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Attorneys for Plaintiff FANK BRECKENRIDGE

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

FRANK BRECKENRIDGE, individually and
on behalf of other similarly situated,

Plaintiffs,

vs.

PACIFIC MATERIAL HANDLING
SOLUTIONS, INC.; and DOES 1 through 25,
inclusive,

Defendants.

Case No. 24CV070227 [*lead case*]
[*consolidated with* Case No. 24CV0789638]

Honorable Somnath Raj Chatterjee
Department 21

**DECLARATION OF ANNABEL BLANCHARD
IN SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Reservation ID: 739454832013
Date: November 18, 2025
Time: 2:30 p.m.
Dept.: 21

Class Complaint Filed: April 3, 2024
PAGA Complaint Filed: June 7, 2024
Consolidated: February 11, 2025
Trial Date: Not Set

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

8 4. Barbara DuVan-Clarke is a 16-year litigator who joined Blackstone in September 2022
9 as a Senior Trial Attorney and Team Lead, building on her entire career of litigating single-plaintiff
10 employment, catastrophic injury, and class/PAGA matters with well-known plaintiff-side wage and
11 hour law firms in Los Angeles. She earned her Bachelor of Arts degree from the University of
12 California at Los Angeles in 2003, and then obtained her Juris Doctorate from Case Western Reserve
13 University in Cleveland, Ohio in 2007. Ms. DuVan-Clarke also maintains leadership roles in the
14 California Employment Lawyers' Association ("CELA") and other organizations.

15 5. Danielle L. GruppChang is a senior associate attorney. She graduated from California
16 Polytechnic University San Luis Obispo in 2013, with a Bachelor of Arts degree in Political Science
17 with a minor in Communication Studies. She then obtained her Juris Doctorate from University of
18 California Law San Francisco (formerly known as University of California Hastings College of the
19 Law), graduating in 2016, and was admitted to the California State Bar in January 2017. She has
20 practiced exclusively plaintiff's side labor and employment class and representative action law from
21 2017 through the present.

22 6. P.J. Van Ert is an accomplished attorney who joined Blackstone in 2023, after having
23 worked at an employment litigation firm for 2 years, and prior to that, having served as a District
24 Attorney for over 13 years. In that role, she was a prolific trial attorney, and it is my understanding
25 that she tried over 50 jury trials to verdict. She graduated from University of California at Davis in
26 2000, with a Bachelor of Arts degree, and from University of California at Los Angeles School of Law
27 with a Juris Doctorate in 2004. She was admitted to the State Bar of California in December 2004.

28 7. I joined Blackstone Law, APC from a highly reputable employment law firm. I

1 graduated from University of California at Berkeley with a Bachelor of Arts degree in 2001, and from
2 Southwestern University School of Law with a Juris Doctorate in 2008. I was admitted to the State
3 Bar of California in December of 2008. I have worked on many wage and hour class action and PAGA
4 representative matters, and my work has included, *inter alia*, researching and drafting pleadings,
5 administrative notice exhaustion, drafting, negotiating, and finalizing stipulations and settlement
6 agreements, engaging in motion practice, claims evaluation and analysis, and making court
7 appearances.

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

10 **Procedural History of the Action**

11 9. On April 1, 2024, Plaintiff provided written notice to the California Labor and
12 Workforce Development Agency (“LWDA”) by online submission and to Defendant Pacific Material
13 Handling Solutions, Inc. (“Defendant”) by U.S. Certified Mail, pursuant to California Labor Code
14 Section 2699.3, of the specified provisions of the California Labor Code alleged to have been violated
15 by Defendant (“PAGA Letter”). A true and correct copy of the PAGA Letter is attached hereto as
16 **Exhibit 2**.

17 10. On April 3, 2024, Plaintiff filed a Class Action Complaint for Damages in the action
18 entitled Breckenridge v. Pacific Material Handling Solutions, Inc., Alameda County Superior Court
19 Case No. 24CV070227 (“Action”), thereby commencing a putative class action against Defendant.
20 The Class Action alleges nine (9) causes of action for violations of the California Labor Code for
21 failure to pay minimum wages, failure to pay overtime wages, failure to provide compliant meal
22 periods and premium payments in lieu thereof, failure to provide compliant rest periods and premiums
23 payments in lieu thereof, failure to timely pay wages during employment, failure to provide compliant
24 wage statements, failure to timely pay wages upon termination, and failure to reimburse necessary
25 business expenses thereby allegedly giving rise to violations of California Business & Professions
26 Code Section 17200, et seq.

27 11. On June 7, 2024 Plaintiff filed a Complaint for Enforcement Action under the Private
28 Attorneys General Act, Cal. Labor Code §§ 2698 Et Seq in the action entitled Breckenridge v. Pacific

1 Material Handling Solutions, Inc., Alameda County Superior Court Case No. 24CV0789638 (“PAGA
2 Action”), thereby commencing a PAGA Action against Defendant. The PAGA Action alleges a sole
3 cause of action for civil penalties under the Private Attorneys General Act of 2004 pursuant to
4 California Labor Code Section 2698, et seq. (“PAGA”) based on the aforementioned California Labor
5 Code violations.

6 12. On December 20, 2024, Plaintiff and Defendant (together, the “Parties”) participated
7 in a formal mediation conducted by Monique Ngo-Bonnici (“Mediator”), a neutral and respected
8 mediator with extensive experience in complex wage and hour matters, and with the assistance of the
9 Mediator’s evaluations, the Parties were able to reach an agreement to resolve this dispute on a class
10 and representative basis. The Parties then worked diligently to negotiate and memorialize the terms
11 in a long form settlement agreement.

12 13. On or around February 11, 2025, pursuant to the Parties’ joint stipulation, the Court
13 consolidated the Class Action and the PAGA Action for settlement purposes. (Together, the Class
14 Action and the PAGA Action are referred to as the “Action”).

15 14. On June 16, 2025, the Parties executed the Joint Stipulation of Class Action and PAGA
16 Settlement (“Settlement” or “Settlement Agreement”). A true and correct copy of the Settlement
17 Agreement is attached hereto as **Exhibit 3**.

18 **Summary of the Terms of the Settlement Agreement**

19 15. For purposes of settlement only, the Parties have agreed that the Class shall be defined
20 as “all current and former hourly-paid and/or non-exempt employees who worked for Defendant
21 within the State of California at any time during the Class Period (“Class” or “Class Member(s)”).
22 The Class Period is defined as the period from April 3, 2020 through February 20, 2025. Based on
23 information provided by Defendant, it is estimated that there are approximately One Hundred Thirteen
24 (113) Class Members.

25 16. The Parties have agreed to settle the class and PAGA claims at issue in the Action for
26 a non-reversionary Gross Settlement Amount of Five Hundred Thousand Dollars and Zero Cents
27 (\$500,000.00), exclusive of employer-side payroll taxes. The Gross Settlement Amount is a common
28 fund and therefore includes all requested costs, fees, and other allocations. The Gross Settlement

Amount includes: (1) Class Counsel’s fees in the amount of thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$175,000.00 if the Gross Settlement Amount is \$500,000.00); (2) Class Counsel’s actual litigation costs and expenses, not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00); (3) Settlement Administration Costs, not to exceed Six Thousand Dollars and Zero Cents (\$6,000.00); (4) Enhancement Payment in the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00); and (5) PAGA Amount in the amount of Fifty Thousand Dollars and Zero Cents (\$50,000.00). After the above-estimated amounts are deducted from the Gross Settlement Amount, the Net Settlement Amount that will be available for Class Members is currently estimated to be Two Hundred Twenty-Nine Thousand Dollars and Zero Cents (\$229,000.00). Additionally, 25% of the PAGA Amount (“PAGA Employee Amount”), which is \$12,500.00 out of \$50,000.00 will be fully distributed to all current and former hourly-paid or non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period (“PAGA Employee(s)”). The “PAGA Period” is defined as the period from April 1, 2023 through February 20, 2025.

17. The Net Settlement Amount will be distributed and paid to all Class Members who do not submit a timely and valid Request for Exclusion (“Settlement Class Member(s)”) on a pro rata basis based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period, which is based on the number of weeks between the latest of the Class Member’s hire date or the beginning of the statute of limitation period and the Class Member’s termination date or end of the class period if the Class Member is a current employee (“Workweeks”). The pro rata share of the Net Settlement Amount that a Class Member may be eligible to receive under the Class Settlement, (“Individual Settlement Share”) will be calculated by the Settlement Administrator, in accordance with the Settlement Agreement.

18. The PAGA Employee Amount will be distributed and paid to all PAGA Employees on a pro rata basis based on the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid or non-exempt employee in California during the PAGA Period. Pay Periods will be calculated the same way that they were calculated by Defendant at mediation which is the number of pay periods between the latest of hire date or statute of limitation start date and the termination date or PAGA Period end date if not terminated (“Pay Periods”). The pro rata share of the PAGA Employee

Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement (“Individual PAGA Payment”) will be calculated by the Settlement Administrator, in accordance with the Settlement Agreement.

