

Brian J. Mankin, Esq. [CSB No. 216228]
brian@lmlfirm.com
Peter J. Carlson, Esq. [CSB No. 295611]
peter@lmlfirm.com
LAUBY, MANKIN & LAUBY LLP
5198 Arlington Avenue, PMB 513
Riverside, CA 92504
Tel: (951) 320-1444 | Fax: (951) 320-1445

Attorneys for Plaintiffs, on a representative basis and on behalf of all others similarly situated

[Additional Counsel for Plaintiffs on Following Page]

CALL & JENSEN
A Professional Corporation
Aaron L. Renfro, Bar No. 255086
Madeleine K. Lee, Bar No. 258520
Ellen Connelly Cohen, Bar No. 276458
610 Newport Center Drive, Suite 700
Newport Beach, CA 92660
Tel: (949) 717-3000 | Fax: (949) 717-3100
arenfro@calljensen.com
mlee@calljensen.com
ecohen@calljensen.com

Attorneys for Defendants Joshua's Pest Control, L.P., Moxie Pest Control, L.P., Moxie
Advisors, LLC, Walton Holdings GP, LLC, and MGFleming Holdings, Inc.

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

JUSTIN BROWN, and SHAYNA AMSTER
individually, on a representative basis, and on
behalf of all others similarly situated;

Plaintiffs,

vs.

JOSHUA'S PEST CONTROL, a California
Limited Partnership; MOXIE PEST
CONTROL, L.P., an Entity Unknown;
MOXIE ADVISORS, LLC, a Utah Limited
Liability Company; WALTON HOLDINGS
GP, LLC, a Texas Limited Liability
Company; MGFLEMING HOLDINGS, INC.,
a California Corporation; and DOES 1
through 20, inclusive;

Defendants.

Case No.: CVRI2402875
*[Assigned to Hon. Harold Hopp, Dept. 1,
for all purposes]*

**DECLARATION OF KEVIN LEE
WITH RESPECT TO NOTICE AND
SETTLEMENT ADMINISTRATION**

Date: May 8, 2026
Time: 8:30 a.m.
Department: 1

1 DOUGLAS HAN (SBN 232858)

doug@justicelawcorp.com

2 SHUNT TATAVOS-GHARAJEH (SBN 272164)

statavos@justicelawcorp.com

3 LILY SHORT (SBN 354743)

lshort@justicelawcorp.com

4 **JUSTICE LAW CORPORATION**

5 751 N. Fair Oaks Avenue, Suite 101

Pasadena, California 91103

6 Telephone: (818) 230-7502

7 Facsimile: (818) 230-7259

8 Attorneys for Plaintiffs, on a representative basis and on behalf of all others similarly situated

DECLARATION OF KEVIN LEE

I, Kevin Lee, declare as follows:

1. I am a Case Manager at Phoenix Settlement Administrators (“Phoenix”), the Court-appointed Class Action Settlement Administrator for *Justin Brown, Shayna Amster v. Joshua’s Pest Control, Moxie Pest Control, L.P., et al.* (the “Action”). I have personal knowledge of the facts stated herein and, if called upon to testify, I could and would testify competently to such facts.

2. Phoenix was selected by the Parties to provide notice of the Settlement and perform class administration duties in this Action. Pursuant to the Class Action and PAGA Settlement Agreement and Release of Claims (“Agreement” or “Settlement Agreement” or “Settlement”) for this matter, Phoenix was responsible for: (i) preparing, printing, and mailing the *Court Approved Notice of Class Action Settlement* (herein collectively referred to as the “Notice”); (ii) responding to inquiries from Class Members; (iii) calculating the number of weeks each Class Member worked during the period from May 24, 2020 to July 29, 2025 (“Class Period”) and the number of weeks each Aggrieved Employee worked during the time period from May 24, 2023 to July 29, 2025 (“PAGA Period”); (iv) determining the validity of letters indicating a request to be excluded from the Class Settlement (“Requests for Exclusion”), written objections to the Class Settlement (“Objections”) as applicable, and/or dispute regarding the number of weeks worked submitted by Class Members as applicable; (v) calculating the Net Settlement Amount and the Individual Class Payments to Class Members; (vi) calculating and issuing the Individual Class Payments and distributing them to Settlement Class Members and Individual PAGA Payments to Aggrieved Employees; (vii) issuing the payment to Class Counsel for attorneys’ fees and costs, the Service Payments to both Plaintiffs, and the employer/employee payroll taxes to the appropriate taxing authorities; and (viii) such other tasks as set forth in the Settlement Agreement or as the Parties mutually agree or as the Court orders.

3. On February 3, 2026, Phoenix received a data file from Defense Counsel that contained names, last known mailing addresses, Social Security numbers, and workweeks for each Class Member (“Class Data”) during the Class Period. The final mailing list contained three hundred fifty-seven (357) individuals identified as Settlement Class Members.

1 4. On February 6, 2026, Phoenix conducted a National Change of Address (“NCOA”) search to update the class list of addresses as accurately as possible. A search of this database provides updated addresses for any individual who has moved in the previous four (4) years and notified the U.S. Postal Service of their change of address.

2 5. On February 6, 2026, Phoenix mailed the Notice via U.S. first class mail, in English, to all three hundred fifty-seven (357) Class Members on the Class Data. A true and correct copy of the mailed Notice is attached hereto as **Exhibit A**.

