4 of the settlement allocated under PAGA.”; and (d) be returned by mail to the Settlement Administrator
5 at the specified address, postmarked on or before the Response Deadline.

6 jj. “Response Deadline” means the deadline by which Class Members must submit
7 a Request for Exclusion, Notice of Objection, and/or Dispute, which shall be the date that is forty-five
8 (45) calendar days from the initial mailing of the Class Notice by the Settlement Administrator to
9 Class Members, unless the forty-fifth day falls on a Sunday or Federal holiday, in which case the
10 Response Deadline will be extended to the next day on which the United States Postal service is open.
11 The Response Deadline may also be extended by express agreement between Class Counsel and
12 Defendant’s Counsel. In the event that a Class Notice is re-mailed to a Class Member, the Response
13 Deadline for that Class Member shall be extended fifteen (15) calendar days from the original
14 Response Deadline.

15 kk. “Settlement Administrator” means Phoenix Class Action, or any other third-
16 party class action settlement administrator agreed to by the Parties and approved by the Court for
17 purposes of administering the Settlement. The Parties and their counsel each represent that they do
18 not have any financial interest in the Settlement Administrator or otherwise have a relationship with
19 the Settlement Administrator that could create a conflict of interest.

20 ll. “Settlement Administration Costs” means the costs payable from the Gross
21 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in
22 Paragraph 16.

23 mm. “Settlement Class” or “Settlement Class Member(s)” means all Class Members
24 who do not submit a timely and valid Request for Exclusion.

25 nn. “Workweeks” means the number of weeks each Class Member worked for
26 Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period.

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1 **CLASS CERTIFICATION**

2 11. For the purposes of this Settlement only, the Parties stipulate to the certification of the
3 Class.

4 12. The Parties agree that certification for the purpose of settlement is not an admission
5 that certification is proper under Section 382 of the California Code of Civil Procedure. Should, for
6 whatever reason, the Court not grant Final Approval, the Parties' stipulation to class certification as
7 part of the Settlement shall become null and void ab initio and shall have no bearing on, and shall not
8 be admissible in connection with, the issue of whether or not certification would be inappropriate in a
9 non-settlement context.

10 **TERMS OF THE AGREEMENT**

11 NOW, THEREFORE, in consideration of the mutual covenants, promises, and agreements set
12 forth herein, the Parties agree, subject to the Court's approval, as follows:

13 13. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application
14 or motion by Class Counsel for attorneys' fees in the amount up to thirty-five percent (35%) of the
15 Gross Settlement Amount (i.e., \$138,250.00 if the Gross Settlement Amount is \$395,000.00) and
16 reimbursement of actual costs and expenses associated with Class Counsel's litigation and settlement
17 of the Action, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00),
18 both of which will be paid from the Gross Settlement Amount. These amounts will cover any and all
19 work performed and any and all costs incurred by Class Counsel in connection with the litigation of
20 the Action, including without limitation all work performed and costs incurred to date, and all work
21 to be performed and all costs to be incurred in connection with obtaining the Court's approval of this
22 Settlement Agreement, including any objections raised and any appeals necessitated by those
23 objections. Class Counsel shall be solely and legally responsible for correctly characterizing this
24 compensation for tax purposes and for paying any taxes on the amounts received. The Settlement
25 Administrator shall issue an IRS Form 1099 to Class Counsel for the Attorneys' Fees and Costs. Any
26 portion of the requested Attorneys' Fees and Costs that is not awarded by the Court to Class Counsel
27 shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

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1 14. Enhancement Payments. Defendant agrees not to oppose or impede any application or
2 motion by Plaintiffs for Enhancement Payments in the amounts up to Five Thousand Dollars and Zero
3 Cents (\$5,000.00) each to Plaintiffs (total, \$10,000.00). The Enhancement Payments, which will be
4 paid from the Gross Settlement Amount, subject to Court approval, will be in addition to any other
5 payments they are entitled to under the Settlement. Plaintiffs shall be solely and legally responsible
6 for correctly characterizing this compensation for tax purposes and for paying any taxes on the
7 amounts received. The Settlement Administrator shall issue an IRS Form 1099 to Plaintiffs for the
8 Enhancement Payments. Any portion of the requested Enhancement Payments that is not awarded by
9 the Court to Plaintiffs shall be reallocated to the Net Settlement Amount for the benefit of the
10 Settlement Class Members.

11 15. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
12 Twenty Thousand Dollars and Zero Cents (\$20,000.00) shall be allocated from the Gross Settlement
13 Amount toward penalties under the Private Attorneys General Act, California Labor Code Section
14 2698, *et seq.* (i.e., the PAGA Amount), of which seventy-five percent (75%), or \$15,000.00, will be
15 paid to the LWDA (i.e., the LWDA Payment) and twenty-five percent (25%), or \$5,000.00, will be
16 distributed to PAGA Employees (i.e., the PAGA Employee Amount) on a *pro rata* basis, based on the
17 total number of Pay Periods worked by each PAGA Employee during the PAGA Period (i.e., the
18 Individual PAGA Payments).