19. Each Individual Settlement Share will be allocated as twenty percent (20%) wages and eighty percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will be reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement Administrator will withhold the employee’s share of taxes and withholdings with respect to the wages portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their net payment of their Individual Class Settlement Shares (“Individual Class Settlement Payments”). The Employer Taxes will be paid separately and in addition to the Gross Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

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

21. Each Individual Settlement Payment and Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are issued, and thereafter, shall be canceled. Any funds associated with such canceled checks will be distributed by the Settlement Administrator to the State of California’s Unclaimed Property Division in the name of the Settlement Class Member and/or PAGA Employee.

The Settlement is Reasonable

Informed Arms-Length Negotiations

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

1 23. The Parties engaged in extensive informal discovery prior to reaching a settlement.
2 Prior to mediation, Defendant produced a random sampling of putative class members' time and pay
3 records as well as Defendant's relevant wage and hour policies, and information regarding the total
4 number of putative class members, the number of current versus former employees, the total
5 workweeks worked by the putative class members, and the average rate of pay for the putative class
6 members.

7 24. This allowed Class Counsel to conduct an informed assessment and analysis of the
8 strengths and weaknesses of the claims and the potential class-wide damages.

9 25. Based on the information exchanged, the Parties extensively briefed issues regarding
10 class certification and liability and provided their analyses to the Mediator who helped the Parties
11 debate the strengths and weakness of their respective positions.

12 ***Estimate of Potential Value of Claims***

13 26. Class Counsel analyzed all available data and estimated Defendant's maximum
14 potential exposure to be approximately \$3,693,493, assuming both that the litigation was successful
15 at trial on all claims at issue and every employee had a violation for each claim on every shift worked.
16 This maximum potential analysis was then reduced based on the challenges facing the likelihood of
17 obtaining class certification, prevailing at trial, and other attendant risks. Class Counsel's estimate is
18 based off an estimated maximum liability for all claims at issue and the total aggregate workweeks
19 during the relevant time period, less interest, and based on the analysis of the data which was
20 extrapolated out for all class members across the entire putative class period, which included:
21 \$473,250 for meal period violations (less meal period premiums paid); \$1,210,736 for rest period
22 violations at a 100% violation rate; \$1,431,204 for unpaid off-the-clock work for 1 hour per shift of
23 off-the-clock work; \$4,479 for unpaid overtime wages; \$90,300 for unreimbursed business expenses;
24 \$292,274 for waiting time penalties; and \$191,250 for wage statement penalties. Plaintiff further
25 estimated that Defendant faced an additional exposure of \$195,000 in potential, non-stacked (i.e., one
26 penalty, per employee, per pay period during the PAGA statutory period) PAGA penalties. Together
27 with the PAGA penalties, Class Counsel estimated Defendant's maximum potential exposure to be
28 \$3,888,493 in damages.

Specific Risks Considered

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

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

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

30. For example, Plaintiff's meal period claims, which were based on Defendant's alleged failure to provide lawful meal periods, have been increasingly difficult to certify in recent years. Plaintiff's theory of liability for meal period violations was based on allegations that Defendant had failed to implement its policies and that its practices failed to allow Class Members to take meal breaks in the manner required under California law. Plaintiff and other employees allegedly would work through meal periods so that they would be able to clock out on time, knowing that overtime would not be approved. Defendant contended that its policies and practices at all times during the Class Period were lawful. Defendant further argued that the rate of purported meal period violations

1 reflected in the data would require individualized inquiry and that such inquiry would prohibit a class
2 from being certified. We also had to consider the risk that the Court would find validity in the
3 individualized proof defense to certification of Plaintiff's meal period claim.

4 31. Additionally, Class Counsel's analysis of the data reflected that a large portion of
5 Defendant's overall liability lies in Plaintiff's rest period allegations. Plaintiff alleged he had
6 interrupted rest periods when managers or supervisors would contact him and ask him questions during
7 his purported breaks which became a regular occurrence. As with the meal period allegations,
8 Defendant contended that it had a lawful written rest period policy, provided compliant rest breaks,
9 and relieved Class Members of all duties as required under California law. Additionally, this claim
10 was even more uncertain given the difficulties associated with proving the alleged rest period
11 violations, as Defendant was not required to record these breaks. Given the lack of records
12 demonstrating rest period violations, there were legitimate concerns Plaintiff would not be able to
13 certify these claims or prove substantial damages with requisite certainty, which made the estimated
14 value of this claim subject to much challenge.

15 32. Plaintiff also faced challenges certifying and proving liability for his minimum wage
16 and overtime claims. These claims were largely based on unrecorded, off-the-clock work performed
17 by the Class Members both before and after their shifts and during purported meal periods. For
18 example, Defendant's practice to require employees, including Plaintiff, to "burn" 45 minutes in the
19 beginning of their shift, usually driving to a client appointment, and being required to clock out before
20 getting the last client to sign off for the day and cleaning up. Defendant would also have employees,
21 including Plaintiff, clock in but their paycheck would not reflect the additional 45 minutes of work.
22 However, the individualized nature of why this work was performed and the individualized nature of
23 damages presented substantial concerns regarding the manageability of the case and the risk the Court
24 could find these issues prevented certification. The estimated damages for this claim were based on
25 an assumption that all Class Members worked off the clock for at least one hour per shift.

26 33. Plaintiff also contended that Defendant failed to reimburse Plaintiff and the other Class
27 Members for necessary business-related expenses, such as, but not limited to, the usage of personal
28 vehicles and purchase of tools specific to their job duties. Plaintiff alleged that, almost daily, he would

1 be uncompensated for time commuting across the Bay Area to and from clients, often more than an
2 hour each way. Defendant contended that it had a policy and practice of reimbursing employees for
3 necessary business-related expenses. Defendant further contended that, with respect to the alleged
4 expenses for which Plaintiff and the other Class Members never requested reimbursement from
5 Defendant, it did not know and had no reason to know that alleged business-related expenses had been
6 incurred. Defendant further contended that the reason why a Class Member undertook certain
7 expenses, while not others, and failed to receive reimbursement for certain expenses while not others,
8 would raise individual issues that could not be certified.

9 34. There are also substantial risks associated with Plaintiff's waiting time penalties and
10 wage statement claims. First, these claims were derivative of Plaintiff's claims for unpaid meal period
11 premiums, unpaid rest period premiums, unpaid minimum wages, and unpaid overtime wages, and if
12 certification was denied on those underlying claims, these derivative claims for penalties would also
13 likely fail. Further, even if Plaintiff prevailed on his underlying claims, he would still be required to
14 demonstrate that Defendant's violations of California Labor Code section 203 were *willful* violations.
15 Wage statement claims have also seen varying treatment at the appellate level because such claims
16 have an element of discretion attached to them rather than a pure calculation of damages after liability
17 is proven. Accordingly, these derivative claims, which comprised a substantial portion of Defendant's
18 estimated liability, were therefore uncertain.

19 35. Class Counsel also recognized that, even if Plaintiff prevailed at class certification,
20 proving the amount of wages due to each Class Member would be an expensive, time-consuming, and
21 extremely uncertain proposition. In order to prove liability and damages, Class Counsel will need to
22 request and analyze thousands of pages of documents, obtain the Class Members' contact information,
23 contact them, and obtain declarations at great expense. Obtaining the cooperation of current
24 employees would also be difficult, given the likely reluctance to aid prosecution of a lawsuit against a
25 current employer. On the other hand, Defendant would likely be able to obtain the cooperation of its
26 employees. Moreover, even if Plaintiff prevailed at class certification and trial, possible appeals would
27 substantially delay any recovery by the Class.

28 36. Therefore, taking into account how each of the above risks potentially effected

1 Plaintiff's ability to first obtain class certification, and then prove the underlying violations, plus the
2 cost and delay in recovering the alleged potential damages, Class Counsel discounted Defendant's
3 estimated liability based on the challenges facing his ability to succeed on class certification by 70%
4 to \$1,166,547.90. The merits-based risk factors further reduced Defendant's estimated liability by an
5 additional 55%. This resulted in an adjusted estimated liability of \$524,946.56. In light thereof, the
6 settlement amount of \$500,000.00 is a significant settlement.