3 6. As of the date of this declaration, sixty-five (65) Notices have been returned to Phoenix.

4 7. As of the date of this declaration, six (6) Notices are considered undeliverable.

5 8. As of the date of this declaration, Phoenix has received two (2) Requests for Exclusion from Settlement Class Members, a true and correct copy of which is attached hereto as **Exhibit B**. The deadline to request exclusion from the Settlement was March 23, 2026, while the deadline for remailed Notices was April 7, 2026.

6 9. As of the date of this declaration, Phoenix has received zero (0) Notices of Objection from Class Members. The deadline for objecting to the Class Settlement was March 23, 2026, while the deadline for remailed Notices was April 7, 2026.

7 10. As of the date of this declaration, Phoenix has received zero (0) Workweek disputes from Class Members. The deadline for submitting a dispute was March 23, 2026, while the deadline for remailed Notices was April 7, 2026.

8 11. There are three hundred fifty-five (355) Class Members who did not submit timely and valid Requests for Exclusion and are therefore deemed Participating Class Members, representing approximately 99.43% of all Settlement Class Members. Participating Class Members have worked a collective total of fifteen thousand seven hundred thirty-nine (15,739) workweeks during the Class Period.

9 12. The Escalator Clause of the Agreement indicates that, if the workweeks during the Class period exceed 17,500 by more than 10% (*i.e.* if there are more than 19,250 workweeks), then Defendants shall either a) increase the Settlement Amount by \$28.57 for each workweek above

1 19,250, or, b) end the Class Period on the date the number of workweeks reaches 19,250. Because
2 the total number of workweeks was 15,739, the Escalator Clause was not triggered.

3 13. The Net Settlement Amount of \$254,407.45 available to pay Participating Class
4 Members was determined by subtracting the requested Attorney's Fees (\$166,666.67), and cost
5 Award (\$28,925.88), requested Service Payments to Plaintiffs Justin Brown and Shayna Amster
6 (\$20,000.00), the total PAGA Penalties (\$20,000.00), and the requested Settlement Administration
7 Costs (\$10,000.00) from the Settlement Amount (\$500,000.00).

8 14. Based upon the calculations stipulated in the Settlement, the highest Individual Class
9 Payment to be paid is approximately \$4,380.48, the lowest Individual Class Payment to be paid is
10 approximately \$16.16, while the average Individual Class Payment to be paid is approximately
11 \$716.64. Settlement Class Members will be issued payment of their Individual Class Payments
12 subject to reduction for the employee's share of taxes and withholdings with respect to the wages
13 portion of the Individual Class Payment. Plaintiff Browns' Individual Class Payment is
14 approximately \$808.21, while Plaintiff Amster's Individual Class Payment is approximately
15 \$193.97.

16 15. Additionally, \$500,000.00 of the Settlement Amount has been allocated toward
17 penalties under the Private Attorneys General Act ("PAGA Penalties"), of which 75%, or
18 \$15,000.00, shall be paid to the Labor and Workforce Development Agency ("LWDA"), and 25%,
19 or \$5,000.00, of which shall be paid to all Aggrieved Employees. There are forty-one (226)
20 Aggrieved Employees who worked a total of three thousand seven hundred twenty (3,720)
21 workweeks during the PAGA Period. The highest Individual PAGA Payment to be paid is
22 approximately \$71.24, the lowest Individual PAGA Payment to be paid is approximately \$1.34, the
23 average Individual PAGA Payment to be paid is approximately \$14.01. Plaintiff Browns' Individual
24 PAGA Payment is approximately \$30.91, while Plaintiff Amster's Individual PAGA Payment is
25 approximately \$9.41.

26 16. Pursuant to the Settlement, Defendant has agreed to fund the employer-side taxes
27 due separately and apart from the Gross Settlement Amount. As of this date, and utilizing the
28 maximum tax rates, Phoenix estimates that the employer-side taxes should not exceed \$4,057.80.

1 17. To complete the Settlement Administration for the *Justin Brown, Shayna Amster v.*
2 *Joshua's Pest Control, Moxie Pest Control, L.P., et al.*, the Settlement Administration will include
3 a combination of hard costs and hourly costs detailed below:

- 4 • Hard Costs: Postage, Printing Supplies, Toll Free Setup, QSF Bank Setup,
5 NCOA, Skip Tracing, and Re-Mailing of Notices.
- 6 • Hourly Costs: The hourly rates include Programming Database & Setup, Project
7 Management, Notice Formatting, Programming Claims Database, Programming
8 Calculations, Disbursement Review, Printing of Notice & Individual Class
9 Payments, Reconciliation of Uncashed Checks, Conclusion Reports, Tax Filings,
10 and Case Management/Maintenance throughout pre- and post-settlement
11 distribution.

12 18. To date, Phoenix has spent time (i) preparing, printing, and mailing the Notice; (ii)
13 responding to inquiries and communicating with Class Members; (iii) conducting a National
14 Change of Address search to update the Class Members' addresses as accurately as possible; (iv)
15 processing and validating the Request for Exclusion; and (v) providing reports to the Parties'
16 counsel. The time Phoenix has dedicated to this Action, as of this date, is eighteen (18) hours.
17 Phoenix's hard costs to date are \$1,620.79.