19 16. Settlement Administration Costs. The Settlement Administrator will be paid for the
20 reasonable costs of administration of the Settlement and distribution of payments under the Settlement,
21 which is currently estimated not to exceed Five Thousand Five Hundred Fifty Dollars and Zero Cents
22 (\$5,550.00). These costs, which will be paid from the Gross Settlement Amount, subject to Court
23 approval, will include, *inter alia*, printing, distributing, and tracking Class Notices and other
24 documents for the Settlement, calculating and distributing payments due under the Settlement, issuing
25 of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings, and remittances,
26 providing necessary reports and declarations, and other duties and responsibilities set forth herein to
27 process the Settlement, and as requested by the Parties. Any portion of the estimated, designated,
28 and/or awarded Settlement Administration Costs which are not in fact required to fulfill payment to

the Settlement Administrator to undertake the required settlement administration duties shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

17. Escalator Clause. Defendant has represented that as of September 4, 2025, the Class Members worked a total of 8,054 Workweeks during the Class Period. If the total number of Workweeks as of the end of the Class Period exceeds the above figure by greater than 10% (exceeds 8,860), then Defendant shall have the option of either (i) increasing the Gross Settlement Amount by an amount determined by the following formula: $[(\text{Actual Number of Workweeks} - 8,860) \div 8,860] \times \text{Gross Settlement Amount}$; or (ii) changing the end date of the Class Period and PAGA Period to the date in which there are no more than 8,054 Workweeks. Defendant can only elect option (ii) prior to the filing of the motion for preliminary approval.

18. Individual Settlement Share Calculations. Individual Settlement Shares will be calculated and apportioned from the Net Settlement Amount based on the Class Members' number of Workweeks, as follows:

a. After Preliminary Approval, the Settlement Administrator will divide the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value to yield each Class Member's estimated Individual Settlement Share that the Class Member may be entitled to receive under the Class Settlement.

b. After Final Approval, the Settlement Administrator will divide the final Net Settlement Amount by the Workweeks of all Settlement Class Members to yield the "Final Workweek Value," and multiply each Settlement Class Member's individual Workweeks by the Final Workweek Value to yield each Settlement Class Member's final Individual Settlement Share.

19. Individual PAGA Payment Calculations. Individual PAGA Payments will be calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees' number of Pay Periods, as follows: The Settlement Administrator will divide the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the "Pay Period Value," and multiply each PAGA Employee's individual Pay Periods by the Pay Period Value to yield each PAGA Employee's Individual PAGA Payment.

1 20. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each
2 Individual Settlement Share will be allocated as follows: ten percent (10%) wages and ninety percent
3 (90%) penalties, interest, and non-wage damages. The portion allocated to wages will be reported on
4 an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages will be
5 reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement
6 Administrator will withhold the employee's share of taxes and withholdings with respect to the wages
7 portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their
8 Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes
9 and withholdings). The Employer Taxes will be paid separately and in addition to the Gross
10 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
11 penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

12 21. Administration of Taxes by the Settlement Administrator. The Settlement
13 Administrator will be responsible for issuing to Plaintiffs, Settlement Class Members, PAGA
14 Employees, and Class Counsel any tax forms (i.e., IRS Forms W-2, IRS Forms 1099, etc.) as may be
15 required by law for all amounts paid pursuant to this Settlement Agreement. The Settlement
16 Administrator will also be responsible for calculating the Employer Taxes and forwarding all payroll
17 taxes and other legally required withholdings to the appropriate government authorities.

18 22. Tax Liability. Plaintiffs, Class Counsel, Defendant, and Defendant's Counsel do not
19 intend anything contained in this Settlement Agreement to constitute advice regarding taxes or
20 taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiffs, Settlement
21 Class Members, and PAGA Employees are not relying on any statement, representation, or calculation
22 by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiffs, Settlement
23 Class Members, and PAGA Employees understand and agree that Plaintiffs, Settlement Class
24 Members, and PAGA Employees will be solely responsible for the payment of any taxes and penalties
25 assessed on the payments described in this Settlement Agreement. Plaintiffs, Settlement Class
26 Members, and PAGA Employees should consult with their tax advisors concerning the tax
27 consequences of any payment they receive under the Settlement.

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

24 24. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the
25 Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually
26 are issued to the payee. It is expressly understood and agreed that payments made under this
27 Settlement shall not in any way entitle Plaintiffs, Settlement Class Members, or any PAGA Employee
28 to additional compensation or benefits under any new or additional compensation or benefits, or any

bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period, nor will it entitle Plaintiffs, Settlement Class Members, or any PAGA Employee to any increased retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding any contrary language or agreement in any benefit or compensation plan document that might have been in effect during the Class Period).

25. Duties of the Parties with Respect to Obtaining Preliminary Approval of the Settlement.

Plaintiffs will obtain a hearing date from the Court for Plaintiffs' motion for preliminary approval of the Settlement, which Class Counsel will be responsible for drafting, and submit this Settlement Agreement to the Court in support of said motion. Class Counsel will provide Defendant's Counsel a draft of the preliminary approval motion before filing it with the Court. Defendant agrees not to oppose the motion for preliminary approval of the Settlement consistent with this Settlement Agreement. By way of said motion, Plaintiffs will apply for the entry of the Preliminary Approval Order seeking the following:

- a. Conditionally certifying the Class for settlement purposes only;
- b. Granting Preliminary Approval of the Settlement;
- c. Preliminarily appointing Plaintiffs as the representatives of the Class;
- d. Preliminarily appointing Class Counsel as counsel for the Class;
- e. Approving as to form and content, the mutually-agreed upon and proposed Class Notice and directing its mailing by First Class U.S. Mail;
- f. Approving the manner and method for Class Members to request exclusion from or object to the Class Settlement as contained herein and within the Class Notice; and
- g. Scheduling a Final Approval Hearing at which the Court will determine whether Final Approval of the Settlement should be granted.

26. Notice of Settlement to the LWDA. Pursuant to California Labor Code § 2699(1)(2), Class Counsel shall notify the LWDA of the Settlement.

27. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator.

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1 28. Notice by First-Class U.S. Mail.

2 a. Within ten (10) business days after receiving the Class List from Defendant, the
3 Settlement Administrator will perform a search based on the National Change of Address Database or
4 any other similar services available, such as provided by Experian, for information to update and
5 correct for any known or identifiable address changes, and will mail a Class Notice in English (in the
6 form attached as **Exhibit A** to this Settlement Agreement) to all Class Members via First-Class U.S.
7 Mail, using the most current, known mailing addresses identified by the Settlement Administrator.

