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Attorneys for Plaintiff and the Putative Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO

IGNACIO GARATE, on behalf of himself and all
others similarly situated,

Plaintiff,

v.

LINCARE, INC., a Delaware Corporation; and
DOES 1-50, inclusive.

Defendants.

CASE NO.: 37-2024-00026882-CU-OE-CT

Assigned to Hon. Marcella O. McLaughlin

**DECLARATION OF MEHRDAD
BOKHOUR IN SUPPORT OF
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

HEARING INFORMATION

Date: April 17, 2026

Time: 9:30 a.m.

Dept.: C-72

Complaint Filed: June 3, 2024

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1 7. Through a contested but productive mediation, Plaintiff and Defendant Lincare, Inc.
2 (“Defendant”) (collectively, the “Parties”) entered into a Class Action and PAGA Settlement
3 Agreement resolving the wage and hour claims of the Settlement Class (“Settlement Agreement”
4 and/or “Settlement”), and Class Notice which is attached hereto as **Exhibit “A”**. The Settlement
5 Agreement seeks to fully release and discharge Defendant from the claims brought against it in this
6 matter in exchange for Defendant’s agreement to pay \$730,000 on a non-reversionary, non-claim made
7 basis (each Settlement Class Member will receive his/her share of the Net Settlement Amount without
8 having to submit a claim form or taking action, except for those who opt-out).

9 8. Plaintiff seeks to represent a Class of all persons who are or were previously employed
10 by Defendant in California classified as a non-exempt employee during August 12, 2022, through
11 March 4, 2026 (the “Class” or “Class Members”). Likewise, the Aggrieved Employees include all
12 persons who are or were previously employed by Defendant in California and classified as non-
13 exempt employees during March 27, 2023, through March 4, 2026 (“Aggrieved Employees”).

14 9. Under the terms of the Settlement Agreement, Defendant will not oppose Class
15 Counsel’s application for a reasonable award of attorney’s fees not to exceed one-third of the
16 Settlement Amount, Class Counsel’s litigation costs not to exceed \$30,000, Settlement
17 Administration Costs not to exceed \$8,000, PAGA penalties of \$20,000 (of which \$15,000 or 75%
18 will be paid to the LWDA and the remaining \$5,000 or 25% will be paid to the Aggrieved
19 Employees), and a Service Award not to exceed \$10,000 to the named Plaintiff (S.A. ¶ 49(a)-(h)), as
20 follows:

	Total Amount
<i>Gross Settlement Amount</i>	\$730,000
Attorneys’ Fees (not to exceed 1/3 of GSA)	\$243,333.33
Litigation Costs (not to exceed)	\$30,000.00
Administrator Costs (not to exceed)	\$8,000.00
PAGA payment to LWDA (75% of \$20k award)	\$15,000.00
PAGA payment to aggrieved employees	\$5,000.00
Plaintiff’s Service Award	\$10,000.00
<i>Net Settlement Amount</i>	\$418,666.67

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27 Plaintiff has concurrently submitted the Settlement to the LWDA in accordance with Labor
28 Code Section 2699(1)(2). The proof of submission is attached hereto as **Exhibit “B.”**

1 10. The Class consists of approximately 503 non-exempt employees who worked for
2 Defendant in California during the Class Period. Plaintiff contends that, regardless of job title or role,
3 all non-exempt employees were subject to the same workplace wage and hour policies and practices.
4 As a result, Individual Settlement Payments will be distributed on a pro-rata basis, determined by the
5 number of Compensable Workweeks worked during the Class Period. Assuming a total of
6 approximately 503 Settlement Class Members, the average payment is estimated at \$838, with the
7 highest individual payment at approximately \$2,000 to \$2,200. Class Members with more
8 Compensable Workweeks will receive proportionally higher payments.

9 11. The Settlement is non-reversionary, and Settlement Class Members are not required
10 to submit Claim Forms to receive payment. Each Settlement Class Member will be mailed a Notice
11 Packet containing information about their estimated Individual Settlement Amount, the opportunity
12 to dispute the number of Workweeks credited to them during the Class Period, and instructions on
13 how to submit a Request for Exclusion or an Objection to the Settlement. All Settlement Class
14 Members who do not timely submit a valid Request for Exclusion will automatically receive their
15 Individual Settlement Payment after the Court grants Final Approval. Aggrieved Employees eligible
16 for payments under the PAGA portion of the Settlement may not opt out and will receive their share
17 of the PAGA Amount regardless of participation in the class settlement.

18 12. Because the Settlement is fair, reasonable, and the result of arm's-length negotiations
19 between experienced counsel with the assistance of an experienced mediator, following an
20 appropriate and thorough exchange of relevant information and documents, it warrants preliminary
21 approval. Plaintiff respectfully requests that the Court enter an order: (1) preliminarily approving the
22 Settlement; (2) conditionally certifying the Settlement Class pursuant to California Code of Civil
23 Procedure § 382 for settlement purposes only; (3) approving the form and content of the proposed
24 Notice Packet; (4) appointing Plaintiff's counsel as Class Counsel; (5) appointing ILYM Group, Inc.
25 as the Settlement Administrator; and (6) scheduling a Final Approval Hearing.

26 13. On March 27, 2024, Plaintiff filed a putative wage and hour class action in the San
27 Diego County Superior Court against Defendant. Plaintiff's class action alleged that Defendant failed
28 to pay all minimum and overtime wages, failed to provide compliant rest periods and pay missed rest

1 break premiums, failed to provide compliant meal periods and pay missed meal period premiums,
2 failed to pay all sick time, failed to pay all wages due and owing during employment and at separation,
3 failed to provide complete and accurate wage statements, failed to reimburse necessary business
4 expenses, and engaged in unfair competition (Class Action). On April 29, 2024, Defendant removed
5 the action to the United States District Court for the Southern District of California and, thereafter,
6 on May 24, 2024, filed its Motion to Compel Arbitration, Case No. 3:24-cv-0768-CAB-MSB, which
7 was denied by the USDC on September 10, 2024. On October 10, 2024, Defendant appealed the order
8 denying Defendant's Motion to Compel Arbitration to the United States Court of Appeals for the
9 Ninth Circuit, Case No. 24-6238 (hereinafter the "Appeal"). As a result of the Appeal, the Class
10 Action was automatically stayed on November 14, 2024. On June 3, 2024, Plaintiff filed this separate
11 complaint asserting a claim for civil penalties pursuant to the Private Attorneys General Act, San
12 Diego Superior Court Case No. 37-2024-00026882-CU-OE-CTL (PAGA Action) The Parties have
13 agreed to stipulate to stay the Class Action, and the Appeal, and to amend the complaint in the PAGA
14 Action to include the allegations asserted in the Class Action for purposes of obtaining Court approval
15 of this Settlement in the PAGA Action.

16 14. Throughout the investigation and litigation, Defendant denied Plaintiff's allegations
17 and indicated they would vigorously defend against them. However, before engaging in protracted
18 litigation, the Parties agreed to explore early resolution through private mediation. The Parties
19 conducted a thorough investigation into the facts and legal issues in this Action. This included
20 interviews with putative class members, an investigation of Defendant's operations and pay practices,
21 and the informal exchange of discovery materials, including Defendant's written policies and
22 practices, as well as payroll and timekeeping records for Settlement Class Members and Aggrieved
23 Employees. Class Counsel has extensive experience in wage-and-hour litigation and has conducted
24 substantial research on the legal claims and potential defenses at issue. Class Counsel has diligently
25 investigated the claims asserted on behalf of the Settlement Class Members and Aggrieved
26 Employees.

27 15. Based on this investigation and their own independent evaluation, Class Counsel
28 believes that the proposed Settlement is fair, reasonable, and adequate, and is in the best interests of

1 the Settlement Class Members and Aggrieved Employees, especially in light of the risks and
2 uncertainties associated with continued litigation, Defendant’s asserted defenses, and potential
3 appellate issues.

4 16. On December 4, 2025, the Parties participated in a full-day mediation before Steve
5 Serratore, Esq., an experienced class action mediator. After a full-day mediation and the issuance of
6 a mediator’s proposal, the Parties reached a settlement.

7 17. Based upon Plaintiff’s and his counsel’s independent investigation and detailed data
8 obtained through informal discovery and information exchanges, and factoring in claim certification
9 probabilities and liability probabilities, Class Counsel formulated detailed damages models to
10 evaluate the claims in preparation for mediation and in order to reach a realistic and reasonable
11 resolution as further detailed below.

12 18. First, Plaintiff alleged that Defendant failed to properly calculate the “regular rate of
13 pay” by excluding non-discretionary bonuses, commissions, and other incentive payments when
14 paying overtime and sick pay wages. Plaintiff contends that this exclusion resulted in systemic
15 underpayment of both types of compensation in violation of California law.

16 19. In response, Defendant argued that it rarely, if ever, paid any such bonuses, and that
17 all of the bonus and incentive payments at issue were discretionary in nature and, therefore, lawfully
18 excluded from regular rate calculations. Defendant further contended that it correctly paid all
19 overtime and sick pay in accordance with the Labor Code and that any potential underpayment was
20 neither prevalent nor minimal and was made in good faith.

21 20. Accordingly, and based on Defendant’s sampling of payroll records, Plaintiff
22 significantly discounted the value of the regular rate claim in light of Defendant’s defenses, keeping
23 in mind that the primary value associated with this claim lies in the potential recovery of derivative
24 waiting time penalties.

25 21. Plaintiff also alleged that Defendant failed to timely pay all wages due upon separation
26 from employment, thereby entitling former employees to waiting time penalties under Labor Code
27 §§ 201–203. Based on Defendant’s records, there were approximately 306 Settlement Class Members
28 who separated from their employment during the applicable statutory period. Using the statutory

1 maximum of 30 days, with an assumed 8-hour workday and an average hourly rate of \$23.45, the
2 total maximum potential exposure for waiting-time penalties is approximately \$1,722,168 (306
3 employees $\times$ 8 hours/day $\times$ \$23.45/hour $\times$ 30 days).

4 22. Defendant disputed this claim and asserted that any failure to pay wages upon
5 separation was not willful and therefore did not give rise to waiting time penalties under the Labor
6 Code. Defendant also contended that it maintained facially neutral and compliant payroll practices
7 and would defeat any underlying wage claims on the merits or at the class certification stage.

8 23. To account for these risks, Plaintiff applied a 50% risk of defeat at the class
9 certification stage and an additional 40% risk of defeat at the summary judgment stage or on the
10 merits, resulting in the risk-adjusted value of \$516,650 for Plaintiff's waiting time penalty claim.

11 24. With respect to Plaintiff's meal and rest period claims, the Class Members collectively
12 worked approximately 160,000 shifts during the Class Period. Based on Plaintiff's analysis of a
13 representative sample of Defendant's timekeeping and payroll records produced prior to mediation,
14 Plaintiff applied an estimated 15% violation rate for meal periods and a 25% violation rate for rest
15 periods. Using the applicable premium rate of \$21 per missed break, the maximum potential damages
16 are estimated at \$562,800 for the meal period claim (160,000 shifts $\times$ 15% $\times$ \$23.45) and \$938,000
17 for the rest period claim (160,000 shifts $\times$ 25% $\times$ \$23.45).

18 25. However, Defendant contested liability on both claims, asserting that meal and rest-
19 period issues presented individualized questions inappropriate for class certification. Defendant
20 maintained that their written policies were facially compliant with California law and that employees
21 were provided flexibility to take breaks at their discretion. It further argued that manager-specific
22 practices, job duties, and employee choices varied significantly, requiring individualized inquiries
23 into whether breaks were missed or voluntarily skipped. Based on these risks, Plaintiff acknowledged
24 that there was a decent chance that the Court could deny class certification.

25 26. Based on these arguments, Plaintiff believes there is a 75% risk that the Court would
26 deny class certification on these meal period and rest period violation claims. Defendant also asserted
27 that, even if certification were granted, it would prevail on the merits by showing that it either
28 provided compliant breaks or paid the required premium compensation. Defendant contended that

1 Plaintiff would be unable to present reliable, representative evidence sufficient to establish liability
2 or support a classwide damages award. Plaintiff acknowledged these risks and incorporated a further
3 50% reduction. Plaintiff, therefore, calculates the risk-adjusted value of the meal-period claims to be
4 \$70,350 and the rest-period claims to be \$117,250.

5 27. Plaintiff further alleged that Defendant issued non-compliant wage statements in
6 violation of Labor Code § 226, based on the same facts underlying Plaintiff's claims for unpaid
7 wages, meal and rest period premiums, and failure to include all forms of compensation in the regular
8 rate of pay. Plaintiff estimates that approximately 14,407 allegedly violative wage statements were
9 issued during the Class Period. In calculating Defendant's maximum potential exposure, Plaintiff
10 conservatively assumed that only the "initial" penalty of \$50 per violation would apply, in accordance
11 with Labor Code § 226(e) and case law holding that higher penalties apply only after an employer
12 has been notified of the violations.