7 37. Class Counsel also separately contemplated the risks of proceeding with the PAGA
8 claims and potential liability Defendant could face from these claims as part of the global resolution.
9 Existing case law makes PAGA claims subject to the same defenses and risks as Plaintiff's underlying
10 wage claims. Class Counsel also anticipated that even if successful on the merits at trial, the
11 imposition of cumulative civil penalties based on the alleged wage and hour violations could be
12 considered unjust, arbitrary and oppressive, or confiscatory, and that Defendant would argue that it
13 made a good faith attempt to comply with its legal obligations warranting a reduction in penalties.
14 Class Counsel also anticipated Defendant would argue that the violations per pay period were low,
15 warranting an additional reduction in civil penalties. Finally, we were also mindful of the fact that
16 PAGA is fundamentally not intended to be compensatory in nature but is instead intended to facilitate
17 enforcement of California's labor laws by financing state activities and educating and deterring non-
18 compliance.

19 38. Therefore, after considering this multitude of factors, we concluded that it was in the
20 best interest of the State of California and the PAGA Employees to enter into the Settlement, and to
21 allocate Fifty Thousand Dollars and Zero Cents (\$50,000.00) of the Gross Settlement Amount towards
22 the PAGA claims, which represents approximately 10% of the Gross Settlement Amount. This
23 percentage of the settlement is well-within the range of wage and hour settlements regularly approved
24 in both state and federal court for cases that include both a class and PAGA action. Typically, such
25 hybrid cases allocate only 1% of the gross settlement value to resolve PAGA claims, and, indeed,
26 settlements allocations as little as 0.22% of the gross settlement amount have been approved as
27 reasonable by courts. Moreover, the overall relief obtained by the Settlement is significant, not only
28 from a monetary perspective, but also because it fulfills the public policy objectives of PAGA—to

policy objectives of PAGA—to promote enforcement of California’s labor laws, provide funds to the state, and deter future non-compliance by the employer.

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

Enhancement Payment

40. As part of the Settlement Agreement, Plaintiff is requesting a reasonable Enhancement Payment of Ten Thousand Dollars and Zero Cents (\$10,000.00) to Plaintiff Frank Breckenridge. This Enhancement Payment is eminently reasonable given the time and effort Plaintiff spent on this case, and the benefit to the Class Members as a result of Plaintiff’s actions. Notice of the requested Enhancement Payment is disclosed to the Class Members in the Class Notice.

Attorneys’ Fees and Costs

41. The attorneys’ fees incurred by Class Counsel are in line with the common fund requested. The Settlement Agreement provides for Class Counsel to apply for attorneys’ fees in an amount of up to thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$175,000.00 if the Gross Settlement Amount is \$500,000.00) and actual litigation costs and expenses in an amount not to exceed Thirty Thousand Dollars (\$30,000.00), which will be paid out of the Gross Settlement Amount, subject to approval by the Court. Class Counsel has borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained.

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

43. Class Counsel has litigated this matter for over a year and was actively preparing this matter for class certification and trial. The Motion for Final Approval will elaborate on the nature of the legal services provided, the time incurred in performing those services, and Class Counsel's hourly rates. The Motion for Final Approval will also elaborate on the reimbursement costs sought by Class Counsel. Notice of the requested Attorneys' Fees and Costs is disclosed to the Class Members in the Class Notice.

Notice to the Class

44. The Parties have agreed to retain Apex Class Action Administration (“Apex” or “Settlement Administrator”) to handle the notice and settlement administration process. The Parties respectfully request that the Court appoint Apex to handle these procedures and to serve as the Settlement Administrator. Defendant will provide Apex with the Class List and Apex will calculate each Class Member’s estimated Individual Settlement Share and each PAGA Employee’s estimated Individual PAGA Payment. Apex will also receive and process Requests for Exclusion, Notices of Objection, and Workweek Disputes; will provide necessary reports and declarations; will calculate, subtract, and transmit necessary taxes and withholdings with respect to the wages portion of the Individual Settlement Shares; will prepare and submit informational and other tax filings and documents; will issue and transmit all payments provided for by the Settlement, including, but not limited to, mailing Individual Class Settlement Payment checks to the Settlement Class Members and Individual PAGA Payment checks to the PAGA Employees; and perform any other usual and customary duties for administering a class action settlement.

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

Notice of Settlement to the LWDA

46. In accordance with California Labor Code section 2699(1)(2), on September 5, 2025, a copy of the proposed Settlement was submitted to the LWDA via online submission through the LWDA's website. A true and correct copy of the email from the LWDA confirming receipt is attached

1 hereto as **Exhibit 4**.

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

4 Executed on September 5, 2025, at Beverly Hills, California

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6 *A. Blanchard*

7 _____
8 Annabel Blanchard
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EXHIBIT 1

6. Blackstone Law, APC has been counsel of record on several class action and PAGA actions, the most recent of which are as follows:

- *Maria Ayala, et al. v. SDH Services West, LLC*, Kern County Superior Court, Case No. BCV-21-101933, approved as class counsel in final settlement of wage and hour class action.
- *Alfredo Sanchez v. Greenworld, Inc.*, Riverside County Superior Court, Case No. CVRI2105756, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Michael Bravo v. Michels Pacific Energy, Inc.*, Santa Clara County Superior Court, Case No. 22CV403427, preliminarily approved as class counsel in settlement of wage and hour class and PAGA action.
- *Oscar Bryant v. Midwest Construction Services, Inc. dba Trillium*, San Bernardino County Superior Court, Case No. CIVSB2121529, approved as class counsel in final settlement of wage and hour class action.
- *Bobby Birdi v. Lucid USA, Inc.*, Alameda County Superior Court, Case No. 21CV003541, preliminarily approved as class counsel in settlement of wage and hour class and PAGA action.
- *David Williams v. Rancho Nicasio, LLC*, Marin County Superior Court, Case No. CIV2203067, preliminarily approved as class counsel in settlement of wage and hour class and PAGA action.
- *Matthew Savattieri v. AMI Expeditionary Healthcare, LLC, et al.*, Los Angeles County Superior Court, Case No. 21STCV33372, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Lexy Barajas, et al. v. H. W. Hunter, Inc.*, Los Angeles County Superior Court, Case No. 22STCV01892, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Alejandro Valdez v. C.H.I. Automart, Inc.*, Los Angeles County Superior Court, Case No. 21STCV40168, approved as class counsel in final settlement of wage and hour class and

PAGA action.

- *Sheizan Bawa v. Meathead Movers, Inc.*, Orange County Superior Court, Case No. 30-2021-01211895-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Tanisha Lopez, et al. v. Restorix Health, Inc.*, Los Angeles County Superior Court, Case No. 21STCV33067, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Perla Soto, et al. v. Nippon Express U.S.A., Inc.*, Los Angeles Superior Court, Case No. 21STCV24902, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Angel Garcia, et al. v. J&B Investments, Inc., et al.*, San Bernardino Superior Court, Case No. CIVSB2208601, approved as class counsel, in association with other counsel, in final settlement of wage and hour class and PAGA action.
- *Sindy Aviles, et al. v. Freeway Insurance Services America, LLC*, Los Angeles County Superior Court, Case No. 21STCV34864, approved as counsel, in association with other counsel, in settlement of representative wage and hour action pursuant to PAGA.
- *Alexander Gnaedig, et al. v. Favorite Healthcare Staffing, Inc.*, Los Angeles County Superior Court, Case No. 21STCV20904, approved as class counsel, in final settlement of wage and hour class and PAGA action.
- *Richard Evans v. My Paint Stop, LLC, et al.*, Contra Costa Superior Court, Case No. MSC21-01812, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Jose Luis Parada George v. Main Electric Supply Company, LLC, et al.*, Orange County Superior Court, Case No. 30-2021-01220136-CU-OE-CXC, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Samia Salazar Yunis v. Sharif Jewelers*, Sacramento Superior Court, Case No. 34-2020-00290080, approved as class counsel in final settlement of wage and hour class and PAGA

action.

- *Daniel Analco v. Felix Chevrolet, LP, et al.*, Los Angeles Superior Court, Case No. 21STCV36654, approved as class counsel in final settlement of wage and hour class and PAGA action.
- *Sasha Aiono v. Benefit Cosmetics*, Los Angeles Superior Court, Case No. 21STCV33719, approved as counsel in settlement of representative wage and hour action pursuant to PAGA.
- *Maria Castillo-Rodriguez v. HR Outsourcing Associates, LLC*, Los Angeles Superior Court, Case No. 20STCV44138, a wage and hour PAGA action.
- *Ramiro Cruz v. LK Plumbing & Heating, Inc.*, Los Angeles Superior Court, Case No. BC686825, a wage and hour PAGA action.

EXHIBIT 2



8383 Wilshire Blvd., Suite 745
Beverly Hills, CA 90211
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Barbara DuVan Clarke, Esq.
bdc@blackstonepc.com

April 1, 2024

PAGA Claim Notice Via Online Electronic Submission

California Labor & Workforce Development Agency

800 Capitol Mall, Suite 5000 (MIC-55)

Sacramento, CA 95814

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

RE: *Frank Breckenridge v. Pacific Material Handling Solutions, Inc.*

To Whom It May Concern:

This office represents Frank Breckenridge (“Claimant”) with respect to their claims under the California Labor Code against Pacific Material Handling Solutions, Inc. (including all affiliates, subsidiaries, parents, directors, and officers) (collectively referred to herein as “Employers”). This letter is being sent simultaneously to Employers by certified mail.