18 19. After final approval, Phoenix will be (i) calculating the Net Settlement Amount and
19 the Individual Class Payments and Individual PAGA Payments; (ii) issuing the Individual Class
20 Payments and, to the extent applicable, Individual PAGA Payment checks and distributing them to
21 Participating Class Members and Aggrieved Employees; (iii) issuing the payment to Class Counsel
22 for Court-approved attorneys' fees and costs, the Service Payments check to Plaintiff, remitting
23 payment to the LWDA and the employer/employee payroll taxes to the proper taxing authorities;
24 (iv) printing and providing Participating Class Members, PAGA Employees, Plaintiff, and Class
25 Counsel with, as applicable and set forth in the Settlement, W-2s and 1099 forms.

26 20. The *estimated* time Phoenix will dedicate to this Action, after final approval through
27 closure of the QSF, is twenty-five (25) hours. Phoenix's *estimated* expenses it anticipates incurring
28 are \$4,010.20.

21. Phoenix has agreed to perform all the listed Settlement Administration duties for *Justin Brown, Shayna Amster v. Joshua's Pest Control, Moxie Pest Control, L.P., et al.* for an agreed upon Fixed Fee of \$10,000.00. A detailed list of Phoenix's pre-distribution hourly and hard cost totals, in addition to the estimated hours and hard costs needed to complete the post-distribution Settlement Administration, is attached hereto as **Exhibit C**.

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

Executed on April 14, 2026, at Orange, California.


KEVIN LEE

Exhibit A

COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT

Brown and Amster v. Joshua's Pest Control et al.

(Riverside County Superior Court, Case No. CVRI2402875)

The Riverside County Superior Court authorized this Notice. Read it carefully!***It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.***

You may be eligible to receive money from a class action lawsuit filed by Justin Brown and Shayna Amster ("Plaintiffs" or "Class Representatives") against Defendants Joshua's Pest Control, L.P., Moxie Pest Control, L.P., Moxie Advisors, LLC, Walton Holdings GP, LLC, and MGFleming Holdings, Inc. ("Defendants") for alleged violations of the California Labor Code (the "Action"). (Plaintiffs and Defendants shall be collectively referred to as the "Parties").

The Action seeks payment of (1) unpaid wages, statutory damages and penalties, interest and attorneys' fees on behalf of all Class Members, who are defined as "all current and former nonexempt (hourly paid) employees employed by Defendant Joshua's Pest Control, L.P., in California during the Class Period (which is May 24, 2020, through July 29, 2025)"; and (2) penalties under the California Private Attorneys General Act ("PAGA") on behalf of all Aggrieved Employees, who are defined as "all current and former nonexempt (hourly paid) employees employed by Defendant Joshua's Pest Control, L.P., in California during the PAGA Period (which is May 24, 2023, through July 29, 2025). PAGA is a California law that allows employees to bring claims for civil penalties on behalf of the California Labor and Workforce Development Agency ("LWDA") and all Aggrieved Employees for alleged violations of the Labor Code, and any payment for PAGA penalties shall be paid 75% to the LWDA and 25% to all Aggrieved Employees as civil penalties (rather than wages).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Defendants to fund Individual Class Payments to Class Members, and (2) a PAGA Settlement requiring Defendants to fund Individual PAGA Payments to Aggrieved Employees and pay penalties to the LWDA. Based on Defendants' records, and the Parties' current assumptions, your Individual Class and PAGA Payments are shown in the charts below, along with the applicable data points from which these estimates are derived.

«First_Name» «Last_Name» «PSA_ID»

<i>Calculations and Data Points for Estimated Individual PAGA Payment</i>	
Weeks Worked during Class Period	<i>Estimated Individual Class Payment</i>
«Total_Weeks»	«ESA_Before_Paga»

<i>Calculations and Data Points for Estimated Individual PAGA Payment</i>	
Weeks Worked during PAGA Period	<i>Estimated Individual PAGA Payment</i>
«PAGA_Work_Weeks»	«PAGA_Amount»

Please note that the actual amount you receive may be different from the above and will depend on several factors. (If no amount is stated for your Individual PAGA Payment then, according to Defendants' records, you are not eligible for an Individual PAGA Payment under the Settlement because you didn't work for Joshua's Pest Control, L.P., in California during the PAGA Period.) If you believe that you worked a different number of weeks during the periods than is shown in the chart above, you can submit a dispute by March 23, 2026 ("Response Deadline"). See **Section 4, subsection 3** of this Notice.

In granting preliminarily approval of the proposed Settlement and approving this Notice, the Court has determined only that there is sufficient evidence to suggest that the proposed Settlement might be fair, adequate and reasonable, and that any final determination of those issues will be made at the Final Approval Hearing. Your legal rights are affected whether you act or do not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Defendants to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Defendants.