13 28. Defendant disputed this claim, asserting that their wage statements fully complied
14 with the requirements of Labor Code § 226. Defendant further argued that, even if there were any
15 errors, they were not "knowing and intentional," and Plaintiff could not establish the required element
16 of injury. Defendant also relied on their defenses to the underlying wage-and-hour claims and to class
17 certification.

18 29. As such, Plaintiff discounted the calculated maximum exposure by 40% for the risk
19 of non-certification and by an additional 50% for the risk of being unsuccessful on the merits to arrive
20 at an estimated total of \$216,105.

21 30. Plaintiff also sought civil penalties under the Private Attorneys General Act of 2004
22 ("PAGA") for each violation for which such penalties are available, and alleged that these penalties
23 could be assessed on a cumulative or "stacked" basis. Assuming application of the default penalty of
24 \$100 per pay period pursuant to Labor Code § 2699(f)(2), and that penalties are not subject to
25 reduction or judicial discretion, the maximum potential exposure for PAGA penalties could reach
26 approximately \$1,440,700 (14,407 pay periods × \$100).

27 31. However, this theoretical maximum does not account for significant legal
28 uncertainties. First, courts are divided on whether "stacking" PAGA penalties across multiple

1 violations in a single pay period is appropriate, especially when the violations are derivative. Second,
2 Labor Code § 2699(e)(2) grants courts broad discretion to reduce civil penalties where doing so would
3 avoid an award that is “unjust, arbitrary and oppressive, or confiscatory.”

4 32. In recognition of these risks, including the likelihood of judicial reduction and the
5 difficulties of prevailing on the merits of the underlying claims, Plaintiff applied significant discounts
6 to the estimated exposure. After accounting for these risks, Plaintiff estimates a reasonable potential
7 value of \$100,000 in PAGA penalties. However, in light of the Parties’ mutual desire to resolve the
8 matter without protracted litigation, they agreed to allocate \$20,000 of the Gross Settlement Amount
9 toward resolution of the PAGA claim, which Plaintiff believes is fair and reasonable under the
10 circumstances.

11 33. In sum, when factoring in defenses and risks of ongoing litigation, Plaintiff estimates
12 the risk-adjusted class recovery as follows:

13	• Regular Rate Claims:	<i>discounted</i>
14	• Labor Code §§ 201 – 203 Claims:	\$516,650
15	• Meal Period Claims:	\$70,350
16	• Rest Break Claims:	\$117,250
17	• Wage Statement Claims:	\$216,105
18	• PAGA Penalties	\$100,000
19	• <u>Total Risk-Adjusted Penalties and Damages:</u>	\$1,020,355

20 Given the realistic value of Plaintiff’s claims, the \$730,000 Settlement Amount is an excellent
21 result for the Class, considering that the Settlement Amount totals approximately 71% of Plaintiff’s
22 risk-adjusted value of the case. Preliminary approval is appropriate since the Settlement will provide
23 significant monetary relief to the Class.

24 34. The Settlement was the product of extensive arm’s length negotiations between
25 counsel and was facilitated by an experienced wage-and-hour class action mediator. Though cordial
26 and professional, the Settlement negotiations were adversarial and non-collusive. The Settlement
27 reached is the product of substantial effort by the Parties and their counsel. Although Plaintiff and
28 their counsel believe that there was a possibility of certifying the claims, they recognized the potential

1 risk, expense, and complexity posed by litigation, such as unfavorable decisions on class certification,
2 summary judgment, at trial and/or on the damages awarded, and/or on an appeal that can take several
3 more years to litigate. In addition, if Defendant prevailed on any of their defenses, the employees
4 may not have received any substantial monetary recovery.

5 35. The Settlement will result in a fair payment to each Settlement Class Member based
6 on the number of Weeks Worked during the Class Period. As set forth hereinabove, Plaintiff and their
7 counsel have diligently investigated the claims and defenses on behalf of the Settlement Class
8 Members and worked to achieve a resolution of the claims to maximize the recovery by avoiding
9 further expenditure of Attorneys' Fees and Costs. After evaluating the significant risks attendant with
10 further litigation described above and weighing them against the benefits of a known compromise
11 and settlement as set forth in the Settlement Agreement, settlement on the terms agreed to is believed
12 to be in the best interest of Plaintiff and the Settlement Class, and is a fair and reasonable resolution
13 of the claims alleged.

14 36. Plaintiff's counsel brought to bear a great deal of collective experience in negotiating
15 the settlement of this case. As detailed herein, Plaintiff's counsel engaged in necessary informal
16 discovery, investigation, sampling, and expert evaluation, making it possible to exercise informed
17 judgment throughout the settlement process, including significant document review (e.g., documents
18 pertaining to Defendant's policies and procedures, personnel documents, wage statements, time
19 records, among others) and conducted an extensive analysis and extrapolation of the sampling of
20 class-wide data provided by Defendant.

21 37. Based on our experience in other cases, including wage and hour matters, I believe
22 our office, along with Joshua Falakassa, is qualified to evaluate the class claims and viability of
23 defenses in this class action. In this case, the recovery for each Settlement Class Member is
24 reasonable, fair, and adequate, and a settlement at this time is in the best interest of the Settlement
25 Class. The Settlement provides each Settlement Class Member with compensation for the alleged
26 violations when viewed in relation to the costs and risks inherent in obtaining class certification and
27 proceeding to trial.

1 38. Plaintiff's counsel, as well as Defendant's counsel, fully endorse the terms and
2 conditions of the Settlement as set forth in the above-mentioned Settlement Agreement.

3 39. Of course, the Settlement Amount represents a compromise figure, taking into account
4 the various risks surrounding class certification and the merits of Defendant's asserted defenses.
5 Nevertheless, the Settlement provides for fair and adequate payments to the Settlement Class
6 Members, with no reversion to Defendant.

7 40. Plaintiff seeks a Service Award of \$10,000, which we believe is fair and warranted.
8 Plaintiff agreed to come forward in an effort to effectuate a policy and practice change that benefitted
9 all other Settlement Class Members, and to recover unpaid wages and penalties. Plaintiff assumed a
10 significant risk in bringing this litigation, namely, that if he lost, he could have been ordered to pay
11 the Defendant's costs.

12 41. Plaintiff provided invaluable assistance to the investigation and prosecution of this
13 case, including: providing factual background for the Class Complaint; reviewing the litigation
14 documents; providing information and documentation about Defendant's policies and practices;
15 participating in phone calls to discuss litigation and settlement strategy; and reviewing the settlement
16 documents. Plaintiff agreed to participate in this case with no guarantee of personal benefit. Plaintiff's
17 comprehensive declaration setting forth all of the reasons why she believes that the Service Award
18 should be approved has been filed herewith.

19 42. When this case was taken on a contingency fee basis, with our firm agreeing to assume
20 responsibility for all litigation costs, the ultimate result was far from certain. In the course of this
21 litigation, we paid all costs, including the filing fees, mediation costs, and expert costs. There was
22 never a guarantee that our firms would recoup these expenditures. In fact, had Plaintiff lost, he could
23 have been ordered to pay Defendant's costs

24 43. It is our experience that attorneys' fee awards of one-third of a common fund
25 settlement are the standard in California. Plaintiff's counsel agreed to seek one-third of the Settlement
26 Amount for Attorneys' Fees in this case. Defendant does not oppose this fee request. The fee is further
27 warranted because it is within the range of reasonableness typically awarded in class actions. Our
28 firm's Costs will not exceed \$30,000 and will be based on the actual amount incurred at the time of

1 final approval.

2 44. Subject to the Court's approval, the parties stipulated that ILYM Group, Inc. serve as
3 the Settlement Administrator. ILYM is experienced in administering class action settlements and will
4 not exceed \$8,000 to administer this class action Settlement.

5 45. In compliance with California Rules of Professional Conduct section 1.5.1, Plaintiff
6 signed a fee split agreement that provides fees will be allocated between Class Counsel as follows:
7 fifty percent (50%) to the Bokhour Law Group, P.C., and fifty percent (50%) to the Falakassa Law,
8 P.C.

9 46. For the foregoing reasons, it is respectfully requested that the Court grant preliminary
10 approval of the Settlement as being fair, reasonable, and in the best interests of the Settlement Class,
11 and to preliminarily approve the notice plan and set a final approval hearing. Plaintiff will seek final
12 approval of attorneys' fees, costs, and service awards at the final approval stage.

13 I declare under penalty of perjury under the laws of California that the foregoing is true and
14 correct on this 25th day of March 2026, in Los Angeles, California.

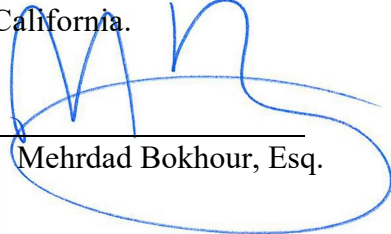
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16 By: 
17 Mehrdad Bokhour, Esq.
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EXHIBIT “A”

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

This Class Action and PAGA Settlement Agreement is entered into by and between Plaintiff Ignacio Garate, individually and on behalf of all others similarly situated, and Defendant Lincare, Inc., and is approved as to form by their respective counsel of record, subject to the terms and conditions hereof and the Court’s approval.

A. Definitions

1. “Action” or “Lawsuit” refers to the case entitled *Garate v. Lincare, Inc.*, Case No. 37-2024-00026882-CU-OE-CTL, pending in San Diego County.

2. “Aggrieved Employees” include all persons who are or were employed by Defendant in California and classified as non-exempt or hourly employees at any time from March 27, 2023, through March 4, 2026, or pursuant to Paragraph 50(b), an alternative date selected by Defendant.

3. “Agreement,” “Settlement Agreement,” “Settlement,” or “Stipulation” shall mean this Class Action and PAGA Settlement Agreement and Release of Claims, including any attached Exhibits.

4. “Class Claims” or “Released Class Claims” means all claims arising out of or related to the allegations set forth in the operative Complaint that arose during the Class Period, including claims for: (1) failure to pay minimum and overtime wages in violation of Labor Code sections 204, 510, 1194, 1197, and 1198, and the applicable IWC Wage Order(s); (2) failure to provide compliant rest periods and pay missed rest break premiums in violation of Labor Code section 226.7 and 516, and the applicable IWC Wage Order(s); (3) failure to provide compliant meal periods and pay missed meal period premiums in violation of Labor Code sections 226.7 and 512, and the applicable IWC Wage Order(s); (4) failure to pay all sick time in violation of Labor Code section 246 and the applicable IWC Wage Order(s); (5) failure to pay all wages due and owing during employment and at separation in violation of Labor Code sections 201–204; (6) failure to provide complete and accurate wage statements in violation of Labor Code sections 226 and 226.3; (7) failure to reimburse necessary business expenses in violation of Labor Code sections 2802–2804; (8) deceptive, fraudulent, or otherwise unlawful business practices based on

the foregoing in violation of California’s Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210); based on the foregoing and predicated upon Labor Code sections 98.6, 201, 202, 203, 204, 206.5, 210, 221, 226, 226.3, 226.7, 227.3, 246, 248.5, 510, 512(a), 516, 551, 552, 558, 558.1, 1102.5, 1174, 1174.4, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1199, and 2802; and all claims for liquidated damages, penalties, interest, fees, and costs based on the foregoing.

5. “Class Counsel” refers to Mehrdad Bokhour of Bokhour Law Group, P.C. and Joshua Falakassa of Falakassa Law, P.C.

6. “Class Data” means a complete list of all Settlement Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator on one spreadsheet and shall include the Settlement Class Members’ full names; last known addresses; telephone numbers; Social Security Numbers; dates of employment and/or number of Workweeks as non-exempt or hourly employees of Defendant during the Class Period and the PAGA Period for each Settlement Class Member.

7. “Class Period” and “Class Release Period” shall mean August 12, 2022, through March 4, 2026, or pursuant to Paragraph 50(b), an alternative date selected by Defendant. .

8. “Class Representative” or “Plaintiff” refers to Ignacio Garate.

9. “Complaint” refers to the First Amended Complaint filed in the San Diego County Superior Court action entitled *Garate v. Lincare, Inc.*, Case No. 37-2024-00026882-CU-OE-CTL.

10. “Court” means the California Superior Court, County of San Diego, or any Court of competent jurisdiction.

11. “Defendant” refers to Lincare, Inc.

12. “Defendant’s Counsel” or “Defense Counsel” refers to Shiva Shirazi Davoudian and Hider Al-Mashat of Littler Mendelson PC.