Employers have employed Frank Breckenridge since approximately June 2022 as a non-exempt, hourly-paid employee. Frank Breckenridge has worked as a Service Technician for Employers and is based out of Employers’ facility located at 30682 San Antonio St, Hayward, CA 94544.

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

As detailed below, Employers violated several of California’s wage and hour laws during Claimant’s employment, including but not limited to California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 227.3, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, 2802, and the applicable Industrial Welfare Commission Wage Order (“IWC Wage Order”).

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

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

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

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

Employers regularly required Claimant and other Aggrieved Employees to perform work off-the-clock including, among other things, (1) answering text messages from coworkers regarding necessary, time-sensitive, work-related subjects in between shifts, (2) performing regular job duties after clocking out, (3) transporting Employers' vehicles and driving time prior to clocking-in and/or after clocking-out for their shifts, and (4) unpaid reporting time pay issues (e.g., going to work shifts that were cancelled after said shifts started, and where Claimant or Aggrieved Employees were not paid; technical issues on Employer's part preventing Claimant or Aggrieved Employees from continuing work, and neither Claimant nor Aggrieved Employees were paid for their time prior to technical issues preventing further work). Employers failed to compensate Claimant and other Aggrieved Employees for any of this off-the-clock work, in violation of California law. Employers forced Claimant and other Aggrieved Employees to use earned vacation time when Employers did not have enough work for the day and/or when Employers cancelled or shortened work shifts without reasonable notice.

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

Employers also failed to accurately record the actual time worked by Claimant and Aggrieved Employees. In addition, Employers utilized time rounding practices that resulted in the systematic underpayment of wages (including minimum wages, straight time wages and overtime wages) to Claimant and Aggrieved Employees.

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

As a result of the foregoing practices, Employers failed to pay Claimant and other Aggrieved Employees for all wages earned at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 204, 227.3, 510, 1194, 1197, 1197.1 and 1198.

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

2. MEAL BREAK VIOLATIONS

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

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

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely, complete and duty-free meal periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of meal periods or systematically disregarded their own purported meal period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant meal period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved

Employees regarding their right to take timely, uninterrupted, and duty-free meal periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant meal periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free meal periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during meal periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free meal periods because of the priority placed on maximizing profits over employees' right to receive timely, uninterrupted, and duty-free meal periods.

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

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

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

3. REST BREAK VIOLATIONS

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

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

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely and complete

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

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

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

4. FAILURE TO TIMELY PAY WAGES DURING EMPLOYMENT

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

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

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

5. FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

California Labor Code section 226(a) requires an employer semimonthly or at the time of each payment of wages to furnish wage statements to its employees setting forth, *inter alia*, (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, and (8) the name and address of the legal entity that is the employer.

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

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

6. FAILURE TO MAINTAIN ACCURATE RECORDS

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

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

7. FAILURE TO REIMBURSE NECESSARY EXPENDITURES

California Labor Code sections 2800 and 2802 require an employer to reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. The applicable IWC Wage Order requires employers to provide employees with

the tools or equipment necessary for the performance of their job. During the relevant time period, Claimant and Aggrieved Employees incurred necessary business-related expenses and costs that were not fully reimbursed by Employers. These costs include but are not limited to the usage of personal cell phones and the purchase of eyeglasses, dust masks, hand tools, watches, power tools, and flashlights for necessary, work-related purposes.

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

8. FAILURE TO TIMELY PAY ALL WAGES UPON TERMINATION

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

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

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

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

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

for all other alleged Labor Code violations, even those suffered by other employees of the same employer. According to the *Huff* decision, Claimant, as an “aggrieved” employee affected by at least one Labor Code violation may, and hereby does, pursue penalties on behalf of LWDA for all Labor Code violations by Employer.

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

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

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

BLACKSTONE LAW

Barbara DuVan-Clarke

Barbara DuVan-Clarke, Esq.

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

Pacific Material Handling Solutions
c/o Ralph Logan
30682 San Antonio Street
Hayward, CA 94544

EXHIBIT 3

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

2 This Joint Stipulation of Class Action and PAGA Settlement (“Settlement,” “Agreement,” or
3 “Settlement Agreement”) is made and entered into by and between Plaintiff Frank Breckenridge
4 (“Plaintiff” or “Class Representative”), individually, and on behalf of all others similarly situated and
5 on behalf of the State of California with respect to aggrieved employees, and Defendant Pacific
6 Material Handling Solutions, Inc. (“Defendant”) (together, Plaintiff and Defendant are referred to as
7 “Parties” and individually as “Party”).

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

11 **RECITALS**

12 1. On April 1, 2024, Plaintiff provided written notice to the Labor and Workforce
13 Development Agency (“LWDA”) by online submission and to Defendant by U.S. Certified Mail,
14 pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor
15 Code alleged to have been violated by Defendant (“PAGA Letter”). On April 3, 2024, Plaintiff filed
16 a Class Action Complaint in the action entitled *Breckenridge v. Pacific Material Handling Solutions,*
17 *Inc.*, Alameda County Superior Court Case No. 24CV070227 (“Class Action”), thereby commencing
18 a putative class action against Defendant. The Class Action alleges nine (9) causes of action for
19 violations of the California Labor Code for failure to pay minimum wages, failure to pay overtime
20 wages, failure to provide compliant meal periods and premium payments in lieu thereof, failure to
21 provide compliant rest periods and premiums payments in lieu thereof, failure to timely pay wages
22 during employment, failure to provide compliant wage statements, failure to timely pay wages upon
23 termination, and failure to reimburse necessary business expenses thereby allegedly giving rise to
24 violations of California Business & Professions Code Section 17200, *et seq.* On June 7, 2024, Plaintiff
25 filed a Complaint for Enforcement Action under the Private Attorneys General Act, Cal. Labor Code
26 §§ 2698 *Et Seq* in the action entitled *Breckenridge v. Pacific Material Handling Solutions, Inc.*,
27 Alameda County Superior Court Case No. 24CV0789638 (“PAGA Action”), thereby commencing a
28 PAGA Action against Defendant. The PAGA Action alleges a sole cause of action for civil penalties

1 under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et*
2 *seq.* (“PAGA”) based on the aforementioned California Labor Code violations. On or around February
3 10, 2025, pursuant to the Parties’ joint stipulation, the Court consolidated the Class Action and the
4 PAGA Action for settlement purposes (collectively referred to as the “Action”).

5 2. Defendant denies all allegations set forth in the Action, denies any failure to comply
6 with the laws identified in the Action, denies any and all liability for the causes of action alleged in
7 the Action, and has asserted numerous affirmative defenses. Notwithstanding, in the interest of
8 avoiding further litigation, Defendant desires to fully and finally settle the Action, Released Class
9 Claims (as defined herein), and Released PAGA Claims (as defined herein).

10 3. Class Counsel diligently investigated the class and PAGA claims against Defendant,
11 including any and all applicable defenses and the applicable law. The investigation included, *inter*
12 *alia*, the exchange of information, data, and documents, including pay records, time records,
13 declarations from Class Members, and review of corporate policies and practices. The Parties have
14 engaged in sufficient informal discovery and investigation to assess the relative merits of the claims
15 and contentions of the Parties.

16 4. The Court has not granted class certification.

17 5. On December 20, 2024, the Parties participated in mediation with Monique Ngo-
18 Bonnici (the “Mediator”), a respected mediator of complex wage and hour actions, and with the
19 assistance of the Mediator’s evaluations, the Parties reached the settlement that is memorialized herein.
20 The Parties’ settlement discussions were conducted at arms’ length, and the Settlement is the result of
21 an informed and detailed analysis of Defendant’s potential liability and exposure in relation to the
22 costs and risks associated with continued litigation. Based on Class Counsel’s investigation and
23 evaluation, Class Counsel believes that the settlement with Defendant for the consideration and on the
24 terms set forth in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest
25 of the Class Members, State of California, and PAGA Employees in light of all known facts and
26 circumstances, including the risk of significant delay and uncertainty associated with litigation and
27 various defenses asserted by Defendant.

28 6. The Parties expressly acknowledge that this Settlement Agreement is entered into

solely for the purpose of compromising significantly disputed claims and that nothing herein is an admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is not approved, it will be of no force or effect, and the Parties shall be returned to their original respective positions.