8 b. Any Class Notice returned to the Settlement Administrator as undeliverable on
9 or before the Response Deadline will be sent promptly via First-Class U.S. Mail to the forwarding
10 address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on
11 the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly
12 attempt to determine the correct address using a skip-trace or other search, using the name, address,
13 and/or Social Security number of the Class Member, and perform a single re-mailing within five (5)
14 calendar days.

15 c. Compliance with the procedures described herein above shall constitute due and
16 sufficient notice to Class Members of the Settlement and shall satisfy the requirements of due process.
17 Nothing else shall be required of or done by the Parties, Class Counsel, or Defendant's Counsel to
18 provide notice of the Settlement.

19 29. Disputes Regarding Workweeks and/or Pay Periods. Class Members will have an
20 opportunity to dispute the number of Workweeks and/or Pay Periods which have been credited to
21 them, as reflected in their respective Class Notices, by submitting a timely and valid Dispute to the
22 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
23 postmark on the return mailing envelope will be the exclusive means to determine whether a Dispute
24 has been timely submitted. Absent evidence rebutting the accuracy of Defendant's records and data
25 as they pertain to the number of Workweeks and/or Pay Periods to be credited to a disputing Class
26 Member, Defendant's records will be presumed to be correct and determinative of the dispute.
27 However, if a Class Member produces information and/or documents to the contrary, the Settlement
28 Administrator will evaluate the materials submitted by the Class Member and the Settlement

1 Administrator will resolve and determine the number of eligible Workweeks and/or Pay Periods that
2 the disputing Class Member should be credited with under the Settlement. The Settlement
3 Administrator's decision on such disputes will be final and non-appealable.

4 30. Requesting Exclusion from the Class Settlement. Any Class Member wishing to be
5 excluded from the Class Settlement must submit a timely and valid Request for Exclusion to the
6 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
7 postmark on the return mailing envelope will be the exclusive means to determine whether a Request
8 for Exclusion has been timely submitted. The Settlement Administrator will certify jointly to Class
9 Counsel and Defendant's Counsel the number of timely and valid Requests for Exclusion that are
10 submitted, and also identify the individuals who have submitted a timely and valid Request for
11 Exclusion in a declaration that is to be filed with the Court in advance of the Final Approval Hearing.
12 At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members
13 to request exclusion from the Class Settlement. Any Class Member who submits a Request for
14 Exclusion is prohibited from making any objection to the Class Settlement. Any Class Member who
15 submits a timely and valid Request for Exclusion will not be bound by the Class Settlement and will
16 not be issued an Individual Settlement Payment. Any Class Member who does not affirmatively
17 request exclusion from the Class Settlement by submitting a timely and valid Request for Exclusion
18 will be bound by all of the terms of the Class Settlement, including and not limited to those pertaining
19 to the Released Class Claims, as well as any judgment that may be entered by the Court if it grants
20 Final Approval to the Settlement. Notwithstanding the above, all PAGA Employees will be bound to
21 the PAGA Settlement and will be issued their Individual PAGA Payment, irrespective of whether they
22 submit a Request for Exclusion.

23 31. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class
24 Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by
25 mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing
26 envelope will be the exclusive means to determine whether a Notice of Objection has been timely
27 submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's
28 Counsel the number of Notices of Objection that are submitted (specifying which ones were timely

1 and complete and which were not), and also attach them to a declaration that is to be filed with the
2 Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel
3 seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or
4 appeal from the Final Approval Order and Judgment. Settlement Class Members, individually or
5 through counsel, may also present their objection orally at the Final Approval Hearing, regardless of
6 whether they have submitted a Notice of Objection.

7 32. Reports by the Settlement Administrator. The Settlement Administrator shall provide
8 weekly reports to counsel for the Parties providing: (a) the number of undeliverable and re-mailed
9 Class Notices; (ii) the number of Class Members who have submitted Disputes; (iii) the number of
10 Class Members who have submitted Requests for Exclusion; and (iv) the number of Settlement Class
11 Members who have submitted Notices of Objection. Additionally, the Settlement Administrator will
12 provide to counsel for the Parties any updated reports regarding the administration of the Settlement
13 Agreement as needed or requested, and immediately notify the Parties when it receives a request from
14 an individual or any other entity regarding inclusion in the Class and/or Settlement or regarding a
15 Dispute.

16 33. Defendant's Right to Rescind. If more than ten percent (10%) of the Class Members
17 submit timely and valid Requests for Exclusion, Defendant, in its sole discretion, may elect to rescind
18 the Settlement Agreement. Defendant must exercise this right of rescission in writing that is provided
19 to Class Counsel within fourteen (14) calendar days of the Settlement Administrator notifying the
20 Parties of the number of Class Members who have submitted timely and valid Requests for Exclusion
21 following the Response Deadline. If Defendant exercises this option, Defendant shall pay any costs
22 of settlement administration owed to the Settlement Administrator incurred up to that date.