13. “Effective Date” means: the date by when both of the following have occurred:
(a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and
(b) the Judgment is final. The Judgment is final as of the latest of the following occurrences:
(i) this Agreement has been executed by Plaintiff, Defendants, Class Counsel, and

Defendants' Counsel; (ii) the Court entered a Preliminary Approval Order; (iii) the Class Notice has been sent to the Class Members, providing them notice and opportunity to object to the Settlement, and notice and opportunity to opt out of the Settlement; (iv) notice of this Settlement has been sent to the LWDA; (v) the Court has held a Final Approval Hearing and entered a Final Approval Order and Final Judgment; and (vi) the later of the following events: five (5) court days after the period for filing any appeal, writ, or other appellate proceeding opposing the Final Approval Order or Final Judgment has elapsed without any appeal, writ, or other appellate proceeding having been filed (i.e., 60 plus 5 court days from the date the Court enters Final Approval Order and Final Judgment); or, if any appeal, writ, or other appellate proceeding opposing the Final Approval Order and Judgment has been filed within that timeframe, then five (5) court days after any appeal, writ, or other appellate proceedings opposing the Settlement has finally and conclusively dismissed with no right to pursue further remedies or relief.

14. "Final" means that the Settlement has been granted "Final Approval" by the Court and the "Effective Date" has occurred.

15. "Final Approval" refers to the order of the Court granting final approval of this Settlement Agreement and entering a judgment approving this Settlement on substantially the same terms provided herein or as may be modified by subsequent agreement of the Parties or order of the Court.

16. "Final Settlement Class" and "Final Settlement Class Member" refer to all persons who are or were previously employed by Defendant in California classified as a non-exempt employee during the Class Period, and who do not opt out of the Settlement.

17. "Individual Settlement Amount" shall have the meaning ascribed to it in Paragraph 50(d) below.

18. "Net Settlement Amount" shall have the meaning ascribed to it in Paragraph 50(c) below.

19. "Notice" means the notice of the proposed class and PAGA settlement and the setting of a Final Approval Hearing that will be sent to the Settlement Class Members.

20. “Notice Response Deadline” is 45 calendar days from the date the Notice is mailed to the Settlement Class Members.

21. “Objecting Settlement Class Member” means a Settlement Class Member, other than Plaintiff, who submits a valid and timely objection to the terms of this Agreement with respect to the Class Claims pursuant to Paragraph 71(a) below.

22. “PAGA” shall refer to the California Labor Code Private Attorneys General Act of 2004, California Labor Code Sections 2698-2699.5.

23. “PAGA Claims” or “Released PAGA Claims” means all claims for civil penalties pursuant to the California Labor Code Private Attorneys General Act of 2004 (“PAGA”), Labor Code §§ 2698–2699.6, that were alleged or reasonably could have been alleged based on the facts, transactions, or allegations set forth in the operative Complaint and/or PAGA Notice to the California Labor and Workforce Development Agency, arising during the PAGA Period, including claims for: (1) failure to pay minimum and overtime wages in violation of Labor Code sections 204, 510, 1194, 1197, and 1198, and the applicable IWC Wage Order(s); (2) failure to provide compliant rest periods and pay missed rest break premiums in violation of Labor Code section 226.7 and 516, and the applicable IWC Wage Order(s); (3) failure to provide compliant meal periods and pay missed meal period premiums in violation of Labor Code sections 226.7 and 512, and the applicable IWC Wage Order(s); (4) failure to pay all sick time in violation of Labor Code section 246 and the applicable IWC Wage Order(s); (5) failure to pay all wages due and owing during employment and at separation in violation of Labor Code sections 201–204; (6) failure to provide complete and accurate wage statements in violation of Labor Code sections 226 and 226.3; and (7) failure to reimburse necessary business expenses in violation of Labor Code sections 2802–2804, and all claims for PAGA penalties predicated upon Labor Code sections 98.6, 201, 202, 203, 204, 206.5, 210, 221, 226, 226.3, 226.7, 227.3, 246, 248.5, 510, 512(a), 516, 551, 552, 558, 558.1, 1102.5, 1174, 1174.4, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1199, and 2802.

24. “PAGA Notice” shall refer to the March 27, 2024 notice sent by Plaintiff, by and through counsel, to the LWDA and Defendant, providing notice pursuant to Labor Code section

2699.3, subd. (a).

25. “PAGA Period” and “PAGA Release Period” shall mean March 27, 2023, through March 4, 2026, or pursuant to Paragraph 50(b), an alternative date selected by Defendant.

26. “Participating Class Member” means any and all Settlement Class Members who do not opt out of the settlement of the Class Claims by timely submitting valid Requests for Exclusion.

27. “Parties” or “Settling Parties” means Plaintiff, the Settlement Class Members, the Aggrieved Employees, and Defendant, collectively.

28. “Preliminary Approval Date” means the date the Court preliminarily approves the Settlement Agreement and the exhibits thereto and enters the Preliminary Approval Order.

29. “Preliminary Approval Order” means the judicial Order to be entered by the Court, upon the application or motion of the Plaintiff, preliminarily approving this Settlement and providing for the issuance of the Notice to the Settlement Class Members, an opportunity to opt out of settlement of the Class Claims, an opportunity to submit timely objections to the terms of this Settlement related to the Class Claims, and setting a hearing on the fairness of the terms of Settlement, including approval of attorneys’ fees and costs.

30. “QSF” means the Qualified Settlement Fund set up by the Settlement Administrator for the benefit of the Final Settlement Class, and from which the settlement payments shall be made, and which is intended to be a fund that qualifies under Internal Revenue Code Section 468.

31. “Release” shall mean the release and discharge of the Class Claims by Plaintiff and all of the Participating Class Members and the release and discharge of the PAGA Claims by Plaintiff and all of the Aggrieved Employees.

32. “Released Parties” shall refer to Lincare, Inc., and all its subsidiaries, affiliates, parent companies, shareholders, predecessors, successors, and assigns, and each of their respective agents, officers, employees, directors, owners, attorneys, insurers, and reinsurers.

33. “Request for Exclusion” shall have the meaning ascribed to it in Paragraph 71(a) below.

34. “Service Payment” or “Service Award” means the amounts approved by the Court to be paid to the Class Representative in addition to their Individual Settlement Amounts as Participating Class Members.

35. “Settlement Administration Costs” means the actual and direct fees and expenses reasonably incurred by the Settlement Administrator for administering this Settlement, including, but not limited to, printing, distributing, and tracking documents for this Settlement, tax reporting, due diligence, reporting and remittance obligations, distributing the Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The Settlement Administration Costs shall be paid from the Settlement Amount.

36. “Settlement Administrator” means and refers to ILYM Group, Inc., which will provide the Notice to the Class Members and perform all duties relating to the administration of the Settlement as described in this Agreement, including, but not limited to, printing, distributing, and tracking documents for this Settlement, tax reporting, distributing the Settlement Amount, and providing necessary reports and declarations, as requested by the Parties. The Settlement Administration Costs shall be paid from the Settlement Amount, including, if necessary, any such costs in excess of the amount represented by the Settlement Administrator as being the maximum costs necessary to administer the Settlement.

37. “Settlement Amount” or “Gross Settlement Amount” shall have the meaning ascribed to it in Paragraph 50(a) below.

38. “Settlement Class Member” or “Class Member” refers to individual members of the Settlement Class.

39. “Settlement Class” and “Settlement Class Members” refer to all persons who are or were employed by Defendant in California and classified as non-exempt employees during the Class Period, excluding any individuals who previously executed a severance agreement with Defendant that included a general release of claims.

40. “Workweeks” for each Settlement Class Member and Aggrieved Employee means any workweek during the Class Period and/or the PAGA Period, as applicable, in which the Settlement Class Member and/or Aggrieved Employee was employed by Defendant as a non-

1 exempt employee in California and worked at least one shift during the workweek for or on behalf
2 of Defendant for which a prior release of claims has not been signed. Workweeks will be
3 calculated based on the Defendant's business records. This information shall be treated as
4 confidential. Workweeks of Non-Participating Class Members will not be included in the total
5 number of Workweeks that are reported to the Settlement Administrator to calculate and distribute
6 Individual Settlement Payments to Participating Class Members. The number of full workweeks
7 that a Participating Class Member was on a leave of absence, sick time, or vacation during the
8 Class Period shall be excluded from the total number of Workweeks.

9 **B. General Terms**

10 41. On March 27, 2024, Plaintiff filed a putative wage and hour class action in the San
11 Diego County Superior Court against Defendant. Plaintiff's class action alleged that Defendant
12 failed to pay all minimum and overtime wages, failed to provide compliant rest periods and pay
13 missed rest break premiums, failed to provide compliant meal periods and pay missed meal period
14 premiums, failed to pay all sick time, failed to pay all wages due and owing during employment
15 and at separation, failed to provide complete and accurate wage statements, , failed to reimburse
16 necessary business expenses, and engaged in unfair competition (Class Action). On April 29,
17 2024, Defendant removed the action to the United States District Court for the Southern District
18 of California and, thereafter, on May 24, 2024, filed its Motion to Compel Arbitration, Case No.
19 3:24-cv-0768-CAB-MSB, which was denied by the USDC on September 10, 2024. On October
20 10, 2024, Defendant appealed the order denying Defendant's Motion to Compel Arbitration to
21 the United States Court of Appeals for the Ninth Circuit, Case No. 24-6238 (hereinafter the
22 "Appeal"). As a result of the Appeal, the Class Action was automatically stayed on November
23 14, 2024.

24 42. On June 3, 2024, Plaintiff filed this separate complaint asserting a claim for civil
25 penalties pursuant to the Private Attorneys General Act, San Diego Superior Court Case No. 37-
26 2024-00026882-CU-OE-CTL (PAGA Action).

27 43. The Parties have agreed to stipulate to stay the Class Action, and the Appeal, and
28 to amend the complaint in the PAGA Action to include the allegations asserted in the Class Action

for purposes of obtaining Court approval of this Settlement in the PAGA Action.

44. Defendant denies all of Plaintiff's claims and allegations, denies any liability whatsoever, and further contends that the Action is not suitable for class certification and/or representative treatment.

45. The Class Representative believes he can proceed with his class, and the representative claims that the Action is meritorious and that class certification is appropriate.

46. The Parties have thoroughly investigated the facts of the Action. This includes conducting an extensive exchange of informal discovery, including Defendant's written policies and practices, and producing payroll and timekeeping records for Settlement Class Members and Aggrieved Employees. Class Counsel is both knowledgeable about and has done extensive research with respect to the applicable law and potential defenses to the claims of the Settlement Class Members and Aggrieved Employees. Class Counsel has diligently investigated the Class Members' claims against Defendant. Based on the foregoing data and their own independent investigation and evaluation, Class Counsel is of the opinion that the settlement with Defendant for the consideration and on the terms outlined in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Settlement Class Members and Aggrieved Employees in light of all known facts and circumstances, including the risk of significant delay and uncertainty associated with litigation, various defenses asserted by Defendant, and numerous potential appellate issues.

47. On December 4, 2025, the Parties participated in a full-day mediation before Steve Serratore, Esq., a highly experienced class action mediator. Following the mediation and the issuance of a mediator's proposal, the Parties reached a settlement.

48. The Parties agree that neither the Parties' Settlement, this Agreement, nor the acts to be performed or judgments to be entered pursuant to the terms of the Settlement and Agreement shall be construed as an admission by Defendant of any wrongdoing or violation of any statute or law or liability on the claims or allegations in the Action.

49. Stipulation for Class Certification and Representative Treatment. For settlement purposes only, Defendant will stipulate that the Settlement Class Members described herein who

do not Request Exclusion from the Settlement Class may be conditionally certified as a settlement class and that the Aggrieved Employees are appropriate for representative treatment for settlement purposes. This stipulation to certification and representative treatment is in no way an admission that class action certification and/or representative treatment is proper and shall not be admissible in this or any other action except for enforcing this Agreement.

C. Terms of Settlement

50. The financial terms of the Settlement are as follows:

(a) Settlement Amount: The Parties agree to settle this Action for Seven Hundred Thirty Thousand Dollars (\$730,000) (“the Settlement Amount”). The Settlement Amount is the maximum amount that will be paid by the Defendant and includes Individual Settlement Amounts, attorneys’ fees of Class Counsel, costs and expenses, the Service Payment to the Class Representative, all Settlement Administration Costs, and payment to the Labor Workforce Development Agency (LWDA) for PAGA penalties. Defendant shall separately pay the employer’s share of applicable payroll taxes.