If you worked for Defendants in California during the Class Period and/or the PAGA Period, you have a few options as shown in the Chart below:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING AND RECEIVE A SETTLEMENT PAYMENT	If you want to receive your full settlement payment, then no further action is required on your part. You will automatically receive a settlement payment if the Settlement receives final approval by the Court. You will be bound by the terms of the Settlement Agreement and will give up your right to sue on the Released Class Claims described in Section 3 below . <i>Defendants will not retaliate against you for participating or not participating in this Settlement.</i>
EXCLUDE YOURSELF	If you do not wish to participate in the proposed Settlement of the Class Claims, you may “opt-out” of the Settlement of the Class Claims. If you choose to opt-out, you must submit a Request for Exclusion form by March 23, 2026 (see Section 6 below for more details on how to opt-out). If you opt-out, you will no longer be a participating Class Member, and you will (1) <u>not</u> receive an Individual Class Payment, but you will preserve your right to pursue the Released Class Claims described below subject to applicable statutes of limitations, and (2) be barred from filing an objection to the settlement. You cannot opt-out of the PAGA portion of the proposed Settlement. Defendants must pay Individual PAGA Payments to all Aggrieved Employees. See Section 6 of this Notice.
OBJECT	If you decide to object to the settlement with respect to the Class Claims because you find it unfair or unreasonable, you must submit an Objection Form stating why you object to the settlement by March 23, 2026 (see Section 7 for more details on how to object).
DISPUTE THE NUMBER OF WEEKS WORKED	If you believe the number of workweeks that you were credited with working in the chart above is incorrect, you must submit the Dispute Form with any supporting evidence to Phoenix Settlement Administrators (the “Settlement Administrator”), a third party responsible for sending this Notice. (see Section 4 for more details on how to submit a dispute). Defendants’ records will be presumed correct, but you may provide evidence to the Settlement Administrator showing how many Weeks Worked you believe you should be credited and the Settlement Administrator and the Parties will consider your documentation and make a determination (with the assistance of the Court if necessary).

YOU MAY ATTEND THE FINAL APPROVAL HEARING, BUT IT’S NOT REQUIRED	
DATE: MAY 8, 2026 TIME: 8:30 A.M.	The Court’s Final Approval Hearing is scheduled to take place on May 8, 2026. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. See Section 8 of this Notice.

1. WHAT IS THE ACTION ABOUT?

Plaintiffs are former employees of Defendants. The Action accuses Defendants of violating California labor laws due to the alleged failure to pay minimum and overtime wages, failure to provide meal periods and rest breaks, failure to pay vested vacation, failure to reimburse business expenses, failure to maintain required records, failure to timely pay wages upon separation of employment, failure to provide accurate itemized wage statements, and unfair and unlawful competition. Based on the same claims, Plaintiffs also asserted a claim for civil penalties under PAGA.

Defendants strongly deny violating any laws or failing to pay any wages and contends they complied with all applicable laws.

Both Parties are represented by attorneys in the Action. See Section 9 below for their contact information.

2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

The Parties hired an experienced, neutral mediator in an effort to resolve the Action by negotiating to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The case did not immediately settle at mediation but the negotiations were ultimately successful. By signing a lengthy written settlement agreement (“Agreement”), Plaintiffs and Defendants have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Defendants do not admit any violations or concede the merit of any claims.

Plaintiffs and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Defendants have agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. So far, the Court has made no determination whether Defendants or Plaintiffs are correct on the merits, and has determined only that there is sufficient evidence to suggest that the proposed settlement might be fair, adequate, and reasonable, and that any final determination of those issues will be made at final hearing. The Court preliminarily approved the proposed Settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. The Gross Settlement Amount. Defendants have agreed to pay a total gross settlement amount of \$500,000 (the “Settlement Amount”) and will deposit the Settlement Amount into an account controlled by the Settlement Administrator. The Settlement Administrator will use the Settlement Amount to pay the Individual Class Payments, Individual PAGA Payments, Class Representative’s Service Payment, Class Counsel’s attorney’s fees and expenses, the Settlement Administrator’s Costs, and PAGA Penalties to be paid to the LWDA. Assuming the Court grants Final Approval of the settlement and that the Judgment entered by the Court becomes final, Defendants will fund the Settlement Amount in two equal payments in approximately December 2026 and December 2027. Payments to Class Members and Aggrieved Employees will be issued in two equal shares approximately 10 days after payment is received from Defendants. The Judgment will be final on the date the Court enters Judgment, or a later date if the Judgment is appealed.

2. Court Approved Deductions from Settlement Amount. At the Final Approval Hearing, Plaintiffs and/or Class Counsel will ask the Court to approve the following deductions from the Settlement Amount, the amounts of which will be decided by the Court at the Final Approval Hearing:

A. Up to one-third (1/3) of the Settlement Amount to Class Counsel for attorneys’ fees (\$166,666.67), plus reasonable costs and expenses not to exceed \$30,000. To date, Class Counsel have incurred expenses on the Action without payment.

B. Up to \$10,000 each to the Class Representatives as a Service Payment for litigating the Action, working with Class Counsel, and representing the Class. The Service Payments will be the only monies the Plaintiffs will receive other than their Individual Class Payment and any Individual PAGA Payment.

C. \$10,000 to the Settlement Administrator for services administering the Settlement.

D. \$20,000 for PAGA Penalties, allocated 75% to the LWDA and 25% in Individual PAGA Payments to the Aggrieved Employees based on their share of Weeks Worked during the PAGA Period.

E. Participating Class Members have the right to object to any of these deductions. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Settlement Administrator will distribute the rest of the remainder of the Settlement Amount (the “Net Settlement Amount”) by making Individual Class Payments to Participating Class Members based on their pro rata share of total Weeks Worked during the Class Period.