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

26 35. Duties of the Parties with Respect to Obtaining Final Approval of the Settlement. After
27 the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final
28 Approval of the Settlement should be granted, along with the amounts properly payable for: (a)

Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys' Fees and Costs; (e) Enhancement Payments; and (f) Settlement Administration Costs. The Final Approval Hearing will not be held earlier than approximately one hundred twenty (120) calendar days after Preliminary Approval of the Settlement. Plaintiffs and Class Counsel will be responsible for drafting the motion seeking Final Approval of the Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion before filing it with the Court. By way of said motion, Plaintiffs will apply for the entry of the Final Approval Order and Judgment, which will provide for, in substantial part, the following:

- a. Approval of the Settlement as fair, reasonable, and adequate, and directing consummation of its terms and provisions;
- b. Certification of the Settlement Class;
- c. Approval of the application for Attorneys' Fees and Costs to Class Counsel;
- d. Approval of the application for Enhancement Payments to Plaintiffs;
- e. Directing Defendant to fund all amounts due under the Settlement Agreement and ordered by the Court; and
- f. Entering judgment in the Action, while maintaining continuing jurisdiction, in conformity with California Rules of Court 3.769 and the Settlement Agreement.

36. Funding of the Gross Settlement Amount. By September 12, 2026, or five (5) business days after the Effective Date, whichever is later, Defendant will deposit the Gross Settlement Amount into a Qualified Settlement Fund ("QSF") within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be established by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement Administrator to calculate necessary payroll taxes including its official name, 8-digit state unemployment insurance tax ID number, and other information requested by the Settlement Administrator, no later than five (5) business days after the Effective Date.

37. Distribution of the Gross Settlement Amount. Within five (5) business days of the funding of the Gross Settlement Amount, the Settlement Administrator will issue the Individual Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees, LWDA Payment to the LWDA, Enhancement Payments to Plaintiffs, Attorneys' Fees and Costs to Class Counsel, and Settlement Administration Costs to itself. The Settlement Administrator shall also

1 set aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and
2 timely forward these to the appropriate government authorities.

3 38. Settlement Checks. The Settlement Administrator will be responsible for undertaking
4 appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way
5 of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the
6 PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the
7 Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA
8 Payment into one check if the intended recipient for both payments is one individual. Settlement Class
9 Members and PAGA Employees are not required to submit a claim to be issued an Individual
10 Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and
11 Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180)
12 calendar days from the date the checks are issued, and thereafter, shall be canceled. Any funds
13 associated with such canceled checks shall be distributed by the Settlement Administrator to Legal
14 Aid at Work (the proposed *cy pres* recipient) in accordance with California Code of Civil Procedure
15 Section 384. The Parties and their counsel each represent that they do not have any financial interest
16 in, or otherwise have a relationship with, the proposed *cy pres* recipient that could create a conflict of
17 interest. The Settlement Administrator shall undertake amended and/or supplemental tax filings and
18 reporting required under applicable local, state, and federal tax laws that are necessitated due to the
19 cancellation of any Individual Settlement Payment and/or Individual PAGA Payment checks. To the
20 extent that the Settlement Administrator is able to obtain or receive the return or refund of the amounts
21 that were transmitted to taxing authorities for the employees' share of taxes, contributions, and/or
22 withholding associated with canceled Individual Settlement Payments, all such amounts shall also be
23 transmitted to Legal Aid at Work. Settlement Class Members whose Individual Settlement Payment
24 checks are canceled shall, nevertheless, be bound by the Class Settlement, and PAGA Employees
25 whose Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the PAGA
26 Settlement.

27 39. Class Settlement Release. Upon the Effective Date and full funding of the Gross
28 Settlement Amount, Plaintiffs and all Settlement Class Members will be deemed to have fully, finally,

1 and forever released, settled, compromised, relinquished, and discharged the Released Parties of all
2 Released Class Claims. Settlement Class Members who cash their checks are deemed to have waived
3 all Released Class Claims inclusive of claims under the Fair Labor Standards Act. Settlement Class
4 Members who do not cash their checks shall be deemed to waive all Released Class Claims except for
5 a claim under the Fair Labor Standards Act. Released Class Claims for Settlement Class Members
6 who worked for Defendant in California during the Class Period shall have their claims released during
7 the Class Period.

8 40. PAGA Settlement Release. Upon the Effective Date and full funding of the Gross
9 Settlement Amount, Plaintiffs, the State of California with respect to all PAGA Employees, and all
10 PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised,
11 relinquished, and discharged the Released Parties of all Released PAGA Claims.

12 41. Plaintiffs' General Release. Upon the Effective Date and full funding of the Gross
13 Settlement Amount, Plaintiffs, individually and on behalf of their respective heirs, executors,
14 administrators, representatives, attorneys, successors and assigns knowingly and voluntarily release
15 and forever discharge Defendant, including any and all parent corporations, affiliates, subsidiaries,
16 managers, predecessors, insurers, successors and assigns, including but not limited to each of their
17 current and former attorneys, officers, directors and agents thereof, both individually and in their
18 business capacities (collectively, "Plaintiffs' Released Parties"), to the fullest extent permitted by law,
19 of and from any and all claims, known and unknown, asserted and unasserted, which Plaintiffs have
20 or may have against the Plaintiffs' Released Parties as of the date of execution of this Settlement
21 Agreement. Plaintiffs are not waiving any rights Plaintiffs may have to: (i) Plaintiffs' respective vested
22 accrued employee benefits under the Defendant's health, welfare or retirement benefits plans, if any,
23 as of the date of execution of this Settlement Agreement; (ii) benefits or rights to seek benefits under
24 applicable workers' compensation (except as to claims under Labor Code §§ 132a and 4553 which are
25 expressly released herein) or unemployment insurance or indemnification statutes; (iii) pursue claims
26 which by law cannot be waived by signing this Settlement Agreement; and (iv) enforce this Settlement
27 Agreement.