(b) The settlement is based on Defendant's estimate that, as of the mediation date, Settlement Class members worked approximately 35,000 workweeks during the Class Period. If the final total number of workweeks for Settlement Class Members at the close of the Class Period exceeds 38,500, which is 10% above the estimate, Defendant may elect either of the following:

- End the Class Period on the date that the total workweeks equal 38,500 total workweeks; or
- Increase the Gross Settlement Amount in the exact proportionate amount as to any additional workweeks above 38,500 workweeks.
- Defendant shall notify Class Counsel in writing of its election within ten business days after receiving the final workweek count. Any election under this paragraph, and any resulting adjustment to the Gross Settlement Amount or Class Period, shall be disclosed in the motion for preliminary approval and shall be subject to Court approval.

1 (c) Net Settlement Amount: The “Net Settlement Amount” is defined as the
2 Settlement Amount less attorneys’ fees and litigation costs as approved and awarded by the Court,
3 the Service Payments to Class Representative as approved and awarded by the Court, the
4 Settlement Administration Costs, as approved and awarded by the Court, and the Twenty
5 Thousand Dollars (\$20,000.00) allocated to payment for PAGA Penalties as described in
6 Paragraph 50(i) below. If the Court reduces the attorneys’ fees and litigation costs or Service
7 Awards, Settlement Administration Costs, or increases or decreases the amount allocated to
8 PAGA penalties, the Net Settlement Sum shall be increased or decreased accordingly. Any Court
9 order awarding less than these allocations of the Settlement Amount shall not be grounds to
10 rescind the Settlement Agreement or otherwise void the Settlement.

11 (d) Individual Settlement Amounts for the Settlement Class: The Settlement
12 Administrator will use the Class Data provided by Defendant to calculate each Participating Class
13 Member’s and Aggrieved Employee’s Individual Settlement Amounts based on the following
14 formula:

15 i. PAGA Amount: \$20,000 of the Gross Settlement Amount has been
16 designated to the PAGA claims. Twenty-five percent (25%) or \$5,000 shall be paid to Aggrieved
17 Employees. Each Aggrieved Employee shall receive a portion of the \$5,000 proportionate to the
18 number of Workweeks by the Aggrieved Employees during the PAGA Period compared to the
19 total number of Workweeks by all Aggrieved Employees during the PAGA Period. Aggrieved
20 Employees shall have their settlement amount for the Released PAGA claims paid one hundred
21 percent (100%) as civil penalties for which no taxes will be withheld and for which the Settlement
22 Administrator will issue a Form 1099.

23 ii. Class Amount: The Net Settlement Amount shall be allocated to each
24 Participating Class Member based on their proportionate Workweeks during the Class Period.
25 This is determined by multiplying the Net Settlement Amount by a fraction, the numerator of
26 which is the Participating Class Member’s total Workweeks during the Class Period, and the
27 denominator of which is the total Workweeks by all Participating Class Members during the Class
28 Period. If there are any timely submitted Requests for Exclusion, the Settlement Administrator

1 shall proportionately increase the Individual Settlement Amounts for each Participating Class
2 Member so that the amount distributed to Participating Class Members equals 100% of the Net
3 Settlement Amount allocated toward Released Class Claims.

4 (e) Allocation of Individual Settlement Amounts: The Individual Settlement Amounts
5 will be allocated for tax purposes based on the allegations in the Action as follows: ten percent
6 (10%) will be paid as wages subject to withholding of all applicable local, state, and federal taxes;
7 and ninety percent (90%) will be paid as interest and as civil penalties (pursuant to, e.g., California
8 Labor Code sections 203, 226) from which no taxes will be withheld. The Settlement
9 Administrator will compute and issue to each Participating Class Member an Internal Revenue
10 Service Form W-2 and comparable state forms concerning the wage allocation and a Form 1099
11 concerning the civil penalties and interest allocations.

12 (f) Service Payments to Class Representative: The amount awarded to the Class
13 Representative as Service Payments will be set by the Court in its discretion, not to exceed
14 \$10,000. Defendant agrees not to oppose this request. The Service Payments to Class
15 Representative will be paid from the Gross Settlement Amount. The Settlement Administrator
16 will issue to the Class Representative an IRS Form 1099 in connection with this payment. Plaintiff
17 shall be solely and legally responsible for paying any and all applicable taxes on this payment.
18 The Parties agree that any amount awarded by the Court as the Service Payments to Plaintiff less
19 than the requested amount shall not be a basis for Plaintiff or Class Counsel to void this
20 Stipulation. Should the Court approve a lesser amount for the Service Payments, the difference
21 shall be added to the Net Settlement Amount to be distributed to the Participating Class Members.
22 In the event of any appeal of the amount of the service awards (if any) approved by the Court, if,
23 after the exhaustion of any such appellate review, additional amounts not awarded to the Class
24 Representative shall be added to the Net Settlement Amount to be distributed to the Participating
25 Class Members.

26 (g) Class Counsel's Attorneys' Fees and Costs: Defendant agrees not to oppose a
27 request by Class Counsel to the Court for an award of attorneys' fees of one-third (33.33%) of
28 the Settlement Amount, plus reasonable litigation costs not to exceed \$30,000 ("Attorneys' Fees

and Costs Award"). For purposes of this Settlement, Defendant agrees not to oppose any contention by Class Counsel that attorneys' fees should be based on the common fund theory. The Attorneys' Fees and Costs Award shall be paid from the Gross Settlement Amount, and except for this award, Defendant shall have no further obligation to pay any attorneys' fees, costs, or expenses to Class Counsel. Should the Court approve a lesser amount than is sought by Class Counsel, the difference shall be added to the Net Settlement Amount to be distributed to the Participating Class Members. Any Court order awarding less than the amount sought by Class Counsel shall not be grounds to rescind the Settlement Agreement or otherwise void the Settlement. In the event of any appeal of the amount of the awards of attorneys' fees and costs (if any) approved by the Court, final funding and administration of the portion of the attorneys' fees and/or costs award in dispute will be segregated and stayed pending the exhaustion of appellate review. If, after the exhaustion of any such appellate review, additional amounts not awarded as attorneys' fees and costs shall be added to the Net Settlement Amount to be distributed to the Participating Class Members and/or Aggrieved Employees. The Settlement Administrator shall issue to Class Counsel an IRS Form 1099 reflecting the amount of attorneys' fees and costs awarded by the Court. Class Counsel agrees that any allocation of fees between or among Class Counsel and any other attorney representing or claiming to represent the Class Members shall be the sole responsibility of Class Counsel.

(h) Settlement Administration Costs: The fees and other charges of the Settlement Administrator will be paid from the Gross Settlement Amount, not to exceed \$8,000, subject to Court approval, unless approved by all Parties and the Court.

(i) PAGA Penalties: The Parties agree that \$20,000 is allocated to PAGA Penalties and will be paid from the Gross Settlement Amount, subject to Court approval. Of this amount, \$15,000 (75%) shall be paid to the LWDA in satisfaction of Plaintiff's claims for civil penalties under the PAGA, and \$5,000 (25%) will be included in the Individual Settlement Amounts, payable to the Aggrieved Employees as set forth in Paragraph 50(d).

(j) Tax Liability: Class Counsel, Defendant, and Defendant' Counsel make no representations as to the tax treatment or legal effect of Settlement Amounts called for hereunder,

1 and Plaintiff and the Settlement Class Members are not relying on any statement or representation
2 by Class Counsel, Defendant, or Defendant' Counsel in this regard. Plaintiff and Final Settlement
3 Class Members understand and agree that they will be solely responsible for paying any taxes and
4 penalties assessed on their respective Settlement Amounts described herein. Income tax
5 withholding will also be made pursuant to applicable federal, state, and/or local withholding codes
6 or regulations. Forms W-2 and/or Forms 1099 will be distributed at times and in the manner
7 required by the Internal Revenue Code of 1986 (the "Code") and consistent with this Agreement.
8 If the Code, the regulations promulgated thereunder, or other applicable tax law are changed after
9 the date of this Agreement, the processes set forth in this Section may be modified to bring
10 Defendant into compliance with any such changes.

11 51. "Non-Reversionary" Settlement. This is a "non-reversionary" settlement. Under
12 no circumstances will any portion of the Settlement Amount revert to Defendant. Final Settlement
13 Class Members will not have to make a claim to receive an Individual Settlement Amount. In the
14 form of Individual Settlement Amounts, Distributions will be made directly to each Final
15 Settlement Class Member. The Settlement Administrator shall be responsible for accurately and
16 timely reporting any remittance obligations with respect to unclaimed funds as a result of a Final
17 Settlement Class Member not cashing an Individual Settlement Amount by the check-cashing
18 deadline, as set forth herein.

19 52. Class Counsel and Plaintiff believe that the Settlement is fair, reasonable, and
20 adequate and will so represent the same to the Court.

21 **D. Release by Plaintiff and the Final Settlement Class**

22 53. Upon the Effective Date of this Settlement, Plaintiff and each Participating Class
23 Member, for themselves and their respective spouses, domestic partners, marital community,
24 children, estates, trusts, attorneys, heirs, successors, beneficiaries, devisees, legatees, executors,
25 administrators, trustees, conservators, guardians, assigns, and Representative, will forever
26 completely release and discharge the Released Parties from the Released Class Claims for the
27 Class Release Period.

28 54. Each Participating Class Member will be deemed to have made the foregoing

Release as if by manually signing it.

55. Upon the Effective Date of this Settlement, Plaintiff and the LWDA will forever completely release and discharge the Released Parties from the Released PAGA Claims for the PAGA Release Period.

56. Plaintiff and the LWDA will be deemed to have made the foregoing Release as if by manually signing it.

57. Plaintiff and Defendant intend that the Settlement described in this Agreement will release and preclude any claim, whether by lawsuit, administrative claim or action, arbitration, demand, or other action of any kind, by each and all of the Participating Class Members to obtain a recovery based on, arising out of, and/or related to any and all of the Released Class Claims. The Settlement Class Members shall be notified in the Notice. This paragraph does not apply to any Settlement Class Member who timely and validly opts out of the Settlement for purposes of Class Claims.

58. Plaintiff and Defendant intend that the Settlement described in this Agreement will release and preclude any claim, whether by lawsuit, administrative claim or action, arbitration, demand, or other action of any kind, by each and all of the Aggrieved Employees and the LWDA to obtain a recovery based on, arising out of, and/or related to any and all of the Released PAGA Claims. The Aggrieved Employees and the LWDA shall be notified in the Notice.

59. Class Representative, on behalf of themselves and the Participating Settlement Class Members, acknowledge and agree that the claims for unpaid minimum and overtime wages, noncompliant rest periods and unpaid missed rest break premiums, noncompliant meal periods and unpaid missed meal period premiums, unpaid sick time, unpaid wages due and owing during employment and at separation of employment, unreimbursed expenses, inaccurate wage statements, and unlawful business practices in the Action, are disputed and that the payments set forth herein constitute payment of all sums allegedly due to them. Class Representative, on behalf of themselves and the Participating Settlement Class Members, acknowledge and agree that California Labor Code Section 206.5 does not apply to the Parties hereto. Section 206.5 provides in pertinent part as follows:

An employer shall not require the execution of any release of any claim or right on account of wages due, or to become due, or made as an advance on wages to be earned unless payment of those wages has been made.

E. General Release by Plaintiff

60. With the exception of Plaintiff's claims that cannot be released as matter of law, such as claims for workers' compensation, and in addition to Class Representative release of the Released Class Claims and Released PAGA Claims, as discussed in Paragraphs 53 and 55 above, Class Representative does hereby, for himself and for his respective spouses, domestic partners, marital community, children, estates, trusts, attorneys, heirs, successors, beneficiaries, devisees, legatees, executors, administrators, trustees, conservators, guardians, assigns, and Representative, forever completely release and discharge the Released Parties from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, contracts, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts, and expenses (including for back wages, statutory penalties, civil penalties, liquidated damages, exemplary damages, interest, attorneys' fees, and costs) of any nature whatsoever, from the beginning of time through the execution of this Settlement Agreement, whether known or unknown, suspected or unsuspected, concealed or hidden, including but not limited to all claims arising out of, based upon, or relating to Class Representative' employment with Defendant or the remuneration for or termination of such employment (collectively, the "Class Representative' Claims").

61. Class Representative expressly waives and relinquishes all rights and benefits afforded by Section 1542 of the Civil Code of the State of California, understanding and acknowledging the significance of the waiver of Section 1542. Section 1542 of the Civil Code of the State of California states:

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

OR RELEASED PARTY.

Notwithstanding the provisions of Section 1542, and for the purpose of implementing a full and complete release and discharge of all parties, Class Representative and Class Counsel expressly acknowledge that this Settlement Agreement is intended to include in its effect, without limitation, all claims that Class Representative knew of, as well as all claims that they do not know or suspect to exist in their favor against the Released Parties, or any of them, for the time period from the beginning of time to the execution of this Settlement Agreement, and that this Settlement Agreement contemplates the extinguishment of any such Class Representative's claims.