4. Taxes Owed on Payments to Class Members. Plaintiffs and Defendants are asking the Court to approve an allocation of 10% of each Individual Class Payment to taxable wages (“Wage Portion”) and 90% to penalties and interest (“Non-Wage Portion”). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. Defendants will separately pay employer-side payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

Although Plaintiffs and Defendants have agreed to these allocations, neither side is giving you any advice on whether your Payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any Payments received from the proposed Settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed Settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the “void date”). If you don’t cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California State Controller’s Unclaimed Property Fund in your name. If the monies represented by your check is sent to the Controller’s Unclaimed Property Fund, you should consult the rules of the Fund for instructions on how to retrieve your money. You will still be bound by the Judgment, even if you do not cash your check.

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Settlement, unless you opt-out of the Settlement, not later than the Response Deadline. See Section 6 of this Notice for details on how to Opt-Out.

7. The Proposed Settlement Will be Void If the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiffs and Defendants have agreed that, in either case, the Settlement will be void: Defendants will not pay any money and Class Members will not release any claims against Defendants.

8. Settlement Administrator. The Court has appointed a neutral company, Phoenix Settlement Administrators (the “Settlement Administrator”) to send this Notice, calculate and make payments, and process Class Members’ Requests for Exclusion and Objections. The Settlement Administrator will also assist the Parties with deciding any disputes over weeks worked, mail and re-mail (if necessary) settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Settlement Administrator’s contact information is contained in Section 9 of this Notice.

9. Participating Class Members' Release. After the Judgment is final and Defendants have fully funded the Settlement Amount, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendants or the "Released Parties" (which means Defendants, together with their respective former and present officers, directors, employees, and agents) based on the facts alleged in the Action for the duration of the Class Period, which are resolved by this Settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members release the Defendants and the Released Parties from any and all claims stated in the Complaint, or that reasonably could have been alleged based upon the facts stated in the Complaint including claims arising out of the following alleged violations: (a) failure to pay minimum wages, (b) failure to pay overtime wages, (c) failure to provide meal periods, (d) failure to provide rest breaks, (e) failure to reimburse business expenses, (f) failure to timely pay final wages, (g) failure to provide accurate itemized wage statements, and (h) unfair and unlawful competition, as well as claims for restitution and other equitable relief, liquidated damages, or penalties and any other benefit, wages, penalties, or other amounts claimed on account of the allegations or the primary rights asserted in the Complaint. The time period governing the Released Class Claims shall be the Class Period. The Released Class Claims expressly excludes all claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, claims while classified as exempt, and claims outside of the Class Period.

10. Release of Released PAGA Claims. After the Court's judgment is final, and Defendants fully funded the Settlement Amount, Plaintiffs and the State of California and the LWDA shall completely release and discharge the Released Parties from the Released PAGA Claims for the PAGA Period, including all PAGA claims alleged in the Complaint, or that reasonably could have been based on the facts stated in the Complaint and in the relevant LWDA notice letters including all PAGA claims seeking civil penalties premised upon: (a) failure to pay minimum wages, (b) failure to pay overtime wages, (c) failure to provide meal periods, (d) failure to provide rest breaks, (e) failure to reimburse business expenses, (f) failure to pay vested vacation, (g) failure to timely pay wages each period, (h) failure to timely pay wages upon separation of employment, (i) failure to provide accurate itemized wage statements, and (j) all other claims for civil penalties recoverable under PAGA based on the facts or claims alleged in the LWDA notice letters and Complaint. The time period governing the Released PAGA Claims shall be any time during the PAGA Period. The Released PAGA Claims shall bind only Plaintiffs and State of California, but the judgment entered by the Court at Final Approval "binds all those, including nonparty aggrieved employees, who would be bound by a judgment in an action brought by the government." (*Arias v. Superior Court* (2009) 46 Cal.4th 969, 980-986.)

4. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of weeks worked by all Participating Class Members during the Class Period, and (b) multiplying the result by each Participating Class Members' Individual Workweeks during the Class Period.

2. Individual PAGA Payments. The Settlement Administrator will calculate Individual PAGA Payments by (a) dividing \$5,000 by the total number of weeks worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by the number of Individual PAGA Workweeks for each Aggrieved Employee during the PAGA Period.

3. Disputing Weeks Worked. The number of weeks you worked during the Class and PAGA Periods, as recorded in Defendants' records, are stated in the tables on page 1 of this Notice. You have until March 23, 2026, (the "Response Deadline") to dispute the number of Workweeks credited to you by submitting the Dispute Form along with supporting evidence to the Settlement Administrator. Section 9 of this Notice has the Administrator's contact information. You need to support your dispute by sending copies of pay stubs or other records. You should send copies rather than originals because the documents will not be returned to you. The Settlement Administrator will attempt to resolve challenges based on your submission and on input from Class Counsel and Defendants' Counsel. If they cannot agree, your dispute will be submitted to the Court to render a final decision. You can't appeal or otherwise challenge its final decision.

5. HOW WILL I GET PAID?

1. Participating Class Members and Aggrieved Employees. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (which includes every Class Member who does not opt-out) and qualified Aggrieved Employee. The single check will combine the Individual Class Payment and the Individual PAGA Payment (if you are entitled to an Individual PAGA Payment).

2. Non-Participating Class Members/Aggrieved Employees Only. If you opted out of the Class settlement, but qualify as an Aggrieved Employee, then the Settlement Administrator will send, by U.S. mail, a single Individual PAGA Payment check to every Aggrieved Employee, including those who opt out of the Class Settlement.

Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Settlement Administrator as soon as possible. Section 9 of this Notice has the Settlement Administrator's contact information.

6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

You will be treated as a Participating Class Member, participating fully in the Settlement, unless you opt-out of the Settlement before the Response Deadline. To opt-out, you must complete, sign, and mail the accompanying Request for Exclusion Form to the Settlement Administrator, postmarked on or before the Response Deadline (as a reminder, **the “Response Deadline” is March 23, 2026**). Any person who submits a timely Request for Exclusion from the Class Claims (1) will not have any rights under this Settlement, including the right to object, appeal or comment on the Settlement; (2) will not be entitled to receive an Individual Class Payment; (3) will preserve the right to pursue the Released Class Claims, and (4) will not be bound by this Settlement, or the Judgment, as to the Released Class Claims.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Claims remain eligible to receive an Individual PAGA Payment.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement. A Participating Class Member who disagrees with any aspect of the Settlement may wish to object. If you wish to object to the proposed Settlement, you or your own attorney must submit a written objection on the enclosed Objection Form and include any and all evidence and supporting documentation or papers. The Objection Form and any accompanying documentation and papers must be sent to the Settlement Administrator at the address listed in Section 9 on the Objection Form, **postmarked** on or before the Response Deadline. If you do not comply with these procedures and the deadline for objections, the Court may not consider your objection at the Final Approval Hearing, and you may lose the right to contest the approval of the Settlement. You are still eligible to receive a settlement payment should the settlement become Final even if you object to the settlement. Submitting an objection does not preserve the right to appeal a final judgment. Rather, the right to appeal is preserved by becoming a party of record by timely and properly intervening or filing a motion to vacate the judgment before entry of judgment.

8. WHEN IS THE FINAL APPROVAL HEARING?

On May 8, 2026 at 8:30 a.m., the Court will hold a public hearing in Department 1 of the Superior Court for the State of California, County of Riverside, 4050 Main St, Riverside, CA 92501, for the purposes of determining whether the proposed Settlement is fair, adequate and reasonable and should be approved, whether to approve Class Counsel’s applications for attorneys’ fees and costs, whether to approve the proposed payment to the LWDA, and whether to approve Plaintiffs’ request for the service award. This hearing may be continued or rescheduled by the Court. Objectors to the proposed settlement will be provided notice in the event that the Final Approval Hearing is continued to a later date. Class Members who support the proposed Settlement do not need to appear at the hearing and do not need to take any other action to indicate their approval. Class Members who object to the proposed Settlement are not required to attend the Final Approval Hearing.

9. HOW CAN I GET MORE INFORMATION?

If you have questions about this Notice, the enclosed Request for Exclusion Form, Objection Form, the dispute process, or the Settlement itself, or if you did not receive this Notice in the mail and you believe that you are or may be a member of the Class, you should contact the Administrator for more information or to request that a copy of this Notice Packet and related forms be sent to you in the mail. If you wish to communicate directly with Class Counsel, you may contact them at the information below. You may also seek advice and guidance from your own private attorney at your own expense if you so desire.

This Notice is only a summary. For more detailed information, you may review the Settlement Agreement, containing the complete terms of the proposed Settlement, which is on file with the Court and attached to the Declaration of Brian J. Mankin in Support of Motion for Preliminary Approval of Class Action Settlement filed on January 8, 2026, and available to be inspected at any time during regular business hours at the Clerk’s Office, Superior Court for the State of California, County of Riverside, 4050 Main St, Riverside, CA 92501. You may also review the pleadings, records, and other papers on file in this lawsuit at the Clerk’s Office or online at <https://epublic-access.riverside.courts.ca.gov/public-portal/>. To access the case file, click on “Case Number Search,” then create a free online account, then type in the case number (CVRI2402875) where requested, and click “Search.” You may also email Class Counsel and request a copy of the Settlement Agreement.

DO NOT TELEPHONE THE COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT

The contact information for Class Counsel and the Settlement Administrator are below:

Class Counsel		Settlement Administrator
Brian Mankin, Esq. <i>brian@LMLfirm.com</i> Peter Carlson, Esq. <i>peter@LMLfirm.com</i> Lauby Mankin Lauby LLP 5198 Arlington Ave, PMB 513 Riverside, CA 92504 Tel: (951) 320-1444	Douglas Han, Esq. <i>doug@justicelawcorp.com</i> Lily Short, Esq. <i>lshort@justicelawcorp.com</i> Justice Law Corporation 751 N. Fair Oaks Avenue, Suite 101 Pasadena, California 91103 Tel: (818) 230-7502	Phoenix Settlement Administrators P.O. Box 7208 Orange, CA 92863 Telephone: (800) 523-5773

10. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Settlement Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

11. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Settlement Administrator if you move or otherwise change your mailing address.

REQUEST FOR EXCLUSION FORM

Brown and Amster v. Joshua's Pest Control et al.