7. The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Agreement.

DEFINITIONS

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

a. "Attorneys' Fees and Costs" means attorneys' fees approved by the Court for Class Counsel's litigation and resolution of the Action and all actual costs and expenses incurred and to be incurred by Class Counsel in connection with the Action, as set forth in Paragraph 12.

b. "Class" or "Class Member(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant within the State of California at any time during the Class Period.

c. "Class Counsel" means Jonathan M. Genish, Barbara DuVan-Clarke, Danielle L. GruppChang, P.J. Van Ert, and Annabel Blanchard of Blackstone Law, APC, who represent Plaintiff and will seek to be appointed counsel for the Class.

d. "Class List" means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security number; (4) dates worked for Defendant during the Class Period; (5) Workweeks worked for Defendant during the Class Period; (6) Pay Periods worked for Defendant during the PAGA Period (if applicable).

e. "Class Notice" means the Court approved Notice of Class Action Settlement, substantially in the form attached hereto as "**Exhibit A.**"

1 f. “Class Period” means the period from April 3, 2020 through February 20, 2025.

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

3 Claims.

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

5 Alameda.

6 i. “Defendant’s Counsel” means Allison B. Moser and Evan Campbell of

7 Coblenz Patch Duffy & Bass LLP.

8 j. “Effective Date” means the date when all of the following events have occurred:

9 (1) the Settlement Agreement has been executed by all Parties, Class Counsel, and Defendant’s

10 Counsel; (2) the Court has given preliminary approval to the Settlement; (3) the Class Notice has been

11 mailed to the Class Members, providing them with an opportunity to object to the terms of the Class

12 Settlement or opt out of the Class Settlement; (4) the Court has had a Final Approval Hearing and

13 entered a Final Approval Order and Judgment; (5) sixty-five calendar days have passed since the Court

14 entered a Final Approval Order and Judgment; and (6) in the event there are written objections to the

15 Class Settlement filed prior to the Final Approval Hearing which are not later withdrawn or denied,

16 the later of the following events: seven business days after the period for filing any appeal, writ, or

17 other appellate proceeding opposing the Court’s Final Approval Order and Judgment has elapsed

18 without any appeal, writ, or other appellate proceeding having been filed, or, if any appeal, writ, or

19 other appellate proceeding opposing the Court’s Final Approval Order and Judgment has been filed,

20 seven business days after any appeal, writ, or other appellate proceedings opposing the Court’s Final

21 Approval Order and Judgment has finally and conclusively dismissed with no right to pursue further

22 remedies or relief.

23 k. “Employer Taxes” means the employer’s share of taxes and contributions in

24 connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant

25 in addition to the Gross Settlement Amount.

26 l. “Enhancement Payment” means the amount to be paid to Plaintiff, in

27 recognition of his effort and work in prosecuting the Action on behalf of Class Members and PAGA

28 Employees, as set forth in Paragraph 12.

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

3 n. “Final Approval Hearing” means the hearing at which the Court will consider
4 and determine whether the Settlement should be granted Final Approval.

5 o. “Final Approval Order and Judgment” means the order granting final approval
6 of the Settlement and entering judgment thereon, in a form and content mutually agreed to by the
7 Parties, and subject to approval by the Court.

8 p. “Gross Settlement Amount” means the amount of Five Hundred Thousand
9 Dollars (\$500,000) to be paid by Defendant in full satisfaction of the Action, Released Class Claims,
10 and Released PAGA Claims, which includes all Attorneys’ Fees and Costs, Enhancement Payment,
11 PAGA Amount, Settlement Administration Costs, and Net Settlement Amount to be paid to the
12 Settlement Class Members. Defendant shall pay the Employer Taxes separately and in addition to the
13 Gross Settlement Amount. The Gross Settlement Amount is non-reversionary; no portion of the Gross
14 Settlement Payment will return to Defendant. The Gross Settlement Amount is subject to increase, as
15 provided in Paragraph 13.

16 q. “Individual PAGA Payment” means the *pro rata* share of the PAGA Employee
17 Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be
18 calculated in accordance with Paragraph 12.

19 r. “Individual Class Settlement Payment” means the net payment of each
20 Settlement Class Member’s Individual Settlement Share, after reduction for the employee’s share of
21 taxes and withholdings with respect to the wages portion of the Individual Settlement Share, as
22 provided in Paragraph 12.

23 s. “Individual Settlement Share” means the *pro rata* share of the Net Settlement
24 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
25 in accordance with Paragraph 12.

26 t. “LWDA Payment” means the amount of (\$37,500), i.e., 75% of the PAGA
27 Amount, that the Parties have agreed to pay to the LWDA under the PAGA Settlement, as set forth in
28 Paragraph 12.

1 u. “Net Settlement Amount” means the portion of the Gross Settlement Amount
2 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
3 less the Court-approved Attorneys’ Fees and Costs, Enhancement Payment, PAGA Amount, and
4 Settlement Administration Costs.

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

12 w. “PAGA Amount” means the allocation of Fifty Thousand Dollars (\$50,000)
13 from the Gross Settlement Amount for the PAGA Settlement. Seventy-five percent (75%) of the
14 PAGA Amount, or \$37,500, will be paid to the LWDA (i.e., the LWDA Payment) and the remaining
15 twenty-five percent (25%), or \$12,500, will be distributed to the PAGA Employees (i.e., the PAGA
16 Employee Amount).

17 x. “PAGA Employees” means all current and former hourly-paid or non-exempt
18 employees who worked for Defendant within the State of California at any time during the PAGA
19 Period.

20 y. “PAGA Employee Amount” means the amount of Twelve Thousand Five
21 Hundred Dollars (\$12,500), i.e., 25% of the PAGA Amount, to be distributed to PAGA Employees on
22 a *pro rata* basis based on their Pay Periods.

23 z. “PAGA Period” means the period from April 1, 2023 through February 20,
24 2025.

25 aa. “PAGA Settlement” means the settlement and resolution of all Released PAGA
26 Claims.

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

1 Periods will be calculated the same way that they were calculated by Defendant at mediation which is
2 the number of pay periods between the latest of hire date or statute of limitation start date and the
3 termination date or PAGA Period end date if not terminated.

4 cc. “Preliminary Approval” means the date on which the Court enters the
5 Preliminary Approval Order.

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

9 ee. “Released Class Claims” means any and all claims, debts, liabilities, demands,
10 obligations, guarantees, costs, expenses, attorneys’ fees, damages, or causes of action which were
11 alleged or which could have been alleged based on the factual allegations in the Class Action, arising
12 during the Class Period, under any federal, state, or local law, and shall specifically include claims for
13 Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest
14 periods and associated premium payments, timely pay wages during employment and upon
15 termination, provide complaint wage statements, maintain complete and accurate payroll records, and
16 reimburse necessary business-related expenses in violation of California Labor Code Sections 201,
17 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and
18 Industrial Welfare Commission Wage Orders, including *inter alia*, applicable Wage Order(s), and all
19 claims for attorneys’ fees and costs and statutory interest in connection therewith, California Business
20 and Professions Code sections 17200, *et seq.*, and any other claims, including claims for statutory
21 penalties, pertaining to the Class Members.

22 ff. “Released PAGA Claims” means any and all claims arising from any of the
23 factual allegations in the PAGA Letter or PAGA Action, arising during the PAGA Period, for civil
24 penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et*
25 *seq.*, including all claims for attorneys’ fees and costs related thereto, for Defendant’s alleged failure
26 to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium
27 payments, timely pay wages during employment and upon termination, provide complaint wage
28 statements, maintain complete and accurate payroll records, and reimburse necessary business-related

1 expenses in violation of California Labor Code Sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a),
2 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and Industrial Welfare Commission Wage Orders,
3 including *inter alia*, applicable Wage Order(s).

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

7 hh. “Request for Exclusion” means a letter submitted by a Class Member indicating
8 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
9 of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and
10 last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class
11 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
12 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

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

22 jj. “Settlement Administrator” means Apex Class Action Administration, or any
23 other third-party class action settlement administrator agreed to by the Parties and approved by the
24 Court for purposes of administering the Settlement. The Parties and their counsel each represent that
25 they do not have any financial interest in the Settlement Administrator or otherwise have a relationship
26 with the Settlement Administrator that could create a conflict of interest.

27 kk. “Settlement Administration Costs” means the costs payable from the Gross
28 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in

Paragraph 12.

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

mm. “Workweeks” means the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period, which is based on the number of weeks between the latest of the Class Member’s hire date or the beginning of the statute of limitation period and the Class Member’s termination date or end of the class period if the Class Member is a current employee.

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

CLASS CERTIFICATION

9. For the purposes of this Settlement only, the Parties stipulate to the certification of the Class.

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

MONETARY TERMS OF THE AGREEMENT

11. Gross Settlement Amount. Defendant will pay Five Hundred Thousand Dollars (\$500,000) as the Gross Settlement Amount. Defendant shall pay the Employer Taxes separately and

1 in addition to the Gross Settlement Amount. The Gross Settlement Amount is non-reversionary; no
2 portion of the Gross Settlement Payment will return to Defendant. The Administrator will disburse
3 the entire Gross Settlement Amount without asking or requiring Class Members or PAGA Employees
4 to submit any claim as a condition of payment.