F. Interim Stay of Proceedings

62. Pending completion of all prerequisites necessary to effectuate this Settlement, the Parties agree, subject to Court approval, to a stay of all proceedings in the Action except such as are necessary to effectuate the Settlement, including amending the Complaint.

G. Notice Process

63. Appointment of Settlement Administrator. The Parties have agreed to the appointment of the Settlement Administrator to perform the duties of a settlement administrator, including mailing the Notice, using standard devices to obtain forwarding addresses, independently reviewing and verifying documentation associated with any claims or opt-out requests, resolving any disputes regarding the calculation or application of the formula for determining the Individual Settlement Amounts, drafting and mailing the settlement checks to Final Settlement Class Members, issuing Forms W-2 and 1099, computing and reporting to taxing authorities, due diligence, reporting and remittance obligations, and performing such other tasks as set forth herein or as the Parties mutually agree or that the Court orders.

64. Disputes Regarding Settlement Administration. Any and all disputes relating to the administration of the Settlement by the Settlement Administrator (except for disputes regarding Class Data) shall be referred to the Court, if necessary, which will have continuing jurisdiction over the terms and conditions of this Settlement Agreement until Plaintiff and Defendant notify the Court that all payments and obligations contemplated by this Settlement

Agreement have been fully carried out. Before presenting any issue to the Court, counsel for the Parties will confer in good faith to resolve the dispute without the necessity of Court intervention. The Settlement Administrator shall also be responsible for issuing to Plaintiff, Final Settlement Class Members, and Class Counsel any Forms W-2, Forms 1099, or other Tax Forms as may be required by law for all amounts paid pursuant to this Agreement. The Settlement Administrator shall also be responsible for setting up all necessary tax accounts and forwarding all payroll taxes and penalties to the appropriate government authorities.

65. Class Data. Within fourteen (14) days after the Preliminary Approval Order entry, Defendant shall provide the Class Data to the Settlement Administrator. The Settlement Administrator will check the Class Members' addresses against those on file with the U.S. Postal Service's National Change of Address List. The Class Data provided to the Settlement Administrator will not be provided to Class Counsel, and it will remain confidential; it shall be used solely to administer the Settlement, and it will not be used or disclosed to anyone except as required by applicable tax authorities, pursuant to Defendant' express written consent, or by order of the Court.

66. Notice. The Notice, as approved by the Court, shall be sent by the Settlement Administrator to the Settlement Class Members by first-class mail, in English, within fourteen (14) calendar days following the Settlement Administrator's receipt of the Class Data. The Settlement Administrator shall use standard devices, including a skip trace, to obtain forwarding addresses of Settlement Class Members if any notices are returned.

67. Returned Notices. The Settlement Administrator will take steps to ensure that the Notice is received by all Settlement Class Members, including using the National Change of Address Database maintained by the United States Postal Service to review the accuracy of and, if possible, update mailing addresses. Notices will be re-mailed to any Settlement Class Member for whom an updated address is located within ten (10) calendar days following the Settlement Administrator's learning of the failed mailing and receipt of the updated address. The Notice shall be identical to the original Notice, except that it shall notify the Settlement Class Member that the exclusion (opt-out) request or objection must be returned by the later of the Notice Response

Deadline or fifteen (15) days after remailing the Notice.

68. Presumption Regarding Receipt of Notice. It will be conclusively presumed that if an envelope has not been returned within thirty (30) days of the mailing, the Settlement Class Member received the Notice.

69. Disputes Regarding Class Data. Settlement Class Members are deemed to participate in the Settlement unless they opt out. The Notice will inform Settlement Class Members of their estimated Individual Settlement Amount, the number of Workweeks during the Class Period, and the PAGA Period. Settlement Class Members may dispute their Workweeks if they believe they were employed more workweeks in the Class Period in California than the Defendant's records show by timely submitting evidence to the Settlement Administrator. Defendant's records will be presumed determinative absent reliable evidence to rebut the Defendant's records, but the Settlement Administrator will evaluate the evidence submitted by the Settlement Class Member and provide the evidence submitted to the Class Counsel and Defense Counsel who agree to meet and confer in good faith about the evidence to determine the Class Member's actual number of Workweeks and estimated Individual Settlement Amount. If Class Counsel and Defense Counsel cannot agree, they agree to submit the dispute to the Court to render a final decision. Settlement Class Members will have until the Notice Response Deadline to dispute Workweeks, object, or opt out, unless extended by the Court. If the Settlement Administrator increases the number of Workweeks for any Settlement Class Member, then the Settlement Administrator will recalculate the Participating Class Members' Individual Settlement Amounts; accordingly, in no event will Defendant be required to increase the Gross Settlement Amount.

70. Declaration of Due Diligence. The Settlement Administrator shall provide counsel for the Parties, at least fourteen (14) days before the final approval hearing, a declaration of due diligence and proof of mailing with regard to the mailing of the Notice.

71. Settlement Class Members' Rights. Each Settlement Class Member will be fully advised of the Settlement, the ability to object to the provisions in the Settlement related to the Class Claims, and the ability to opt out or request exclusion from the Class Claims provisions of

1 the Settlement. The Notice will inform the Settlement Class Members of the Court-established
2 deadlines for filing objections or requesting exclusion from the Class Claims provisions of the
3 Settlement in accordance with the following guidelines:

4 (a) Requests for Exclusion from Participating Settlement Class. Any
5 Settlement Class Member, other than Plaintiff, may request to be excluded from the Participating
6 Settlement Class by submitting a “Request for Exclusion” to the Settlement Administrator,
7 postmarked on or before the Notice Response Deadline. The Request for Exclusion should be
8 stated in words to this effect:

9 I WISH TO BE EXCLUDED FROM THE SETTLEMENT CLASS IN
10 THE GARATE V. LINCARE, INC. LAWSUIT. I UNDERSTAND
11 THAT IF I ASK TO BE EXCLUDED FROM THE SETTLEMENT
12 CLASS, I WILL NOT RECEIVE ANY MONEY FROM THE
13 SETTLEMENT OF THE CLASS CLAIMS IN THIS LAWSUIT AND
14 WILL NOT HAVE THE RIGHT TO OBJECT TO THE
15 SETTLEMENT.

16 Any Request for Exclusion must include the full name, address, telephone number, last
17 four digits of the social security number or date of birth, and signature of the Settlement Class
18 Member requesting exclusion. The Request for Exclusion must be returned by mail to the
19 Settlement Administrator at the specified address. Any such Request must be made in accordance
20 with the terms set forth in the Notice. A Request for Exclusion will be timely only if postmarked
21 by the Notice Response Deadline unless the Parties agree in writing. Any Settlement Class
22 Member who timely requests exclusion in compliance with these requirements: (i) will not have
23 any rights under this Agreement with respect to the Class Claims, including the right to object,
24 appeal, or comment on the Settlement; (ii) will not be entitled to receive any payments under this
25 Agreement with respect to Class Claims; and (iii) will not be bound by this Agreement, or the
26 Judgment, with respect to the Class Claims.

27 (b) Binding Effect on Final Settlement Class Members. All Final Settlement
28 Class Members who do not exclude themselves in compliance with the procedures set forth above,
will: (i) be deemed to be Final Settlement Class Members for all purposes under this Agreement;
(ii) will be bound by the terms and conditions of this Agreement, the Judgment, and the releases

1 set forth herein; and (iii) except as otherwise provided herein, will be deemed to have waived all
2 objections and oppositions to the fairness, reasonableness, and adequacy of the Settlement.

3 (c) Objections to Settlement of Class Claims. Any Final Settlement Class
4 Member, other than Plaintiff, may object to the terms of this Agreement with respect to the Class
5 Claims and may appear at the Final Approval Hearing and object whether or not they have filed
6 a written objection as outlined herein. To object, a Final Settlement Class Member shall inform
7 the Settlement Administrator, in writing, of his/her/their objection, which must be postmarked by
8 the Notice Response Deadline at the address set forth in the Notice. Such objection shall include
9 the full name, address, telephone number, dates of employment with Defendant of the objecting
10 Final Settlement Class Member, the case name and number, the basis for the objection. The
11 Settlement Administrator shall provide objections, if any, to Class Counsel and Defense Counsel
12 within three (3) days of receipt, and the Settlement Administrator shall attach the same to its
13 declaration of due diligence filed with the Court before the Final Approval Hearing. Any Final
14 Class Member who files an objection remains eligible to receive monetary compensation from
15 the Settlement. Plaintiff and Defendant shall not be responsible for any fees, costs, or expenses
16 incurred by any Class Member and/or their counsel related to any objections to the Settlement.
17 Submitting an objection does not preserve the right to appeal a final judgment. Rather, the right
18 to appeal is preserved by becoming a party of record by timely and properly intervening or filing
19 a motion to vacate the judgment under Code of Civil Procedure section 663. Settlement Class
20 Members and Aggrieved Employees may not object to or opt out of the Settlement with respect
21 to the PAGA Claims.

22 (d) Failure to Object. Any Settlement Class Member who desires to object
23 with respect to the Class Claims but fails to submit a written objection timely waives any right to
24 object and will be foreclosed from making any objection to this Settlement. Any Settlement Class
25 Member who does not timely and properly become a party of record by intervening or filing a
26 motion to vacate the judgment waives any and all rights to appeal from the Judgment, including
27 all rights to any post-judgment proceeding and appellate proceeding, such as a motion to vacate
28 judgment, motion for new trial, a motion under California Code of Civil Procedure section 473,

and extraordinary writs.

(e) Responses to Objections. Counsel for the Parties may file a response to any objections submitted by Objecting Settlement Class Members at least five (5) court days before the date of the Final Approval Hearing.

72. Settlement Class Members will have until the Notice Response Deadline to object or submit a Request for Exclusion to the Settlement Administrator by U.S. Mail. The Settlement Administrator shall disclose jointly to Class Counsel and Defendant's counsel what objections or Requests for Exclusion were timely submitted every week and upon the request of Class Counsel or Defense Counsel.

73. Funding of the Settlement Amount. Defendant shall make a one-time deposit into the QSF of the Settlement Amount, as described in Paragraph 50(a), that is necessary to make all payments required under this Settlement within sixty plus five court days after entry of judgment, and Defendant shall separately pay its share of employer payroll taxes as calculated and directed by the Settlement Administrator.

74. Qualified Settlement Fund. The Qualified Settlement Fund shall be established at a federally insured bank acceptable to the Defendant and the Settlement Administrator.

75. Distribution of Funds. No later than fourteen (14) calendar days after the deposit of the payment into the QSF, the Settlement Administrator will mail the payments to the Participating Class Members, the payment for the attorneys' fees and costs to Class Counsel, any Service Payment to the Class Representative, the payment to the LWDA for PAGA penalties, and will pay itself the Settlement Administration Costs.

76. Deadline for Cashing Settlement Checks. Final Settlement Class Members shall have 180 calendar days after mailing by the Settlement Administrator to cash their settlement checks. If any Final Settlement Class Member's check is not cashed within that period, the check will be void, and a stop payment will be issued. All unclaimed funds shall escheat to the California State Controller's Unclaimed Property Fund. The Released Class Claims and Released PAGA Claims will be binding upon all Final Settlement Class Members and Aggrieved Employees who do not cash their checks within the 180-day period. If any settlement check is returned to the

Settlement Administrator within 180 days of mailing, the Settlement Administrator will, within five (5) business days of receipt of the returned settlement check, perform a skip trace to locate the individual. If a new address is located by these means, the Administrator will have ten (10) business days to re-issue the check and notify Defense Counsel and Class Counsel that a re-issued check has been sent. Neither the Defendant, defense counsel, Class Counsel, Plaintiff, nor settlement administrator will have any liability for lost or stolen settlement checks, forged signatures on settlement checks, or unauthorized negotiation of settlement checks. Without limiting the foregoing, in the event that a Final Settlement Class Member or Aggrieved Employees notifies the Settlement Administrator that they believe that a settlement check has been lost or stolen, the Settlement Administrator shall immediately stop payment on such check. If the check-in question has not been negotiated before the stop payment order is issued, the Settlement Administrator will issue a replacement check.

77. No person shall have any claim against Defendant, Defendant's Counsel, Plaintiff, Class Counsel, or the Settlement Administrator based on mailings, distributions, payments, or reports made in accordance with or pursuant to this Agreement. This provision does not, however, prevent a Party from seeking enforcement of this Agreement.

78. Without prejudice to any other remedies, the Settlement Administrator shall agree to be responsible for any breach of its obligations (whether committed by the Settlement Administrator or its agents) and to indemnify and hold the Parties and their counsel harmless from and against all liabilities, claims, causes of action, costs and expenses (including legal fees and expenses) arising out of any breach committed by the Settlement Administrator or its agents.