(Riverside County Superior Court, Case No. CVRI2402875)

«First_Name» «Last_Name»

«Address_1»

«City», «State» «ZIP_Code»

DO YOU WANT TO PARTICIPATE IN THE SETTLEMENT AND RECEIVE A SETTLEMENT CHECK? (check the box that applies)

- ☐ **YES: STOP HERE -- DO NOT RETURN THIS FORM. NO FURTHER ACTION IS NEEDED TO PARTICIPATE IN THE SETTLEMENT.**
- ☐ **NO: SIGN, DATE AND RETURN THIS FORM TO EXCLUDE YOURSELF FROM THE SETTLEMENT.**

DEFENDANTS WILL NOT RETALIATE AGAINST YOU FOR PARTICIPATING IN THIS SETTLEMENT**By signing below, I am excluding myself from the Settlement:**

By signing below, I represent that I do NOT want to participate in the settlement in *Brown et al. v. Joshua's Pest Control et al.* (Riverside Superior Court Case No. CVRI2402875). I understand by excluding myself that I will no longer be a Class Member, and I will not receive an Individual Class Payment. I further understand that I cannot opt-out of the PAGA portion of the Settlement, and that if I qualify as an Aggrieved Employee (see first page of the Notice), I will receive an Individual PAGA Payment and will have no right to pursue the Released PAGA Claims even if I exclude myself.

Signed on _____, 2026

«First_Name» «Last_Name»

MAIL TO THE SETTLEMENT ADMINISTRATOR, BY U.S. MAIL, POSTMARKED NO LATER THAN MARCH 23, 2026

Settlement Administrator:

Phoenix Settlement Administrators
P.O. Box 7208
Orange, CA 92863
Telephone: (800) 523-5773

OBJECTION FORM

Brown and Amster v. Joshua's Pest Control et al.
 (Riverside County Superior Court, Case No. CVRI2402875)

«First_Name» «Last_Name»
 «Address_1»
 «City», «State» «ZIP_Code»

DO YOU OBJECT TO THE SETTLEMENT? (check the box that applies)

- ☐ **NO: STOP HERE -- DO NOT RETURN THIS FORM**
- ☐ **YES: COMPLETE AND RETURN THIS FORM**

The Court will consider your objection at the Final Approval Hearing if you submit a timely and valid written statement of objection. Any objection should describe the nature of and basis for the objection, and any other information that you would like the Court to consider.

I OBJECT to the Settlement in the case of *Brown et al. v. Joshua's Pest Control et al.* (Riverside Superior Court Case No. CVRI2402875) on the following grounds (if additional space is necessary, please include additional sheets of paper):

Signed on _____, 2026

 «First_Name» «Last_Name»

MAIL TO THE SETTLEMENT ADMINISTRATOR, BY U.S. MAIL, POSTMARKED NO LATER THAN MARCH 23, 2026:

<u>Settlement Administrator:</u>
Phoenix Settlement Administrators P.O. Box 7208 Orange, CA 92863 Telephone: (800) 523-5773

DISPUTE FORM

Brown and Amster v. Joshua's Pest Control et al.
 (Riverside County Superior Court, Case No. CVRI2402875)

Please verify and/or complete any missing identifying information:

«First_Name» «Last_Name»

«Address_1»

«City», «State» «ZIP_Code»

The following charts are based on the records of Defendants and reflect the number of weeks worked for Defendant Joshua's Pest Control, L.P., in California as a nonexempt (hourly paid) during the applicable periods.

<i>Data Points for Calculations of Individual Class Payment</i>	
Weeks Worked from 5/24/2020 through 7/29/2025	«Total_Weeks»

<i>Data Points for Calculations of Individual PAGA Payment</i>	
Weeks Worked from 5/24/2023 through 7/29/2025	«PAGA_Work_Weeks»

DO YOU DISAGREE WITH ANY OF THE INFORMATION ABOVE AND WANT THE PARTIES AND ADMINISTRATOR TO INVESTIGATE FURTHER?

- ☐ **NO: STOP HERE -- DO NOT RETURN THIS FORM.**
- ☐ **YES: COMPLETE THE REVERSE SIDE AND RETURN THIS FORM.**

Please state why you believe that you should be credited with more Weeks Worked than shown in the chart and attach copies (not originals) of supporting documentation. The Parties and Settlement Administrator will consider your challenge and make a determination as to these issues.

Signed on _____, 2026

«First_Name» «Last_Name»

MAIL TO THE SETTLEMENT ADMINISTRATOR, BY U.S. MAIL, POSTMARKED NO LATER THAN MARCH 23, 2026:

<u>Settlement Administrator:</u>
Phoenix Settlement Administrators P.O. Box 7208 Orange, CA 92863 Telephone: (800) 523-5773

Exhibit B

REQUEST FOR EXCLUSION FORM
Brown and Amster v. Joshua's Pest Control et al.
(Riverside County Superior Court, Case No. CVRI2402875)

Sophia Lerose



DO YOU WANT TO PARTICIPATE IN THE SETTLEMENT AND RECEIVE A SETTLEMENT CHECK? (check the box that applies)

- ☐ **YES: STOP HERE -- DO NOT RETURN THIS FORM. NO FURTHER ACTION IS NEEDED TO PARTICIPATE IN THE SETTLEMENT.**
- ☐ **NO: SIGN, DATE AND RETURN THIS FORM TO EXCLUDE YOURSELF FROM THE SETTLEMENT.**

DEFENDANTS WILL NOT RETALIATE AGAINST YOU FOR PARTICIPATING IN THIS SETTLEMENT

By signing below, I am excluding myself from the Settlement:

By signing below, I represent that I do NOT want to participate in the settlement in *Brown et al. v. Joshua's Pest Control et al.* (Riverside Superior Court Case No. CVRI2402875). I understand by excluding myself that I will no longer be a Class Member, and I will not receive an Individual Class Payment. I further understand that I cannot opt-out of the PAGA portion of the Settlement, and that if I qualify as an Aggrieved Employee (see first page of the Notice), I will receive an Individual PAGA Payment and will have no right to pursue the Released PAGA Claims even if I exclude myself.