5 12. Payments from the Gross Settlement Amount. The Administrator will make and deduct
6 the following payments from the Gross Settlement Amount, in the amounts specified by the Court in
7 the Final Approval:

8 a. Attorneys' Fees and Costs to Class Counsel. Defendant agrees not to oppose or impede
9 any application or motion by Class Counsel for attorneys' fees in the amount up to
10 thirty five percent (35%) of the Gross Settlement Amount (i.e., \$175,000 if the Gross
11 Settlement Amount is \$500,000) and reimbursement of actual costs and expenses
12 associated with Class Counsel's litigation and settlement of the Action, in an amount
13 not to exceed Thirty Thousand Dollars (\$30,000), both of which will be paid from the
14 Gross Settlement Amount. These amounts will cover any and all work performed and
15 any and all costs incurred by Class Counsel in connection with the litigation of the
16 Action, including without limitation all work performed and costs incurred to date, and
17 all work to be performed and all costs to be incurred in connection with obtaining the
18 Court's approval of this Settlement Agreement, including any objections raised and
19 any appeals necessitated by those objections. Class Counsel shall be solely and legally
20 responsible for correctly characterizing this compensation for tax purposes and for
21 paying any taxes on the amounts received. The Settlement Administrator shall issue
22 an IRS Form 1099 to Class Counsel for the Attorneys' Fees and Costs. Any portion of
23 the requested Attorneys' Fees and Costs that is not awarded by the Court to Class
24 Counsel shall be reallocated to the Net Settlement Amount for the benefit of the
25 Settlement Class Members.

26 b. Enhancement Payment to Plaintiff. Defendant agrees not to oppose or impede any
27 application or motion by Plaintiff for an Enhancement Payment in the amount up to
28 Ten Thousand Dollars (\$10,000). The Enhancement Payment, which will be paid from

1 the Gross Settlement Amount, subject to Court approval, will be in addition to his
2 Individual Class Settlement Payment as a Settlement Class Member and Individual
3 PAGA Payment as a PAGA Employee. Plaintiff shall be solely and legally responsible
4 for correctly characterizing this compensation for tax purposes and for paying any taxes
5 on the amounts received. The Settlement Administrator shall issue an IRS Form 1099
6 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement
7 Payment that is not awarded by the Court to Plaintiff shall be reallocated to the Net
8 Settlement Amount for the benefit of the Settlement Class Members.

9 c. Settlement Administration Costs. The Settlement Administrator will be paid for the
10 reasonable costs of administration of the Settlement and distribution of payments under
11 the Settlement, which is currently estimated not to exceed Six Thousand Dollars
12 (\$6,000.00). These costs, which will be paid from the Gross Settlement Amount,
13 subject to Court approval, will include, *inter alia*, printing, distributing, and tracking
14 Class Notices and other documents for the Settlement, calculating and distributing
15 payments due under the Settlement, issuing of 1099 and W-2 IRS Forms and all
16 required tax reporting, filings, withholdings, and remittances, providing necessary
17 reports and declarations, and other duties and responsibilities set forth herein to process
18 the Settlement, and as requested by the Parties. To the extent the actual Settlement
19 Administrator's costs are greater than the estimated amount stated herein, such excess
20 amount will be deducted from the Gross Settlement Amount, subject to approval by the
21 Court. Any portion of the estimated, designated, and/or awarded Settlement
22 Administration Costs which are not in fact required to fulfill payment to the Settlement
23 Administrator to undertake the required settlement administration duties shall be
24 reallocated to the Net Settlement Amount for the benefit of the Settlement Class
25 Members.

26 d. PAGA Employees. Subject to approval by the Court, the Parties agree that the amount
27 of Fifty Thousand Dollars (\$50,000) shall be allocated from the Gross Settlement
28 Amount toward penalties under the Private Attorneys General Act, California Labor

Code Section 2698, *et seq.* (i.e., the PAGA Amount), of which seventy-five percent (75%), or \$37,500, will be paid to the LWDA (i.e., the LWDA Payment) and twenty-five percent (25%), or \$12,500, will be distributed to PAGA Employees (i.e., the PAGA Employee Amount) on a *pro rata* basis, based on the total number of Pay Periods worked by each PAGA Employee during the PAGA Period (i.e., the Individual PAGA Payments). Individual PAGA Payments will be calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees' number of Pay Periods, as follows: The Settlement Administrator will divide the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the "Pay Period Value," and multiply each PAGA Employee's individual Pay Periods by the Pay Period Value to yield each PAGA Employee's Individual PAGA Payment.

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

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

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

13. Escalator Clause. Defendant has represented that the Class Members worked a total of 10,790 Workweeks during the period from April 3, 2020 through December 20, 2024. If it is

determined by the Settlement Administrator that the total number of Workweeks worked by the Class Members during the time period from April 3, 2020 through December 20, 2024 actually exceeds 10,790 by more than 10% (i.e., by more than 11,869 Workweeks), then the Gross Settlement Amount will be increased on a pro rata basis equal to the percentage increase in the number of Workweeks worked by the Class Members above 10%. For example, if the number of Workweeks increases by 11% to 11,977 Workweeks, then the Gross Settlement Amount will increase by 1%.

14. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each Individual Settlement Share will be allocated as follows: twenty percent (20%) wages and eighty percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will be reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement Administrator will withhold the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their Individual Class Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes and withholdings). The Employer Taxes will be paid separately and in addition to the Gross Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

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

16. Tax Liability. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel do not intend anything contained in this Settlement Agreement to constitute advice regarding taxes or taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiff, Settlement Class Members, and PAGA Employees are not relying on any statement, representation, or calculation by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff, Settlement

Class Members, and PAGA Employees understand and agree that Plaintiff, Settlement Class Members, and PAGA Employees will be solely responsible for the payment of any taxes and penalties assessed on the payments described in this Settlement Agreement. Plaintiff, Settlement Class Members, and PAGA Employees should consult with their tax advisors concerning the tax consequences of any payment they receive under the Settlement.

SETTLEMENT FUNDING, PAYMENTS, AND ADMINISTRATION

17. Funding of the Gross Settlement Amount. No later than fourteen (14) calendar days after the Effective Date, Defendant will deposit the Gross Settlement Amount into a Qualified Settlement Fund (“QSF”) within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be established by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement Administrator to calculate necessary payroll taxes including its official name, 8-digit state unemployment insurance tax ID number, and other information requested by the Settlement Administrator, no later than fourteen (14) calendar days after the Effective Date.

18. Distribution of the Gross Settlement Amount. Within fourteen (14) calendar days of the funding of the Gross Settlement Amount, the Settlement Administrator will issue the Individual Class Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees, LWDA Payment to the LWDA, Enhancement Payment to Plaintiff, Attorneys’ Fees and Costs to Class Counsel, and Settlement Administration Costs to itself. The Settlement Administrator shall also set aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and timely forward these to the appropriate government authorities.

19. Settlement Checks. The Settlement Administrator will be responsible for undertaking appropriate deductions, required tax reporting, and issuing the Individual Class Settlement Payments by way of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the Settlement Administrator may combine the Individual Class Settlement Payment and Individual PAGA Payment into one check if the intended recipient for both payments is one individual. Settlement Class Members and PAGA Employees are not required to submit a claim to be issued an Individual Class Settlement Payment and/or Individual PAGA Payment. Each Individual

1 Class Settlement Payment and Individual PAGA Payment check will be valid and negotiable for one
2 hundred and eighty (180) calendar days from the date the checks are issued, and thereafter, shall be
3 canceled. Any funds associated with such canceled checks shall be distributed by the Settlement
4 Administrator to the State of California's Unclaimed Property Fund in the name of the Settlement
5 Class Member and/or PAGA Employee. The Parties agree that this disposition results in no "unpaid
6 residue" under California Civil Procedure Code § 384, as the entire Net Settlement Amount will be
7 paid out to Settlement Class Members, whether or not they cash their settlement checks. Therefore,
8 Defendant will not be required to pay any interest on such amounts. The Settlement Administrator
9 shall undertake amended and/or supplemental tax filings and reporting required under applicable local,
10 state, and federal tax laws that are necessitated due to the cancelation of any Individual Class
11 Settlement Payment and/or Individual PAGA Payment checks. Settlement Class Members whose
12 Individual Class Settlement Payment checks are canceled shall, nevertheless, be bound by the Class
13 Settlement, and PAGA Employees whose Individual PAGA Payment checks are cancelled shall,
14 nevertheless, be bound by the PAGA Settlement.