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1 42. To affect a full and complete general release as described above, Plaintiffs expressly
2 waive and relinquish their respective rights and benefits of § 1542 of the Civil Code of the State of
3 California and do so understanding and acknowledging the significance and consequence of
4 specifically waiving § 1542. Section 1542 of the Civil Code of the State of California states: A
5 **GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR**
6 **RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR**
7 **AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR**
8 **HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH**
9 **THE DEBTOR OR RELEASED PARTY.** Thus, notwithstanding the provisions of § 1542, and to
10 implement a full and complete release and discharge of all Parties, Plaintiffs expressly acknowledge
11 this Settlement Agreement is intended to include in its effect, without limitation, all claims Plaintiffs
12 do not know or suspect to exist in Plaintiffs' respective favors at the time of signing this Settlement
13 Agreement, and that this Settlement Agreement contemplates the extinguishment of any such claims.
14 Plaintiffs warrant, respectively and for themselves and no others, that they have read this Settlement
15 Agreement, including this waiver of California Civil Code § 1542, and that Plaintiffs have consulted
16 with or had the opportunity to consult with counsel of Plaintiffs' choosing about this Settlement
17 Agreement and specifically about the waiver of § 1542, and that Plaintiffs understand this Settlement
18 Agreement and the § 1542 waiver, and so Plaintiffs freely and knowingly enter into this Settlement
19 Agreement. Plaintiffs further acknowledge that Plaintiffs later may discover facts different from or in
20 addition to those Plaintiffs now know or believe to be true regarding the matters released or described
21 in this Settlement Agreement, and even so Plaintiffs agree that the releases and agreements contained
22 in this Settlement Agreement shall remain effective in all respects notwithstanding any later discovery
23 of any different or additional facts. Plaintiffs expressly assume any and all risk of any mistake in
24 connection with the true facts involved in the matters, disputes or controversies released or described
25 in this Settlement Agreement or with regard to any facts now unknown to Plaintiffs relating thereto.

26 43. Final Approval Order and Judgment. The Parties shall provide the Settlement
27 Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court,
28 and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for

sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the Class will be required.

44. Continued Jurisdiction. After entry of the judgment pursuant to the Settlement, the Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and Section 664.6 of the California Code of Civil Procedure, 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.

45. Effects of Termination or Rescission of Settlement. Termination or rescission of the Settlement Agreement shall have the following effects:

a. The Settlement Agreement shall be void and shall have no force or effect, and no Party shall be bound by any of its terms;

b. In the event the Settlement Agreement is terminated, Defendant shall have no obligation to make any payments to any Party, Class Member, or attorney, except that the terminating Party shall pay the Settlement Administrator for services rendered up to the date the Settlement Administrator is notified that the Settlement has been terminated;

c. The Preliminary Approval Order and Final Approval Order and Judgment, including any order certifying the Class, shall be vacated;

d. The Settlement Agreement and all negotiations, statements, and proceedings relating thereto shall be without prejudice to the rights of any of the Parties, all of whom shall be restored to their respective positions in the Action prior to the execution of the Settlement Agreement;

e. Neither this Settlement Agreement, nor any ancillary documents, actions, statements, or filings in furtherance of the Settlement (including all matters associated with the mediation) shall be admissible or offered into evidence in the Action or any other action for any purpose whatsoever; and

f. Any documents generated to bring the Settlement into effect, will be null and void, and any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning.

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

5 47. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set
6 forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein.
7 Any exhibits to this Settlement Agreement are an integral part of the Settlement.

8 48. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the
9 entirety of the Parties' agreement relating to the settlement and transaction completed thereby, and all
10 prior or contemporaneous agreements, understandings, representations, and statements, whether oral
11 or written and whether by a Party or such Party's legal counsel, are merged herein. No other prior or
12 contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties
13 expressly recognize California Civil Code Section 1625 and California Code of Civil Procedure
14 Section 1856(a), which provide that a written agreement is to be construed according to its terms and
15 may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic
16 oral or written representations or terms will modify, vary, or contradict the terms of this Settlement
17 Agreement.

18 49. Interim Stay of Proceedings. The Parties agree to hold in abeyance all proceedings in
19 the Action (including with respect to California Code of Civil Procedure Section 583.310), except
20 such proceedings necessary to implement and complete this Settlement Agreement, pending the Final
21 Approval Hearing to be conducted by the Court.

22 50. Amendment or Modification. Prior to the filing of the motion for preliminary approval
23 of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement
24 except by written agreement signed by counsel for all Parties. After the filing of the motion for
25 preliminary approval of the Settlement, the Parties may not amend or modify any provision of this
26 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
27 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
28 constitute a waiver of any other provision.

 51. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement

1 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
2 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
3 effectuate the terms of this Settlement Agreement. The Parties warrant that they understand and have
4 full authority to enter into this Settlement Agreement, and further intend that this Settlement
5 Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible
6 and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation
7 confidentiality provisions that otherwise might apply under state or federal law.

8 52. Signatories. It is agreed that because the members of the Class are so numerous, it is
9 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
10 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
11 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
12 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
13 the same force and effect as if this Settlement Agreement were executed by each Settlement Class
14 Member and PAGA Employee.

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

17 54. California Law Governs. All terms of this Settlement Agreement and attached exhibits
18 hereto will be governed by and interpreted according to the laws of the State of California.

19 55. Execution and Counterparts. This Settlement Agreement is subject only to the
20 execution of all Parties. However, this Settlement Agreement may be executed in one or more
21 counterparts. All executed counterparts and each of them, including facsimile, electronic, and scanned
22 copies of the signature page, will be deemed to be one and the same instrument.

23 56. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
24 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
25 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
26 account all relevant factors, present and potential. The Parties further acknowledge that they are each
27 represented by competent counsel and that they have had an opportunity to consult with their counsel
28 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement

1 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
2 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

3 57. Invalidity of Any Provision. Before declaring any provision of this Settlement
4 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
5 possible consistent with applicable precedents so as to define all provisions of this Settlement
6 Agreement valid and enforceable.