H. Duties of the Parties Prior to the Court's Approval

79. Upon completion of the execution of this Settlement Agreement, Plaintiff will move the Court for Preliminary Approval of this Settlement and entry of the Preliminary Approval Order, that will accomplish the following:

(a) Scheduling the Final Approval Hearing on the issue of whether this Settlement should be finally approved as fair, reasonable, and adequate as to the Class Members and a hearing on fees, costs, and the Service Payment;

- (b) Approving as to form and content of the proposed Notice;
- (c) Directing the mailing of the Notice by first-class mail to the Settlement Class Members;
- (d) Preliminarily approving this Settlement; and
- (e) Preliminarily certifying the class for purposes of this Settlement.

Plaintiff's counsel shall provide a draft of the motion for preliminary approval of the settlement to Defendant's counsel for review and comment prior to filing it. Good faith efforts will be made to have the preliminary approval hearing within 60 days of execution of this Settlement Agreement.

80. Reallocation of Settlement Proceeds. In the event the Court fails, on its first hearing, to approve this Agreement because the amount of the PAGA penalties is not adequate, then the Parties shall cooperate in good faith to reallocate the total settlement proceeds within this Agreement, to try to achieve Final Approval of the Agreement upon any subsequent Court hearings.

I. Duties of the Parties Following Court's Final Approval

81. In connection with the Final Approval Hearing provided for in this Settlement Agreement, Class Counsel shall submit a proposed Final Approval Order:

- (a) Approving the Settlement, adjudging the terms thereof to be fair, reasonable, and adequate, and directing consummation of its terms and provisions;
- (b) Approving Class Counsel's application for an award of attorneys' fees and reimbursement of litigation costs and expenses, the Service Payment to the Class Representative, and the payment to the Settlement Administrator for costs of administering the settlement; and
- (c) Entering judgment approving the settlement, thereby permanently barring all Participating Class Members from prosecuting any Released Class Claims against any of the Released Parties and permanently barring all Aggrieved Employees and the LWDA from prosecuting any Released PAGA Claims against any of the Released Parties.

J. Voiding the Agreement

82. If the Court fails or refuses to issue the Final Approval Order or fails to approve

any material condition of this Settlement Agreement that affects a fundamental change of the Settlement, the entire Settlement Agreement shall be rendered voidable and unenforceable as to all Parties herein at the option of either Party. Reduction of the amount of attorney's fees and/or costs sought or Class Representative awards sought shall not be considered a failure to approve a material condition.

83. If three percent (3%) or more of the Settlement Class Members timely submit a Request for Exclusion, Defendant shall have the option of terminating or modifying this Agreement without prejudice to its pre-settlement positions and defenses in the Action. If Defendant exercises such option under this paragraph, it shall be relieved of any obligation to pay the Settlement Amount or any other obligations from the Settlement by giving notice to Plaintiff's Counsel and the Settlement Administrator within ten (10) days of being notified by the Settlement Administrator of a 3% or greater opt-out rate. In such an event, the Parties shall be restored to their respective positions in all respects as though the contemplated settlement never occurred. In the event of such termination, no party may use the fact that the Parties agreed to settle or the terms provided herein as an admission, as evidence, or for any other purpose, including, without limitation, to prove any liability or the amount of any sum allegedly owed by any Party. All parties and counsel shall not encourage opt-outs or objections to this Agreement. The parties agree not to solicit opt-outs, directly or indirectly, through any means.

84. If the Settlement is voided or fails for any reason, Plaintiff and Defendant will have no further obligations under the Settlement, including any obligation by Defendant to pay the Settlement Amount or any amounts that otherwise would have been owed under this Settlement.

85. If the Settlement is voided or fails for any reason, any costs incurred by the Settlement Administrator shall be borne equally by Defendant and Plaintiff unless otherwise specified in this Agreement.

K. Other Terms

86. Full and Complete Defense. Any Released Party may plead this Agreement as a full and complete defense to and may be used as the basis for an injunction against any action,

1 suit, or other proceeding that has been or may be instituted, prosecuted, or attempted, asserting
2 any Released Claim.

3 87. Waiver. The waiver by one Party of any breach of this Agreement by another Party
4 shall not be deemed a waiver of any other prior or subsequent breach of this Agreement.

5 88. Parties' Authority. The signatories hereto represent that they are fully authorized
6 to enter into this Settlement Agreement and bind the Parties hereto to the terms and conditions
7 hereof.

8 89. Mutual Full Cooperation. The Parties agree to fully cooperate with each other to
9 accomplish the terms of this Settlement Agreement, including but not limited to the execution of
10 such documents and to take such other action as may reasonably be necessary to implement the
11 terms of this Settlement Agreement. The Parties to this Settlement Agreement shall use their best
12 efforts, including all efforts contemplated by this Settlement Agreement and any other efforts that
13 may become necessary by order of the Court or otherwise, to effectuate this Settlement
14 Agreement and the terms set forth herein. As soon as practicable after executing this Settlement
15 Agreement, Class Counsel shall, with the assistance and cooperation of Defendant and
16 Defendant' Counsel, take all necessary steps to secure the Court's preliminary and final approval
17 of the settlement and the final entry of judgment.

18 90. No Prior Assignments. The Parties hereto represent, covenant, and warrant that
19 they have not, directly or indirectly, assigned, transferred, encumbered, or purported to assign,
20 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action,
21 cause of action, or rights released and discharged by this Settlement Agreement.

22 91. No Admission. Defendant denies any and all liability to Plaintiff and/or any
23 Settlement Class Member or Aggrieved Employee under PAGA in this Action as to any and all
24 causes of action that were asserted, or that might have been asserted in this Action. Nonetheless,
25 Defendant wishes to settle and compromise the matters at issue in the Complaint to avoid further
26 substantial expense and the inconvenience and distraction of protracted and burdensome
27 litigation. Defendant also has taken into account the uncertainty and risks inherent in litigation,
28 and without conceding any infirmity in the defenses that they have asserted or could assert against

Plaintiff, has determined that it is desirable and beneficial that Plaintiff's claims be settled in the manner and upon the terms and conditions set forth in this Agreement.

92. Inadmissibility of Agreement. Whether or not the Court issues the Final Approval Order, nothing contained herein, nor the consummation of this Settlement Agreement, is to be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant or any of the other Released Parties. Each of the Parties hereto has entered into this Settlement Agreement with the intention of avoiding further disputes and litigation with the attendant inconvenience and expenses. This Settlement Agreement is a settlement document, and it, along with all related documents such as the notices and motions for preliminary and final approval, shall, pursuant to California Evidence Code section 1152 and/or Federal Rule of Evidence 408, be inadmissible in evidence in any proceeding, except an action or proceeding to approve the settlement, interpret or enforce this Settlement Agreement and/or for Defendant to support a defense of *res judicata*, collateral estoppel, release, or other theory of claim or issue preclusion or similar defense.

93. The stipulation for class certification as part of this Settlement Agreement is for settlement purposes only, and if, for any reason, the settlement is not approved, the stipulation will be of no force or effect.

94. Notices. Unless otherwise specifically provided herein, all notices, demands, or other communications given hereunder shall be in writing and shall be deemed to have been duly given as of the third business day after mailing by United States registered or certified mail, return receipt requested, addressed:

To the Settlement Class Members and Aggrieved Employees:

Mehrdad Bokhour <i>mehrdad@bokhourlaw.com</i> 1901 Avenue of the Stars, Suite 520 Los Angeles, California 90067 Tel: (310) 975-1493; Fax: (310) 675-0861	Joshua Falakassa <i>josh@falakassalaw.com</i> 1901 Avenue of the Stars, Suite 520 Los Angeles, California 90067 Tel: (818) 456-6168; Fax: (888) 505-0868
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To Defendant:

Shiva Shirazi Davoudian
sdavoudian@littler.com
 Hider Al-Mashat
HALMashat@littler.com
 LITTLER MENDELSON P.C.
 2049 Century Park East, 5th Floor
 Los Angeles, California 90067
 Telephone: (310) 553-0308
 Facsimile: (800) 715-1330

95. Construction. The Parties hereto agree that the terms and conditions of this Settlement Agreement are the result of lengthy, intensive negotiations between the Parties and that this Settlement Agreement shall not be construed in favor of or against any Party because of the extent to which any Party or their counsel participated in the drafting of this Settlement Agreement. Plaintiff and Defendant expressly waive the common-law and statutory rule of construction that ambiguities should be construed against the drafter of an agreement and further agree, covenant, and represent that the language in all parts of this Agreement shall be in all cases construed as a whole, according to its fair meaning.

96. Captions and Interpretations. Paragraph titles or captions contained herein are inserted as a matter of convenience and for reference and in no way define, limit, extend, or describe the scope of this Settlement Agreement or any provision hereof. Each term of this Settlement Agreement is contractual and not merely a recital.

97. Modification. This Settlement Agreement may not be changed, altered, or modified except in writing and signed by the Parties hereto and approved by the Court. This Settlement Agreement may not be discharged except by performance in accordance with its terms or by writing signed by all of the Parties hereto.

98. Dispute Resolution. Prior to instituting legal action to enforce the provisions of this Agreement or to declare rights and/or obligations under this Agreement, a Party shall provide written notice to the other Party and allow an opportunity to cure the alleged deficiencies, and Plaintiff and Defendant agree to seek the help of the mediator identified in this Agreement to resolve any dispute they are unable to resolve informally. During this period, the Parties shall

bear their attorneys' fees and costs. This provision shall not apply to any legal action or other proceeding instituted by any person or entity other than Plaintiff or Defendant.

99. Court Retains Jurisdiction. The Parties agree that upon the entry of judgment of dismissal pursuant to the terms of this Agreement, that, pursuant to Code of Civil Procedure section 664.6, the Court shall retain exclusive and continuing equity jurisdiction of this Action over all Parties to interpret, enforce, and effectuate the terms, conditions, intents, and obligations of this Agreement.

100. Enforceability. Pursuant to California Evidence Code section 1123(a) and (b), this Agreement is intended by the Parties to be and shall be, enforceable, binding, and admissible in a court of law.

101. Choice of Law. This Settlement Agreement shall be governed by and construed, enforced, and administered in accordance with the laws of the State of California, without regard to its conflicts-of-law rules.

102. Integration Clause. This Settlement Agreement contains the entire agreement between the Parties relating to the settlement and transaction contemplated hereby, and all prior or contemporaneous agreements, understandings, representations, and statements, whether oral or written and whether by a Party or such Party's legal counsel, are merged herein. No rights hereunder may be waived except in writing.

103. Binding On Assigns. This Settlement Agreement shall be binding upon and inure to the benefit of the Parties hereto and their respective heirs, trustees, executors, administrators, successors, and assigns.

104. Signatures of all class members are unnecessary to be Binding. It is agreed that because the members of the Settlement Class are numerous, it is impossible or impractical to have each Final Class Member execute this Settlement Agreement. The Notice will advise all Settlement Class Members of the binding nature of the releases provided herein, and such shall have the same force and effect as if each Final Settlement Class Member executed this Settlement Agreement.

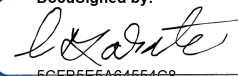
105. Counterparts. This Settlement Agreement may be executed in counterparts, and

when each Party has signed and delivered at least one such counterpart, each counterpart shall be deemed an original and, when taken together with other signed counterparts, shall constitute one fully signed Settlement Agreement, which shall be binding upon and effective as to all Parties. Electronic signatures shall have the same force and effect as an original.

APPROVAL AND EXECUTION BY PARTIES:

Dated: 3/24/2026

CLASS REPRESENTATIVE:

DocuSigned by:

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Ignacio Garate

Dated: 03-20-26

DEFENDANT:

LINCARE, INC.


By: Jeff Bauman

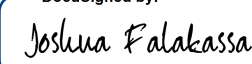
Its: CEO

APPROVED AS TO FORM:

CLASS COUNSEL

Dated: 3/23/2026

FALAKASSA LAW, P.C.

DocuSigned by:

15A628B2C5A149C...

Joshua Falakassa
Attorneys for Plaintiff

1 Dated: 3/23/2026

BOKHOUR LAW GROUP, P.C.

Signed by:

MEHRDAD BOKHOUR

D8D3643F271940F...

Mehrdad Bokhour
Attorneys for Plaintiff

6 Dated: March 20, 2026

DEFENDANT' COUNSEL:

LITTLER MENDELSON, PC

Shiva Shirazi Davoudian

Shiva Shirazi Davoudian
Attorneys for Defendant, Lincare, Inc.