15 20. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the
16 Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually
17 are issued to the payee. It is expressly understood and agreed that payments made under this
18 Settlement shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Employee
19 to additional compensation or benefits under any new or additional compensation or benefits, or any
20 bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period,
21 nor will it entitle Plaintiff, Settlement Class Members, or any PAGA Employee to any increased
22 retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding
23 any contrary language or agreement in any benefit or compensation plan document that might have
24 been in effect during the Class Period).

25 21. Notice of Settlement to the LWDA. Pursuant to California Labor Code § 2699(1)(2),
26 Class Counsel shall notify the LWDA of the Settlement upon filing the motion for preliminary
27 approval of the Settlement.

28 22. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval,

Defendant will provide the Class List to the Settlement Administrator.

23. Notice by First-Class U.S. Mail.

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

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

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

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

Employee produces information and/or documents to the contrary, the Settlement Administrator will evaluate the materials submitted by the Class Member/PAGA Employee and the Settlement Administrator will resolve and determine the number of eligible Workweeks and/or Pay Periods that the disputing Class Member/PAGA Employee should be credited with under the Settlement. The Settlement Administrator's decision on such disputes will be final and non-appealable.

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

26. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing envelope will be the exclusive means to determine whether a Notice of Objection has been timely

submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's Counsel the number of Notices of Objection that are submitted (specifying which ones were timely and complete and which were not), and also attach them to a declaration that is to be filed with the Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or appeal from the Final Approval Order and Judgment. Settlement Class Members, individually or through counsel, may also present their objection orally at the Final Approval Hearing, regardless of whether they have submitted a Notice of Objection.

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

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

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

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MOTION FOR PRELIMINARY AND FINAL APPROVAL

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

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

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

If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone or email, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

31. **Duties of the Parties with Respect to Obtaining Final Approval of the Settlement.** After the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final Approval of the Settlement should be granted, along with the amounts properly payable for: (a) Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys'

1 Fees and Costs; (e) Enhancement Payment; and (f) Settlement Administration Costs. The Final
2 Approval Hearing will not be held earlier than thirty (30) calendar days after the Response Deadline.
3 Plaintiff and Class Counsel will be responsible for drafting the motion seeking Final Approval of the
4 Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion
5 before filing it with the Court. By way of said motion, Plaintiff will apply for the entry of the Final
6 Approval Order and Judgment, which will provide for, in substantial part, the following:

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

16 **RELEASE OF CLAIMS**

17 32. Class Settlement Release. Upon the full funding of the Gross Settlement Amount,
18 Plaintiff and all Settlement Class Members, on behalf of themselves and their former and present
19 representatives, agents, attorneys, heirs, administrators, successors, transferees, and assigns, will be
20 deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged
21 the Released Parties of all Released Class Claims.

22 33. PAGA Settlement Release. Upon the full funding of the Gross Settlement Amount,
23 Plaintiff, the State of California (including the LWDA) with respect to all PAGA Employees, and all
24 PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised,
25 relinquished, and discharged the Released Parties of all Released PAGA Claims.

26 34. Plaintiff's General Release. Plaintiff has entered into a separate settlement agreement
27 regarding his broader, general release of claims.

28 35. Final Approval Order and Judgment. The Parties shall provide the Settlement

1 Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court,
2 and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for
3 sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the
4 Class will be required.

5 **ADDITIONAL PROVISIONS**

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

1 37. Continued Jurisdiction. After entry of the judgment pursuant to the Settlement, the
2 Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and
3 Section 664.6 of the California Code of Civil Procedure, for purposes of addressing: (a) the
4 interpretation and enforcement of the terms of the Settlement, (b) settlement administration matters,
5 and (c) such post-judgment matters as may be appropriate under court rules or as set forth in this
6 Settlement Agreement.

7 38. Effects of Termination or Rescission of Settlement. Termination or rescission of the
8 Settlement Agreement shall have the following effects:

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

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

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

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

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

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

27 39. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant
28 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,

transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or right herein released and discharged.

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

41. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the entirety of the Parties' agreement relating to the settlement and transaction completed thereby, 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 other prior or contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties expressly recognize California Civil Code § 1625 and California Code of Civil Procedure § 1856(a), which provide that a written agreement is to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic oral or written representations or terms will modify, vary, or contradict the terms of this Settlement Agreement.

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

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

44. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant

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

7 45. Confidentiality Prior to Preliminary Approval. Until the Motion for Preliminary
8 Approval is filed Plaintiff, Class Counsel, Defendant, and Defense Counsel separately agree that they
9 and each of them will not disclose, disseminate or publicize, any of the terms of the Agreement,
10 directly or indirectly, to any person, corporation, association, government agency, or other entity
11 except: (a) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep
12 this Agreement confidential; (b) to the extent necessary to report income to appropriate taxing
13 authorities; (c) in response to a court order or subpoena; or (d) in response to an inquiry or subpoena
14 issued by a state or federal government agency. This paragraph does not restrict Class Counsel's
15 communications with Class Members in accordance with Class Counsel's ethical obligations owed to
16 Class Members.

17 46. Use and Return of Class Data. Information provided to Class Counsel pursuant to
18 Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class
19 Counsel by Defendant in connection with the mediation, other settlement negotiations, or in
20 connection with the Settlement, may be used only with respect to this Settlement, and no other
21 purposes, and may not be used in any way that violates any existing contractual agreement, statute or
22 rule of court. No later than ninety days after the date when the Court discharges the Administrator's
23 obligation to provide a declaration confirming the final pay out of all Settlement Funds, upon
24 Defendant's written request, Plaintiff and the Administrator shall destroy all paper and electronic
25 versions of Class Data received from Defendant unless, prior to the Court's discharge of the
26 Administrator's obligations, Defendant makes a written request to Class Counsel for the return, rather
27 than the destructions of Class Data. Plaintiff and Administrator shall provide written certification to
28 Defendant confirming destruction of information pursuant to this paragraph.

1 47. Signatories. It is agreed that because the members of the Class are so numerous, it is
2 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
3 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
4 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
5 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
6 the same force and effect as if this Settlement Agreement were executed by each Settlement Class
7 Member and PAGA Employee.

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

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

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

16 51. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
17 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
18 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
19 account all relevant factors, present and potential. The Parties further acknowledge that they are each
20 represented by competent counsel and that they have had an opportunity to consult with their counsel
21 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
22 obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement
23 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
24 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

25 52. Invalidity of Any Provision. Before declaring any provision of this Settlement
26 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
27 possible consistent with applicable precedents so as to define all provisions of this Settlement
28 Agreement valid and enforceable.

1 53. Plaintiff's Cooperation. Plaintiff agrees to sign this Settlement Agreement and, by
2 signing this Settlement Agreement, is hereby bound by the terms herein and agrees to fully cooperate
3 to implement the Settlement.

4 54. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
5 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
6 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
7 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines
8 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
9 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;
10 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
11 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
12 construed as an admission or concession by Defendant of any such violations or failures to comply
13 with any applicable law. The Parties agree to stipulate to class action certification for purposes of
14 settlement purposes only. If, for any reason the Court does not grant Preliminary Approval, Final
15 Approval or enter Judgment, the stipulation to certification will be void, Defendant reserves the right
16 to contest certification of any class for any reasons, Defendant reserves all available defenses to the
17 claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds
18 available and to contest Defendant's defenses. The Parties further agree that certification for purposes
19 of the Settlement is not an admission that class action certification is proper under the standards
20 applied to contested certification motions and that this Agreement will not be admissible in this or any
21 other proceeding as evidence either that a class action should be certified or that Defendant is liable
22 to Plaintiff or any Class Member. Except as necessary in a proceeding to enforce the terms of this
23 Settlement Agreement, this Settlement Agreement and its terms and provisions shall not be offered or
24 received as evidence in any action or proceeding to establish any liability or admission on the part of
25 Defendant or to establish the existence of any condition constituting a violation of, or a non-
26 compliance with, federal, state, local or other applicable law.

27 55. Captions. The captions and paragraph numbers in this Settlement Agreement are
28 inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or

1 intent of the provisions of this Settlement Agreement.

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

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

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

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

18 To Plaintiffs and Class Counsel:

19 Jonathan M. Genish

20 jgenish@blackstonepc.com

21 Barbara DuVan-Clarke

22 BDC@blackstonepc.com

23 Annabel Blanchard

24 ablanchard@blackstonepc.com

25 **BLACKSTONE LAW, APC**

26 8383 Wilshire Boulevard, Suite 745

27 Beverly Hills, California 90211

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

29 To Defendant:

30 Allison B. Moser

31 amoser@coblentzlaw.com

32 **COBLENTZ PATCH DUFFY & BASS LLP**

33 One Montgomery Street, Suite 3000

34 San Francisco, California 94104

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

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

IT IS SO AGREED.