7 58. Plaintiffs' Cooperation. Plaintiffs agree to sign this Settlement Agreement and, by
8 signing this Settlement Agreement, are hereby bound by the terms herein and agree to fully cooperate
9 to implement the Settlement.

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

24 60. Captions. The captions and paragraph numbers in this Settlement Agreement are
25 inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or
26 intent of the provisions of this Settlement Agreement.

27 61. Mutual Preparation. The Parties have had a full opportunity to negotiate the terms and
28 conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be

1 construed more strictly against one Party than another merely by virtue of the fact that it may have
2 been prepared by counsel for one of the Parties, it being recognized that, because of the arms-length
3 negotiations between the Parties, all Parties have contributed equally to the preparation of this
4 Settlement Agreement.

5 62. Representation By Counsel. The Parties acknowledge that they have been represented
6 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
7 that this Settlement Agreement has been executed with the consent and advice of counsel, and
8 reviewed in full.

9 63. All Terms Subject to Final Court Approval. All amounts and procedures described in
10 this Settlement Agreement herein will be subject to final Court approval.

11 64. Notices. All notices, demands, and other communications to be provided concerning
12 the Settlement Agreement shall be in writing and deemed to have been duly given as of the third
13 business day after mailing by First Class U.S. Mail, or the day sent by email or messenger, addressed
14 as follows:

15 To Plaintiffs and Class Counsel:

16 Jonathan M. Genish

17 jgenish@blackstonepc.com

18 Karen I. Gold

19 kgold@blackstonepc.com

20 Marissa A. Mayhood

21 mmayhood@blackstonepc.com

22 Noam Y. Reiffman

23 nreiffman@blackstonepc.com

24 Alexandra Rose

25 arose@blackstonepc.com

26 James S. Winn Jr.

27 jwinn@blackstonepc.com

28 **BLACKSTONE LAW, APC**

8383 Wilshire Boulevard, Suite 745

Beverly Hills, California 90211

Tel: (310) 622-4278 / Fax: (855) 786-6356

To Defendant:

Andrea Rosenkranz

arosenkranz@ohaganmeyer.com

O'HAGAN MEYER

4695 MacArthur Court, Suite 900

Newport Beach, California 92660

Tel: (949) 942-8500 / Fax: (949) 942-8510

65. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint Stipulation of Class Action and PAGA Settlement between Plaintiffs and Defendant:

IT IS SO AGREED.

PLAINTIFF GIOVANNI CRESPIN

Gio Crespini

Dated: 01/20/2026

Plaintiff Giovanni Crespini

PLAINTIFF JENNIFER SIEMON

Dated: _____

Plaintiff Jennifer Siemon

**DEFENDANT JOHN OWENS SERVICES,
INC.**

Dated: _____

Full Name: _____

Title: _____
On behalf of Defendant John Owens Services,
Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: _____

Alexandra Rose

Tel: (949) 942-8500 / Fax: (949) 942-8510

65. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint Stipulation of Class Action and PAGA Settlement between Plaintiffs and Defendant:

IT IS SO AGREED.

PLAINTIFF GIOVANNI CRESPIN

Dated: _____

Plaintiff Giovanni Crespín

PLAINTIFF JENNIFER SIEMON

Dated: 01/19/2026

Jennifer Siemon

Plaintiff Jennifer Siemon

**DEFENDANT JOHN OWENS SERVICES,
INC.**

Dated: _____

Full Name: _____

Title: _____
On behalf of Defendant John Owens Services,
Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: _____

Alexandra Rose

65. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint Stipulation of Class Action and PAGA Settlement between Plaintiffs and Defendant:

IT IS SO AGREED.

PLAINTIFF GIOVANNI CRESPIN

Dated: _____

Plaintiff Giovanni Crespín

PLAINTIFF JENNIFER SIEMON

Dated: _____

Plaintiff Jennifer Siemon

**DEFENDANT JOHN OWENS SERVICES,
INC.**

Dated: 01/14/2026

 _____
John Owens (Jan 14, 2026 15:07:30 PST)

Full Name: John Owens

Title: Owner / President

On behalf of Defendant John Owens Services,
Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: _____

Alexandra Rose

Tel: (949) 942-8500 / Fax: (949) 942-8510

65. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint Stipulation of Class Action and PAGA Settlement between Plaintiffs and Defendant:

IT IS SO AGREED.

PLAINTIFF GIOVANNI CRESPIN

Dated: _____

Plaintiff Giovanni Crespin

PLAINTIFF JENNIFER SIEMON

Dated: _____

Plaintiff Jennifer Siemon

**DEFENDANT JOHN OWENS SERVICES,
INC.**

Dated: _____

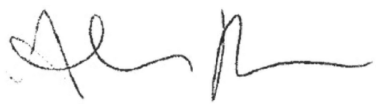
Full Name: _____

Title: _____
On behalf of Defendant John Owens Services,
Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: 01/20/2026



Alexandra Rose

*Attorneys for Plaintiffs Giovanni Crespín,
Jennifer Siemon, and Proposed Class Counsel*

O'HAGAN MEYER

Dated: 01/14/2026 _____



Andrea Rosenkranz (Jan 14, 2026 12:07:20 PST)
Andrea Rosenkranz
*Attorneys for Defendant John Owens Services,
Inc.*

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Giovanni Crespin; Jennifer Siemon v. John Owens Services, Inc.
Superior Court of California for the County of Sonoma, Case No. 24CV00994

PLEASE READ THIS CLASS NOTICE CAREFULLY.