NOTICE OF SETTLEMENT OF CLASS ACTION

Garate v. Lincare, Inc.
Superior Court of the State of California, County of San Diego
Case No. 37-2024-00026882-CU-OE-CTL
LWDA Case No. LWDA-CM- 1018928-24

To: All current and former non-exempt hourly employees employed by Lincare, Inc., (the “Company”) in California at any time between August 12, 2022, through March 4, 2026 (the “Class”), and all current and former non-exempt hourly employees employed by Lincare, Inc., at any time between March 27, 2023, through March 4, 2026 (the “Aggrieved Employees”):

THIS NOTICE is about a proposed settlement of a class action lawsuit, and an announcement of a court hearing that you may choose to attend. Your rights may be affected by the legal proceedings in this action. The Court will conduct a hearing on [REDACTED], 2026 to address whether the proposed settlement should be approved (“Final Approval Hearing”). You may be entitled to receive payment under the terms of this class action settlement contained in the Settlement Agreement, which documents the terms of the settlement that the Court has preliminarily approved (the “Settlement”).

[IDENTIFYING INFORMATION]

You have been identified as a Class Member in the above lawsuit. Under the terms of the proposed settlement, you are estimated to receive approximately **\$INSERT AMOUNT** as your share of the Net Settlement Amount should the Court approve the Settlement. Please note that this is only an estimate. Your actual share of the Net Settlement Amount may be more or less than this estimate. Your estimate is based on the number of weeks you performed any work for the Company (referenced herein as “Workweeks” or Weeks Worked”) in California between August 12, 2022, and March 4, 2026 (the “Class Period”).

Additionally, the lawsuit seeks civil penalties under the California Private Attorney General Act, Cal. Lab. Code section 2698, *et seq.* (“PAGA”) for all current and former hourly, nonexempt employees who were employed by the Company in California at any time from March 27, 2023, through March 4, 2026 (the “PAGA Period”), who are referred to as “Aggrieved Employees.”

Your options and eligibility requirements for receiving payments are described below.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT (SEE SECTION VIII FOR MORE DETAILS)	
DO NOTHING	Receive a settlement payment and give up your right to sue on the Released Claims described in Section III. This settlement does <u>not</u> require a claims process to receive a payment. Therefore, there is <u>no</u> claim form for you to complete should you wish to receive payment. You are automatically included and eligible to receive a payment once the Court approves the settlement.
EXCLUDE YOURSELF	You may “opt-out” of any connection with this case including any right to a settlement payment. If you choose to opt-out, you must submit a Request for Exclusion by [REDACTED], 2026 (see Section VI). All persons who validly and timely opt-out of the Settlement will <u>not</u> receive any settlement payment and will preserve Released Claims described in Section IV subject to applicable statutes of limitations, except that Settlement Class Members who worked during the PAGA Period are nevertheless bound by the release of the PAGA claims.

OBJECT	Write to the Court and Settlement Administrator about why you do not like the Settlement by completing and submitting an Objection by [REDACTED], 2026 (see Section VI) or make an objection at the Final Approval Hearing.
GO TO A HEARING	Ask to speak in Court about the terms of the Settlement. The next scheduled hearing is the Final Approval Hearing on [REDACTED].

I. Why should I read this Notice?

The Court has granted preliminary approval of a proposed settlement (the “Settlement”) in *Garate v. Lincare, Inc.*, San Diego County Superior Court Case No. 37-2024-00026882-CU-OE-CTL (the “Lawsuit”). Because your rights may be affected by the Settlement, it is important that you read this notice carefully.

The Company’s records show that you were employed in California as a non-exempt employee (meaning you were paid hourly or otherwise eligible for overtime pay) at some point between August 12, 2022, and March 4, 2026 (“Class Period”). The Court ordered this Notice be sent to you because you may be entitled to money under the Settlement and because the Settlement affects your legal rights.

NO ACTION NEEDS TO BE TAKEN TO RECEIVE MONEY UNDER THE SETTLEMENT: If you were employed by the Company as a non-exempt employee in California during the Class Period, you are automatically included in the Settlement and do not need to take any further action to receive a payment.

The purpose of this Notice is to provide you with a brief description of the Lawsuit, to inform you of the terms of the proposed Settlement, and to discuss your rights and options in connection with the Lawsuit and the Settlement.

II. What is this lawsuit about?

On or about March 27, 2024, Plaintiff Ignacio Garate filed a Class Action Complaint in the Court against Defendant, including causes of action asserting: (1) failure to pay minimum and overtime wages; (2) failure to provide compliant rest periods and pay missed rest break premiums; (3) failure to provide compliant meal periods and pay missed meal period premiums; (4) failure to pay all sick time; (5) failure to pay all wages due and owing during employment and at separation; (6) failure to provide complete and accurate wage statements; (7) failure to reimburse necessary business expenses; and (8) deceptive, fraudulent, or otherwise unlawful business practices.

The Company denies these allegations and contends that it has done nothing wrong. The Company denies that it owes any wages, expenses, restitution, penalties, or other damages. Accordingly, this Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of the Company, which expressly denies any and all liability.

The Court has not ruled on the merits of Plaintiff’s claims. And, by approving the Settlement and issuing this Notice, the Court is not suggesting which side would win or lose this case if it went to trial. However, to avoid additional expense, inconvenience, and risks of continued litigation, the Company and Plaintiff have concluded that it is in their respective best interests and the interests of the Settlement Class to settle the Lawsuit on the terms summarized in this Notice. After extensive discovery and providing information to Class Counsel, the Settlement was reached following an arm’s length mediation.

The Class Representatives and Class Counsel support this Settlement. Among the reasons for their support are the defenses to liability potentially available to the Company, the risk of denial of class certification, the inherent risk of trial on the merits, and the delays and uncertainties associated with litigation.

If you are still employed by the Company, this Settlement will not affect your employment. California law strictly prohibits unlawful retaliation. Further, the Company will not take any adverse action against or otherwise target, retaliate, or discriminate against any Class Member because of the Class Member's participation or decision not to participate in this Settlement. If a Class Member does not participate, his/her share will be paid to those who do participate.

III. Who are the attorneys representing Plaintiff and the Class Members?	
Mehrdad Bokhour Bokhour Law Group, P.C. <i>mehrdad@bokhourlaw.com</i> 1901 Avenue of the Stars, Suite 520 Los Angeles, California 90067 Tel: (310) 975-1493; Fax: (310) 675-0861	Joshua S. Falakassa Falakassa Law, P.C. <i>josh@falakassalaw.com</i> 1901 Avenue of the Stars, Suite 520 Los Angeles, California 90067 Tel: (818) 456-6168; Fax: (888) 505-0868
IV. What are the terms of the Settlement?	

On **[PA DATE]**, the Court certified a class, for settlement purposes only, of all non-exempt employees employed by the Company in California between August 12, 2022, and March 4, 2026 (the "Settlement Class"). Individuals who do not opt out of the Settlement Class, pursuant to the procedures set forth in this Notice ("Class Members") will be mailed Settlement checks and, in exchange, be bound by the Settlement and release of Released Claims.

Without admitting any wrongdoing, the Company has agreed to pay \$730,000 (the "Settlement Amount") in U.S. dollars to fully resolve all claims in the Lawsuit, which includes payments for Individual Settlement Payments to eligible Class Members, attorneys' fees and costs, payments to the California Labor and Workforce Development Agency ("LWDA") and PAGA aggrieved employees, and Settlement Administration Costs, Class Representative Service Payments.

The Parties agreed to the following payments from the Settlement Amount:

Settlement Administration Costs. The Court has approved ILYM Group, Inc. ("ILYM") to act as the "Settlement Administrator," who is sending this Notice to you and will perform many other duties relating to the Settlement. Under the Settlement, a maximum of \$8,000, subject to Court approval, will be paid from the Settlement Amount to pay the Settlement Administration Costs.

Penalties to the LWDA. \$20,000 is allocated to PAGA Penalties and will be paid from the Gross Settlement Amount, subject to Court approval. Of this amount, \$15,000 (75%) shall be paid to the LWDA in satisfaction of Plaintiff's claims for civil penalties under the PAGA, and \$5,000 (25%) will be included in the Individual Settlement Amounts, payable to the Aggrieved Employees

The PAGA Period means March 27, 2023, through March 4, 2026.

Aggrieved Employees are eligible to receive payment under the PAGA Settlement of their pro rata share of the PAGA Amount, based on the number of workweeks during which each Aggrieved Employee worked during the PAGA Period, relative to the total number of workweeks worked by all Aggrieved Employees during the PAGA Period.

Service Payment to Settlement Class Representatives. Class Counsel will ask the Court to award the Class Representative a Service Payment in the amount of \$10,000 to the Plaintiff to compensate him for service and extra work provided on behalf of the Class Members, subject to Court approval. Should the Court approve a lesser amount for the Service Payments, the difference shall be added to the Net Settlement Amount to be distributed to the Participating Class Members.

Attorneys' Fees and Expenses. Class Counsel, which includes two law firms (Falakassa Law, P.C. and Bokhour Law Group, P.C.), has been prosecuting the Lawsuit on behalf of the Class Members on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses. The Court will determine the actual amount of attorneys' fees awarded to Class Counsel, to be paid from the Settlement Amount. Class Members are not personally responsible for any of Class Counsel's attorneys' fees or expenses. Class Counsel will ask for fees of one-third (\$33.33%) of the common fund Settlement Amount as reasonable compensation for the work Class Counsel performed and will continue to perform in this Lawsuit through finalization of the Settlement. Class Counsel also will ask for reimbursement of up to \$30,000 for the costs Class Counsel incurred in connection with the Lawsuit. Should the Court approve a lesser amount than is sought by Class Counsel, the difference shall be added to the Net Settlement Amount to be distributed to the Participating Class Members.

Calculation of Individual Settlement Payments to Class Members.

After deducting Court approved attorneys' fees and litigation costs, service awards to the Class Representatives, Settlement Administration Costs, and the amount allocated to PAGA penalties, the remaining portion of the Gross Settlement Amount will constitute the Net Settlement Amount. The Net Settlement Amount will be distributed to Participating Class Members, meaning Settlement Class Members who do not submit a timely Request for Exclusion.

Each Participating Class Member's Individual Settlement Amount will be calculated based on the number of Workweeks worked by that Participating Class Member during the Class Period in California. This is determined by multiplying the Net Settlement Amount by a fraction, the numerator of which is the Participating Class Member's total Workweeks during the Class Period, and the denominator of which is the total Workweeks by all Participating Class Members during the Class Period.

If there are any timely submitted Requests for Exclusion, the Settlement Administrator shall proportionately increase the Individual Settlement Amounts for each Participating Class Member so that the amount distributed to Participating Class Members equals 100% of the Net Settlement Amount allocated toward Released Class Claims.

Based on Defendant's records, you worked ____ Workweeks during the Class Period. Based on this information, your estimated Individual Settlement Amount for Class Claims is \$ ____.

PAGA Payments. \$20,000.00 is allocated to PAGA Penalties and will be paid from the Gross Settlement Amount, subject to Court approval. Of this amount, \$15,000 (75%) shall be paid to the LWDA in satisfaction of Plaintiff's claims for civil penalties under the PAGA, and \$5,000 (25%) will be included in the Individual Settlement Amounts, payable to the Aggrieved Employees.

Based on Defendant's records, you worked ____ Pay Periods during the PAGA Period. Based on this information, your estimated PAGA payment is \$ ____.

For each Settlement Class Member, the Weeks Worked at the Company during the Class Period will be calculated from Company's records. The Company's records indicate that you worked for **[TOTAL WORKWEEKS]** Workweeks in California during the Class Period of August 12, 2022, through March 4, 2026. If you disagree with the number of Workweeks attributed to you, you may submit written evidence to the Settlement Administrator by the deadline stated in this Notice. The Settlement Administrator will review the information and provide it to Class Counsel and Defense Counsel, who will meet and confer in good faith regarding the dispute. If counsel are unable to resolve the dispute, the issue will be submitted to the Court for a final determination. **DOCUMENTATION SENT TO THE SETTLEMENT ADMINISTRATOR WILL NOT BE RETURNED OR PRESERVED; DO NOT SEND ORIGINALS.** The Parties and Administrator will evaluate the evidence submitted by the Settlement Class member and discuss in good faith how many Workweeks should be credited to

each Settlement Class member. If the Parties are unable to agree, the Settlement Administrator will render a final decision.

Payments to Class Members. After the Court grants Final Approval of the Settlement, Judgment is entered, and the time to file an appeal has expired, settlement checks will be mailed to all participating Class Members who did not timely request to be excluded. Participating Class Members will have 180 days from the issuance of the last check to cash all of the checks. If any Class Member fails to timely cash a settlement check, a stop payment will be placed on the check and the unclaimed funds will be paid to the California State Controller's Office in the name of the Class Member, so that the Class Member can attempt to collect the funds at a later date.