Signed on March 16, 2026

Sophia LeRose
Sophia Lerose

MAIL TO THE SETTLEMENT ADMINISTRATOR, BY U.S. MAIL, POSTMARKED NO LATER THAN MARCH 23, 2026

Settlement Administrator:

Phoenix Settlement Administrators
P.O. Box 7208
Orange, CA 92863
Telephone: (800) 523-5773

REQUEST FOR EXCLUSION FORM

Brown and Amster v. Joshua's Pest Control et al.

(Riverside County Superior Court, Case No. CVRI2402875)

Christian Thomas Lerosé


DO YOU WANT TO PARTICIPATE IN THE SETTLEMENT AND RECEIVE A SETTLEMENT CHECK? (check the box that applies)

- ☐ **YES: STOP HERE -- DO NOT RETURN THIS FORM. NO FURTHER ACTION IS NEEDED TO PARTICIPATE IN THE SETTLEMENT.**
- ☐ **NO: SIGN, DATE AND RETURN THIS FORM TO EXCLUDE YOURSELF FROM THE SETTLEMENT.**

DEFENDANTS WILL NOT RETALIATE AGAINST YOU FOR PARTICIPATING IN THIS SETTLEMENT

By signing below, I am excluding myself from the Settlement:

By signing below, I represent that I do NOT want to participate in the settlement in *Brown et al. v. Joshua's Pest Control et al.* (Riverside Superior Court Case No. CVRI2402875). I understand by excluding myself that I will no longer be a Class Member, and I will not receive an Individual Class Payment. I further understand that I cannot opt-out of the PAGA portion of the Settlement, and that if I qualify as an Aggrieved Employee (see first page of the Notice), I will receive an Individual PAGA Payment and will have no right to pursue the Released PAGA Claims even if I exclude myself.

Signed on March 16, 2026


Christian Thomas Lerosé

MAIL TO THE SETTLEMENT ADMINISTRATOR, BY U.S. MAIL, POSTMARKED NO LATER THAN MARCH 23, 2026

Settlement Administrator:

Phoenix Settlement Administrators
P.O. Box 7208
Orange, CA 92863
Telephone: (800) 523-5773

Exhibit C



PHOENIX

CLASS ACTION ADMINISTRATION SOLUTIONS

CASE ASSUMPTIONS

Class Members	357
Subtotal Admin Only	\$10,140.99
Fixed Fee	\$10,000.00

For 357 Class Members

April 10, 2026

Case Invoice: Brown v. Joshua's Pest Control, et al.

Itemized Preliminary Approval Setup and Notice Mailing: Hourly and Hard Cost Totals

Administrative Tasks:	Rate	Hours/Units	Line Item Estimate
Class Data Base Programming Database & Setup	\$125.00	3	\$375.00
Toll Free Setup*	\$150.00	1	\$150.00
Class Notice Packet Formatting	\$125.00	2	\$250.00
Printing Setup and Printing	\$125.00	2	\$250.00
Case Manager Associate Maintenance	\$125.00	4	\$500.00
Case Associate Maintenance	\$65.00	4	\$260.00
Programming Undeliverables	\$50.00	2	\$100.00
Hourly Totals:		18	\$1,885.00
Data Merge & Duplication Scrub	\$0.35	357	\$124.95
Call Center & Long Distance	\$2.00	12	\$24.00
NCOA (USPS)	\$250.00	1	\$250.00
Notice Packet & Opt-Out Form (Paper and	\$2.00	357	\$714.00
Postage (up to 2 oz.)* Remails Incl.	\$0.74	416	\$307.84
Static Website	\$200.00	1	\$200.00
Hard Cost Totals:			\$1,620.79

Estimated Itemized Final Approval Setup and Distribution: Hourly and Hard Cost Totals:

Project Action:	Rate	Hours/Units	Line Item Estimate
Programming Distribution Database	\$150.00	2	\$300.00
Estimated Case Associate Hours	\$55.00	2	\$110.00
Estimated Case Manager Hours	\$85.00	3	\$255.00
Programming Calculations	\$135.00	1	\$135.00
Disbursement Review	\$135.00	1	\$135.00
QSF Bank Account & EIN	\$75.00	2	\$150.00
Check Run Setup & Printing	\$135.00	2	\$270.00
Reminder Check Cashing Postcard Print and	\$135.00	2	\$270.00
Reconcile Uncashed Checks	\$85.00	3	\$255.00
Conclusion Reports	\$115.00	2	\$230.00
Case Manager Conclusion	\$85.00	2	\$170.00
Final Reporting & Declarations	\$115.00	3	\$345.00
Hourly Totals:		25	\$2,625.00
Class Checks	\$2.00	355	\$710.00
Estimated Postage	\$0.74	355	\$262.70
Remail Undeliverable Checks	\$1.50	25	\$37.50
(Postage Included)			
IRS & QSF Annual Tax Reporting * 2 Entities	\$1,500.00	2	\$3,000.00
(State Tax Reporting Included)			
Estimated Hard Cost Totals:			\$4,010.20
Invoice Total:			\$10,140.99