You have received this Class Notice because Defendant's records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Class Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks and/or Pay Periods that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiffs Giovanni Crespin ("Plaintiff Crespin") and Jennifer Siemon ("Plaintiff Siemon") (together, "Plaintiffs") and Defendant John Owens Services, Inc. ("Defendant") (Plaintiffs and Defendant are collectively referred to as the "Parties") in the case entitled *Giovanni Crespin; Jennifer Siemon v. John Owens Services, Inc.*, Sonoma County Superior Court, Case No. 24CV00994 ("Action"), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"Class" or "Class Member(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period (or if any such person is incompetent, deceased, or unavailable due to military service, the person's legal representative or successor in interest evidenced by reasonable verification).

"Class Period" means the period from February 6, 2020 through November 3, 2025.

"Class Settlement" means the settlement and resolution of all Released Class Claims.

"PAGA Employee(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the PAGA Period (or if any such person is incompetent, deceased, or unavailable due to military service, the person's legal representative or successor in interest evidenced by reasonable verification).

"PAGA Period" means the period from February 1, 2023 through November 3, 2025.

"PAGA Settlement" means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On February 1, 2024, Plaintiff Crespin provided written notice to the California Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the California Labor Code alleged to have been violated by Defendant ("PAGA Letter"). On February 6, 2024, Plaintiff Crespin commenced a putative class action lawsuit by filing a Class Action Complaint in the Action. On August 8, 2024, Plaintiff Crespin filed a First Amended Class and Representative Action Complaint in the Action, which added a cause of action under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* ("PAGA"). On February 18, 2025, Plaintiffs filed a Second Amended Class and Representative Action Complaint ("Operative Complaint") in the Action, which added Plaintiff Siemon as a named plaintiff.

Plaintiffs contend that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, and reimburse business expenses, and thereby engaged in unfair

business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under PAGA. Plaintiffs seek, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant vigorously denies all the claims and contentions made in the Action and PAGA Letter and maintains it has fully complied with the law. However, Defendant has agreed to settle the Action to avoid the expense of litigation.

The Parties participated in mediation with a respected class action mediator, and as a result, the Parties reached a settlement. The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement ("Settlement" or "Settlement Agreement").

The Court did not decide in favor of Plaintiffs or Defendant. Instead, both sides agreed to a Settlement. This allows the Parties to avoid the risk and uncertainty of trial and any subsequent appeal, and all affected employees who have not opted out of the Settlement will receive compensation. The Settlement is not an admission of liability by Defendant.

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Phoenix Class Action as the administrator of the Settlement ("Settlement Administrator"), Plaintiffs Giovanni Crespin and Jennifer Siemon as representatives of the Class ("Class Representatives"), and the following Plaintiffs' attorneys as counsel for the Class ("Class Counsel"):

Jonathan M. Genish
Karen I. Gold
Noam Y. Rieffman
Marrisa A. Mayhood
Alexandra Rose
James S. Winn Jr.
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks and/or Pay Periods credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Employee, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement and all PAGA Employees will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiffs, Class Members, or PAGA Employees. Plaintiffs and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, the State of California, and PAGA Employees.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Three Hundred Ninety-Five Thousand Dollars and Zero Cents (\$395,000.00) (the "Gross Settlement Amount"). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the "Net Settlement Amount." The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys' fees, in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$138,250.00), and reimbursement of litigation costs and expenses, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) to Class Counsel; (2) Enhancement Payments in amounts not to exceed Five Thousand Dollars and Zero Cents (\$5,000.00) each to Plaintiffs (total, \$10,000.00) for their services in the Action; (3) the amount of Twenty Thousand Dollars and Zero Cents (\$20,000.00) allocated toward

civil penalties under the Private Attorneys General Act (“PAGA Amount”), of which the LWDA will be paid 75% (\$15,000.00) (“LWDA Payment”) and the remaining 25% (\$5,000.00) will be distributed to PAGA Employees (“PAGA Employee Amount”); and (4) Settlement Administration Costs in an amount not to exceed Five Thousand Five Hundred Fifty Dollars and Zero Cents (\$5,550.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount (“Individual Settlement Share”) based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period (“Workweeks”). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the “Estimated Workweek Value,” and multiplied each Class Member’s individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion (“Settlement Class Members”) will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as ten percent (10%) as wages, which will be reported on an IRS Form W-2, and ninety percent (90%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee’s share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member (“Individual Settlement Payment”). The employer’s share of taxes and contributions in connection with the wages portion of Individual Settlement Shares (“Employer Taxes”) will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Employees are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Employee Amount (“Individual PAGA Payment”) based on the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period (“Pay Periods”). The Settlement Administrator had divided the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the “PAGA Pay Period Value,” and multiplied each PAGA Employee’s individual Pay Periods by the Pay Period Value to yield each PAGA Employee’s Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be subject to taxes or withholdings, and will be reported on IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class Members and Individual PAGA Payments will be mailed to PAGA Employees at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks and Pay Periods (if applicable) Based on Defendant’s Records

According to Defendant’s records:

- **From February 6, 2020 through November 3, 2025 (i.e., the Class Period), you are credited as having worked [REDACTED] Workweeks.**
- **From February 1, 2023 through November 3, 2025 (i.e., the PAGA Period), you are credited as having worked [REDACTED] Pay Periods.**

If you wish to dispute the Workweeks and/or Pay Periods credited to you, you must submit your dispute in writing to the Settlement Administrator (“Dispute”). The Dispute must: (a) contain the case name and number of the Action (*Crespin, et al. v. John Owens Services, Inc.*, Case No. 24CV00994); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or Pay Periods credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

C. Your Estimated Individual Settlement Share and Individual PAGA Payment (if applicable)

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment (if applicable) is based on the number of Workweeks and Pay Periods (if applicable) credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$ [REDACTED]. The Individual Settlement Share is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ [REDACTED] and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment (if applicable) may be higher or lower.