Allocation and Taxes. Ten percent (10%) of the Settlement Amount distributed to each participating Class Member will be considered and reported as "wages" (W-2 reporting). Ninety percent (90%) of the Settlement Amount will be distributed to each participating Class Member as "interest" and "civil penalties" (Form 1099 reporting). The Settlement Administrator shall take all usual and customary deductions from the Settlement payments that are distributed as wages, including, but not limited to, state and federal tax withholding, disability premiums, and unemployment insurance premiums. No deduction will be taken from the interest or non-wage penalty distribution; however, it will be reported on IRS Form 1099 as income. The Company will be responsible for paying its portion of any state and federal taxes, in addition to the Settlement Amount. Class Members are responsible for the proper income tax treatment of the Settlement Amounts. The Settlement Administrator, Company, and its counsel, and Class Counsel cannot provide tax advice and make no representations as to the tax treatment or legal effect of the Individual Settlement Payments. Participating Class Members will be solely responsible for the payment of any taxes and penalties assessed on their Individual Settlement Payments. Accordingly, Class Members should consult with their tax advisors concerning the tax consequences and treatment of payments they receive under the Settlement.

Release. Once the Court approves the proposed Settlement, enters Judgment, and the Company funds the Settlement Amount, then the Settlement Agreement will bind all participating Class Members who have not opted out of the Settlement, and will bar them from bringing certain claims against the Company as described below. Specifically, after Final Approval by the Court, the Settlement Class Members, for themselves and for their respective agents, spouses, domestic partners, marital community, children, estates, trusts, attorneys, heirs, predecessors, successors, beneficiaries, devisees, legatees, executors, administrators, trustees, conservators, guardians, assigns, and representatives, will forever completely release and discharge the Defendant, and each of its subsidiaries, affiliates, parent companies, shareholders, predecessors, successors, and assigns, and each of their respective agents, officers, employees, directors, owners, attorneys, insurers, and reinsurers, as well as any alleged joint employer of Plaintiff, the Settlement Class Members, and the Allegedly Aggrieved Employees of all claims that were pled in the First Amended Complaint and all claims that reasonably could have been alleged in the First Amended Complaint based on the facts alleged therein, or that arise from, are attributable to, or are related to the facts asserted therein, except the claim under the PAGA, including claims for: (1) failure to pay minimum and overtime wages in violation of Labor Code sections 204, 510, 1194, 1197, and 1198, and the applicable IWC Wage Order(s); (2) failure to provide compliant rest periods and pay missed rest break premiums in violation of Labor Code section 226.7 and 516, and the applicable IWC Wage Order(s); (3) failure to provide compliant meal periods and pay missed meal period premiums in violation of Labor Code sections 226.7 and 512, and the applicable IWC Wage Order(s); (4) failure to pay all sick time in violation of Labor Code section 246 and the applicable IWC Wage Order(s); (5) failure to pay all wages due and owing during employment and at separation in violation of Labor Code sections 201–204; (6) failure to provide complete and accurate wage statements in violation of Labor Code sections 226 and 226.3; (7) failure to reimburse necessary business expenses in violation of Labor Code sections 2802–2804; (8) deceptive, fraudulent, or otherwise unlawful business practices based on the foregoing in violation of California's Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210); based on the foregoing and predicated upon Labor Code sections 98.6, 201, 202, 203, 204, 206.5, 210, 221, 226, 226.3, 226.7, 227.3, 246, 248.5, 510, 512(a), 516, 551, 552, 558, 558.1, 1102.5, 1174, 1174.4, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1199, and 2802; and all claims for liquidated damages, penalties, interest, fees, and costs based on the foregoing. These released claims and damages are hereinafter referred to as "Released Claims." The time period

governing these Released Class Claims shall be at any time from August 12, 2022, through March 4, 2026 (“Release Period”). Any Settlement Class Member who timely requests exclusion in compliance with these requirements will not be bound by this Release, except that Settlement Class Members who worked during the PAGA Period are nevertheless bound by the release of the PAGA claims.

Likewise, the “PAGA Claims” or “Released PAGA Claims” shall include any and all claims for civil and statutory penalties pursuant to PAGA, that were alleged or reasonably could have been alleged based on the facts, transactions, or allegations set forth in the operative Complaint and/or PAGA Notice to the California Labor and Workforce Development Agency, arising during the PAGA Period, including claims for: (1) failure to pay minimum and overtime wages in violation of Labor Code sections 204, 510, 1194, 1197, and 1198, and the applicable IWC Wage Order(s); (2) failure to provide compliant rest periods and pay missed rest break premiums in violation of Labor Code section 226.7 and 516, and the applicable IWC Wage Order(s); (3) failure to provide compliant meal periods and pay missed meal period premiums in violation of Labor Code sections 226.7 and 512, and the applicable IWC Wage Order(s); (4) failure to pay all sick time in violation of Labor Code section 246 and the applicable IWC Wage Order(s); (5) failure to pay all wages due and owing during employment and at separation in violation of Labor Code sections 201–204; (6) failure to provide complete and accurate wage statements in violation of Labor Code sections 226 and 226.3; and (7) failure to reimburse necessary business expenses in violation of Labor Code sections 2802–2804, and all claims for PAGA penalties predicated upon Labor Code sections 98.6, 201, 202, 203, 204, 206.5, 210, 221, 226, 226.3, 226.7, 227.3, 246, 248.5, 510, 512(a), 516, 551, 552, 558, 558.1, 1102.5, 1174, 1174.4, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1199, and 2802. The time period governing these Released PAGA Claims shall be at any time from March 27, 2023, through March 4, 2026.

Waiver of Labor Code Section 206.5(e). Class Members who do not opt out will be deemed to have acknowledged and agreed that their claims for wages and/or penalties in the Lawsuit are disputed, and that the Individual Settlement Payments constitute payment of all sums allegedly due to them. Class Members will be deemed to have acknowledged and agreed that California Labor Code Section 206.5 is not applicable to the Individual Settlement Payments. That section provides in pertinent part as follows:

“No employer shall require the execution of any release of any claim or right on account of wages due, or to become due, or made as an advance on wages to be earned, unless payment of such wages has been made.”

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order at or following the Final Approval Hearing finally approving the Settlement as fair, reasonable, adequate and in the best interests of the Settlement Class, and the entry of Judgment.

V. How can I claim money from the settlement?

You are automatically included as a Settlement Class Member to receive an Individual Settlement Payment, provided that you do not exercise your right to opt-out as explained below, and do not have to take any further action. It is the responsibility of all Class Members to ensure that the Settlement Administrator has your current address on file, or you may not receive important information or an Individual Settlement Amount.

VI. What other options do I have?

- A. **Do Nothing and Participate in the Settlement.** Under the Settlement, you will automatically receive an Individual Settlement Payment unless you exclude yourself from the settlement by following the exclusion procedure set forth below. If you disagree with the number of Weeks Worked, as described in this Notice, you may dispute the allocation of the Settlement without excluding yourself or objecting, as described below.

If you are a current employee, your decision as to whether or not to participate in this Settlement will not be considered by the Company and the Company will not take any adverse employment action against you based on your participation in the Settlement.

- B. **Exclude Yourself from the Settlement.** If you **do not** wish to take part in the Settlement, you may exclude yourself by sending to the Settlement Administrator a “Request for Exclusion from the Class Action Settlement” letter/card postmarked no later than [REDACTED], 2026 with your full name, address, telephone number, last four digits of the social security number or date of birth, and signature of the Settlement Class Member requesting exclusion.. The Request for Exclusion should state:

“I WISH TO BE EXCLUDED FROM THE SETTLEMENT CLASS IN THE GARATE V. LINCARE, INC. LAWSUIT. I UNDERSTAND THAT IF I ASK TO BE EXCLUDED FROM THE SETTLEMENT CLASS, I WILL NOT RECEIVE ANY MONEY FROM THE SETTLEMENT OF THE CLASS CLAIMS IN THIS LAWSUIT AND WILL NOT HAVE THE RIGHT TO OBJECT TO THE SETTLEMENT.”

Send the Request for Exclusion directly to the Settlement Administrator, [ADDRESS], postmarked no later than [REDACTED], 2026. Any person who files a timely Request for Exclusion from the Class Action Settlement, upon receipt: (1) will not have any rights under this Settlement, including the right to object, appeal or comment on the Settlement; (2) will not be entitled to receive any payments under this Settlement; and (3) will not be bound by this Settlement, or the Judgment, except that Settlement Class Members who worked during the PAGA Period are nevertheless bound by the release of the PAGA claims.

- C. **Object to Settlement.** You also have the right to object to the terms of the Settlement. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement. If you wish to object to the proposed Settlement, or any portion of it, you may submit a written objection stating your full name, address, telephone number, dates of employment with Defendant of the objecting Final Settlement Class Member, the case name and number, the basis for the objection. Objections can be in writing and must be mailed to the Settlement Administrator, [ADDRESS], by no later than [REDACTED], 2026 for your objection to be considered. **You need not object to the Settlement if you only dispute the number of Weeks Worked. You may dispute your Weeks Worked by submitting evidence to the Settlement Administrator regarding your employment at the Company. The Settlement Administrator and ultimately the Court will determine the validity of your dispute.**

If the Court rejects your objection, if you want to preserve your rights to appeal from judgment, including all rights to any post-judgment proceedings and appellate proceedings, then you must timely and properly become a party of record in this case by intervening or filing a motion to vacate the judgment. Please consult with an attorney to ensure you understand the proper procedure and timing to become a party of record by intervening in the action or filing a motion to vacate the judgment.

Any class member may appear at the Final Approval Hearing to make an oral objection whether or not any written objection or notice of appearance has been provided.

If you choose to object to the Settlement, you may also appear at the Final Approval Hearing scheduled for [REDACTED], 2026, at 9:00 a.m. in Department C72 of the San Diego County Superior Court, located at 330 West Broadway, San Diego, CA 92101. You have the right to appear either in person or through your own attorney at this hearing. Any attorney who intends to represent an individual objecting to the Settlement must file a notice of appearance with the Court and serve counsel for all parties on or before [REDACTED], 2026. All objections or other correspondence must state the name and number of the case. If you wish to appear at the Final Approval Hearing, please contact Class Counsel or

the Settlement Administrator in advance of the scheduled hearing to ensure that the hearing has not been continued by the Court.

If you object to the Settlement, you will remain a member of the Settlement Class, and if the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as participating Class Members who do not object. Submitting an objection does not preserve the right to appeal a final judgment. Rather, the right to appeal is preserved by becoming a party of record by timely and properly intervening or filing a motion to vacate the judgment before entry of judgment.

VII. What is the effect of the settlement?

Released Rights and Claims. The Settlement is intended to settle all claims against the Released Parties that were asserted or could have been asserted in the Lawsuit regarding the alleged violations of wage and hour laws. If you were employed by the Company in California at any time during the Class Period and do not elect to exclude yourself from the Settlement Class, you will be deemed to have entered into this Release and to have released the above-described Released Claims. If the Settlement is not approved by the Court or does not become final for some other reason, the Lawsuit may continue, and the releases will not take effect.

VIII. What is the next step?

The Court will hold a Final Approval Hearing regarding the adequacy, reasonableness, and fairness of the Settlement, Class Counsel's request for attorneys' fees and reimbursement of documented costs and expenses, and the Service Payments to the Class Representatives on [REDACTED], 2026, at 9:00 a.m. in Department C72 of the San Diego County Superior Court, located at 330 West Broadway, San Diego, CA 92101..

You may also consult the Superior Court website to access documents by going to (<https://odyroa.sdcourt.ca.gov/Cases>) and entering the Case Number for the Action, Case No. 37-2024-00026882-CU-OE-CTL.

To confirm the date and location of the hearing, please visit the Court website below and enter the case number: 37-2024-00026882-CU-OE-CTL.

<https://odyroa.sdcourt.ca.gov/Cases>

You are not required to attend the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

IX. How can I get additional information?

This Notice is only a summary of the Lawsuit and the Settlement. For more information, you may inspect the Court's files and the Stipulation for Class Action Settlement and Release of Claims (the Settlement Agreement) at the Office of the Clerk, San Diego County Superior Court, located at 330 West Broadway, San Diego, CA 92101, during regular court hours. You may also contact Class Counsel or the Settlement Administrator using the contact information listed above for more information.

Class Members are encouraged to appear remotely by contacting the Judicial Assistant in Department C72 for further instructions.

The Settlement Administrator will also post a copy of the final judgment on its website, which can be accessed at the following URL:

**PLEASE DO NOT CALL OR WRITE THE COURT
FOR INFORMATION ABOUT THIS SETTLEMENT**

EXHIBIT “B”