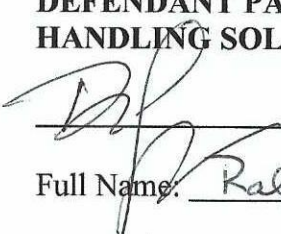
PLAINTIFF FRANK BRECKENRIDGE

Dated: _____

Frank Breckenridge

**DEFENDANT PACIFIC MATERIAL
HANDLING SOLUTIONS, INC.**

Dated: 6/16/25



Full Name: Ralph E Logan

Title: President & CEO
On behalf of Pacific Material Handling
Solutions, Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: _____

Jonathan M. Genish
Barbara DuVan-Clarke
*Attorneys for Plaintiff Frank Breckenridge
and Proposed Class Counsel*

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COBLENTZ PATCH DUFFY & BASS LLP



Allison B. Moser
Attorneys for Defendant Pacific Material
Handling Solutions, Inc.

Dated: June 16, 2025

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

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

IT IS SO AGREED.

Dated: 05/23/2025

PLAINTIFF FRANK BRECKENRIDGE

Frank Breckenridge

Frank Breckenridge

**DEFENDANT PACIFIC MATERIAL
HANDLING SOLUTIONS, INC.**

Dated: _____

Full Name: _____

Title: _____

On behalf of Pacific Material Handling
Solutions, Inc.

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated: 05/23/2025



Jonathan M. Genish

Barbara DuVan-Clarke

*Attorneys for Plaintiff Frank Breckenridge
and Proposed Class Counsel*

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Breckenridge v. Pacific Material Handling Solutions, Inc.

Superior Court of California for the County of Alameda, Cases No. 24CV070227 and No. 24CV0789638

PLEASE READ THIS CLASS NOTICE CAREFULLY.

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

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

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

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Frank Breckenridge ("Plaintiff") and Defendant Pacific Material Handling Solutions, Inc. ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Breckenridge v. Pacific Material Handling Solutions, Inc.*, Alameda County Superior Court, Cases No. 24CV070227 and No. 24CV0789638 ("Action"), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] ("Final Approval Hearing") to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

"Class" or "Class Member(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant within the State of California at any time during the Class Period.

"Class Period" means the period from April 3, 2020 through February 20, 2025.

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

"PAGA Employee(s)" means all current and former hourly-paid or non-exempt employees who worked for Defendant within the State of California at any time during the PAGA Period.

"PAGA Period" means the period from April 1, 2023 through February 20, 2025.

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

II. BACKGROUND OF THE ACTION

On April 1, 2024, Plaintiff provided written notice to the California Labor and Workforce Development Agency ("LWDA") and Defendant of the specific provisions of the California Labor Code that Plaintiff contends were violated ("PAGA Letter"). On April 3, 2024, Plaintiff commenced a putative class action lawsuit by filing a Class Action Complaint in the Action ("Class Action"). On June 7, 2024, Plaintiff filed a Complaint for Enforcement Action under the Private Attorneys General Act, Cal. Labor Code §§ 2698 *Et Seq* ("PAGA Action").

Plaintiff contends that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during employment and upon termination of employment and associated waiting-time penalties, provide accurate wage statements, and reimburse business expenses, and thereby engaged in unfair business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* ("PAGA"). Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys' fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

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

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed Apex Class Action as the administrator of the Settlement (“Settlement Administrator”), Plaintiff Frank Breckenridge as representative of the Class (“Class Representative”), and the following Plaintiff’s attorneys as counsel for the Class (“Class Counsel”):

Jonathan M. Genish
Barbara DuVan-Clarke
Danielle L. GruppChang
P.J. Van Ert
Annabel Blanchard
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

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

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

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Five Hundred Thousand Dollars (\$500,000) (the “Gross Settlement Amount”). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the “Net Settlement Amount.” The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys’ fees, in an amount not to exceed thirty five percent (35%) of the Gross Settlement Amount (i.e., \$ 175,000), and reimbursement of litigation costs and expenses, in an amount not to exceed Thirty Thousand Dollars (\$30,000) to Class Counsel; (2) Enhancement Payment in an amount not to exceed Ten Thousand Dollars (\$10,000) to Plaintiff for his services in the Action; (3) the amount of Fifty Thousand Dollars (\$50,000) allocated toward civil penalties under the Private Attorneys General Act (“PAGA Amount”), of which the LWDA will be paid 75% (\$37,500) (“LWDA Payment”) and the remaining 25% (\$12,500) will be distributed to PAGA Employees (“PAGA Employee Amount”); and (4) Settlement Administration Costs in an amount not to exceed Six Thousand Dollars (\$6,000.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement Amount (“Individual Settlement Share”) based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period, which is based on the number of weeks between the latest of the Class Member’s hire date or the beginning of the statute of limitation period and the Class Member’s termination date or end of the class period if the Class Member is a current employee (“Workweeks”). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the “Estimated Workweek Value,” and multiplied each Class Member’s individual Workweeks by the Estimated Workweek

Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion (“Settlement Class Members”) will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as twenty percent (20%) as wages, which will be reported on an IRS Form W-2, and eighty percent (80%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee’s share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member (“Individual Class Settlement Payment”). The employer’s share of taxes and contributions in connection with the wages portion of Individual Settlement Shares (“Employer Taxes”) will be paid by Defendant separately and in addition to the Gross Settlement Amount.

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

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

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

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

According to Defendant’s records:

- **From April 3, 2020 through February 20, 2025 (i.e., the Class Period), you are credited as having worked [REDACTED] Workweeks.**
- **From April 1, 2023 through February 20, 2025 (i.e., the PAGA Period), you are credited as having worked [REDACTED] Pay Periods.**

If you wish to dispute the Workweeks and/or Pay Periods credited to you, you must submit your dispute in writing to the Settlement Administrator (“Dispute”). The Dispute must: (a) contain the case name and number of the Action (*Breckenridge v. Pacific Material Handling Solutions, Inc.*, Case No. 24CV070227); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class Member disputes the number of Workweeks and/or Pay Periods credited to the Class Member/PAGA Employee and what the Class Member/PAGA Employee contends is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

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

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

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

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

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

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members, on behalf of themselves and their former and present representatives, agents, attorneys, heirs, administrators, successors, transferees, and assigns, will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims.

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

“Released Class Claims” any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys’ fees, damages, or causes of action which were alleged or which could have been alleged based on the factual allegations in the Class Action, arising during the Class Period, under any federal, state, or local law, and shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide complaint wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and Industrial Welfare Commission Wage Orders, including *inter alia*, applicable Wage Order(s), and all claims for attorneys’ fees and costs and statutory interest in connection therewith, California Business and Professions Code sections 17200, *et seq.*, and any other claims, including claims for statutory penalties, pertaining to the Class Members.

“Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter or PAGA Action, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, including all claims for attorneys’ fees and costs related thereto, for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide complaint wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and Industrial Welfare Commission Wage Orders, including *inter alia*, applicable Wage Order(s).

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

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed thirty five percent (35%) of the Gross Settlement Amount (i.e., \$ 175,000) and reimbursement of litigation costs and expenses in an amount not to exceed Thirty Thousand Dollars (\$30,000) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiff, Class Members, and PAGA Employees on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payment to Plaintiff

Plaintiff will seek the amount of Ten Thousand Dollars (\$10,000) (“Enhancement Payment”), in recognition of his services in connection with the Action. The Enhancement Payment will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiff in addition to his Individual Settlement Payment and Individual PAGA Payment that he is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Six Thousand Dollars (\$6,000) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Workweeks Disputes, calculating Individual Settlement Shares, Individual Class Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

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

A. Participate in the Settlement

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

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

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

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

B. Request Exclusion from the Class Settlement

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

[Settlement Administrator]
[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Breckenridge v. Pacific Material Handling Solutions, Inc.*, Case No. 24CV070227); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before** [Response Deadline].

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

C. Object to the Class Settlement

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

The Notice of Objection must: (a) contain the case name and number of the Action (*Breckenridge v. Pacific Material*

Handling Solutions, Inc., Case No. 24CV070227); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before [Response Deadline]**.

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

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 21 of the Alameda County Superior Court, located at 1225 Fallon Street, Oakland, CA 94612, on **[date]**, at **[time]**, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys' Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

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

[Insert instructions on how to appear remotely for the Court]

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by visiting the court's website at <https://eportal.alameda.courts.ca.gov/>

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

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

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: **[INSERT], OR YOU MAY ALSO CONTACT CLASS COUNSEL.**

EXHIBIT 4

Thank you for your Proposed Settlement Submission

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

Fecha Vie 5 Sep 2025 11:04

Para Karina Hernandez <khernandez@blackstonepc.com>

[External Email].

09/05/2025 11:04:14 AM

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

Item submitted: Proposed Settlement

On 09/05/2025 11:04:14 AM your Proposed Settlement was successfully processed for case number LWDA-CM-1019753-24

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

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

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