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims. Settlement Class Members who cash their checks are deemed to have waived all Released Class Claims inclusive of claims under the Fair Labor Standards Act. Settlement Class Members who do not cash their checks shall be deemed to waive all Released Class Claims except for a claim under the Fair Labor Standards Act.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims.

“Released Class Claims” means all causes of action and claims that were alleged in the Operative Complaint or reasonably could have been alleged based on the facts contained in the Operative Complaint, including all of the following claims for relief: (i) failure to pay all minimum, regular rate, straight time, overtime, and double time wages due (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code §§ 201-203); (vii) failure to reimburse business expenses (Cal. Lab. Code §§ 2800 & 2802); (viii) unfair business practices that could have been premised on the claims, causes of action or legal theories of relief described above or any of the claims, causes of action or legal theories of relief pleaded in the Operative Complaint (Cal. Bus. & Prof. Code § 17200, *et seq.*); (ix) any claim for costs and attorneys’ fees and expenses in connection therewith; and (x) any claim arising from the claims described above under applicable federal, state, local or territorial law as well as applicable regulations and Wage Orders.

“Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter and the Operative Complaint, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, including all of the following claims for relief: (i) failure to pay all minimum, regular rate, straight time, overtime, and double time wages due (Cal. Lab. Code §§ 510, 558, 1194, 1194.2, 1197, 1197.1, & 1198); (ii) failure to provide compliant meal periods (Cal. Lab. Code §§ 226.7 & 512); (iii) failure to provide compliant rest breaks (Cal. Lab. Code § 226.7); (iv) failure to timely pay wages during employment (Cal. Lab. Code §§ 204 & 210); (v) failure to provide complete, accurate wage statements (Cal. Lab. Code § 226); (vi) failure to pay wages timely at time of termination or resignation (Cal. Lab. Code §§ 201-203); (vii) failure to reimburse business expenses (Cal. Lab. Code §§ 2800 & 2802); (viii) failure to maintain accurate records (Cal. Lab. Code §§ 1174(d) & 1174.5); (ix) all claims under the California Labor Code Private Attorneys General Act of 2004 that could have been premised on the claims, causes of action or legal theories described above or any of the claims, causes of action or legal theories of relief pleaded in the PAGA Letter and the Operative Complaint; and (x) any claim for costs and attorneys’ fees and expenses in connection therewith.

“Released Parties” means Defendant and its current and former officers, directors, members, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and assigns.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$138,250.00) and reimbursement of litigation costs and expenses in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiffs, Class Members, and PAGA Employees on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payments to Plaintiffs

Plaintiffs will seek the amount of Five Thousand Dollars and Zero Cents (\$5,000.00) each to Plaintiffs (total, \$10,000.00) (“Enhancement Payments”), in recognition of their services in connection with the Action. The Enhancement Payments will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiffs in addition to any other payments that they are entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Five Thousand Five Hundred Fifty Dollars and Zero Cents (\$5,550.00) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Disputes, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Employee and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Employee (if applicable), you will not be separately responsible for the payment of attorney’s fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney’s fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter (“Request for Exclusion”) to the Settlement Administrator, at the following address:

[Settlement Administrator]
[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Crespin, et al. v. John Owens Services*,

Inc., Case No. 24CV00994); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) contain the following statement or a similar statement: “I wish to exclude myself from the settlement reached in the matter of *Crespin, et al. v. John Owens Services, Inc.* I understand that by excluding myself, I will not receive any money from the Class settlement reached in this matter but may still be eligible for payment under the portion of the settlement allocated under PAGA.”; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before [Response Deadline]**.

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Employees will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection (“Notice of Objection”) to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Crespin, et al. v. John Owens Services, Inc.*, Case No. 24CV00994); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before [Response Deadline]**.

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 19 of the Sonoma County Superior Court, located at 3055 Cleveland Avenue, Suite 200, Santa Rosa, California 95403, on **[date]**, at **[time]**, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys’ Fees and Costs to Class Counsel, Enhancement Payments to Plaintiffs, and Settlement Administration Costs to the Settlement Administrator.

The Final Approval Hearing may be continued without further notice to the Class Members and PAGA Employees. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

To appear remotely, please use the following:

Department 19

TO JOIN ZOOM ONLINE:

- Meeting ID: 160-421-7577
- Password: 410765
- <https://sonomacourt-org.zoomgov.com/j/1604217577>

TO JOIN ZOOM BY PHONE:

- By Phone (same meeting ID and password as listed for each calendar):
- +1 669 254 5252 US (San Jose)

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement

Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You can view the Settlement Agreement and other documents filed in the action by visiting the Sonoma County Superior Court's online portal at <https://cmsportal.sonomacourt.org/iportal>.

When you arrive at the site, look for the icon labeled "Smart Search" and click on it. You will be taken to a page where you are instructed to enter the case number provided above. After entering the case number, check the box that says "I'm not a robot" and then click Submit. Once the search results appear, you will see the case name and case number displayed in blue text on the far left-hand side of the screen. Click on the blue text, and you will be taken to the case page.

From there, you can view the Settlement Agreement and any other documents related to the Action.

You may also visit the Settlement Administrator's website at [REDACTED] for key documents in the Action.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: [REDACTED].

EXHIBIT 4



Outlook

Thank you for your Proposed Settlement Submission

Desde no-reply@formassembly.com <no-reply@formassembly.com>

Fecha Mié 28/01/2026 13:31

Para Lorena Bautista <lbautista@blackstonepc.com>

[External Email].

01/28/2026 10:30:52 AM

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

Item submitted: Proposed Settlement

On 01/28/2026 10:30:52 AM your Proposed Settlement was successfully processed for case number LWDA-CM-1008707-24

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

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: <http://labor.ca.gov/Private Attorneys General Act.htm>