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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

GARY JOSE ALDANA as an individual and on behalf of all others similarly situated and aggrieved,

Plaintiff,

v.

LKQ LAKENOR AUTO & TRUCK SALVAGE, INC., a California Corporation doing business as LKQ LAKENOR AUTO TRUCK SALVAGE INC.; and DOES 1 through 100, inclusive,

Defendants.

CASE NO.: 24STCV21497

[Assigned for all purposes to the Hon. Samantha P. Jessner, Dept. 7]

CLASS AND PAGA SETTLEMENT AGREEMENT

Action Filed: August 23, 2024.

Trial Date: None Set

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiff GARY JOSE ALDANA (“Plaintiff”) and LKQ LAKENOR AUTO & TRUCK SALVAGE, INC (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS

1.1. “Action(s)” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant, captioned *Gary Jose Aldana v. LKQ Lakenor Auto & Truck Salvage, Inc.*, Case No. 24STCV21497, initiated on August 23, 2024, and pending in Superior Court of the State of California, County of Los Angeles, and Plaintiff’s lawsuit for PAGA penalties, captioned *Gary Jose Aldana v. LKQ Lakenor Auto & Truck Salvage, Inc.*, Case No. 25STCV12081, initiated on April 24, 2025, and pending in Superior Court of the State of California, County of Los Angeles.

1.2. “Administrator” means Apex Class Action, LLC (“Apex”), the neutral entity the Parties have agreed to appoint to administer the Settlement.

1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.

1.4. “Aggrieved Employee” means a person currently or formerly employed by Defendant as non-exempt, hourly-paid employee during the PAGA Period in the State of California.

1.5. “Class” means all persons currently or formerly employed by Defendant, as non-exempt, hourly-paid employees during the Class Period in the State of California.

1.6. “Class Counsel” means David D. Bibiyan and Vedang J. Patel of Bibiyan Law Group, P.C.

1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.

1.8. “Class Data” means Class Member identifying information in Defendant’s custody, possession, or control, including the Class Member’s (1) name; (2) last known address(es); (3)

last known Social Security Number(s); and (4) the dates of employment (i.e., hire dates, and, if applicable, re-hire date(s) and/or separation date(s)).

1.9. “Class Member” or “Settlement Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member (including a Non- Participating Class Member who qualifies as an Aggrieved Employee).

1.10. “Class Member Address Search” means the Administrator’s investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.

1.11. “Class Notice” means the NOTICE OF PROPOSED CLASS ACTION SETTLEMENT AND DATE FOR FINAL APPROVAL HEARING, to be mailed to Class Members in English and Spanish in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.12. “Class Period” means the period from August 23, 2020, through November 11, 2025.

1.13. “Class Representative” means the named Plaintiff in the operative complaint in the Action seeking Court approval to serve as a Class Representative.

1.14. “Class Representative Service Payment” means the payment to the Class Representative for initiating the Action and providing services in support of the Action.

1.15. “Court” means the Superior Court of California, County of Los Angeles.

1.16. “Defendant” means named Defendant LKQ Lakenor Auto & Truck Salvage, INC., doing business as LKQ Lakenor Auto Truck Salvage Inc.

1.17. “Defense Counsel” means Lonnie D Giamela and Sergio C. Ponce of FISHER & PHILLIPS LLP.

1.18. “Effective Date” means the later of: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the

Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.

1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.21. “Final Judgment” means the Judgment entered by the Court based upon the Final Approval.

1.22. “Gross Settlement Amount” means \$400,000.00 (Four Hundred Thousand Dollars) which is the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 8.1 below and any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment, and Administrator’s Expenses.

1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 35% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

1.25. “Judgment” means the judgment entered by the Court based upon Final Approval.

1.26. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code section 2699, subd. (i).

1.27. “LWDA PAGA Payment” means the 65% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.28. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel

Litigation Expenses Payment, and Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.29. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.30. “Operative Complaint” means the First Amended Complaint to be filed in the Action.

1.31. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

1.32. “PAGA Period” means the period from June 21, 2023, through November 11, 2025.

1.33. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

1.34. “PAGA Notice(s)” means Plaintiff’s June 21, 2024, and August 19, 2024, letters to Defendant and the LWDA, providing notice pursuant to Labor Code section 2699.3 subd. (a).

1.35. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, \$20,000.00, allocated 35% to the Aggrieved Employees (\$7,000.00) and the 65% to the LWDA (\$13,000.00) in settlement of PAGA claims.

1.36. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.37. “Plaintiff” means Gary Jose Aldana the named Plaintiff in the Action.

1.38. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

1.39. “Preliminary Approval Order” means the proposed Order granting Preliminary Approval and Approval of PAGA Settlement.

1.40. “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.41. “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

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1.42. “Released Parties” means: Defendant, and each of its owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, and assigns.

1.43. “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.44. “Response Deadline” means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail his or her Objection to the Settlement. Class Members to whom Notice Packets are resent after having been returned undeliverable to the Administrator shall have an additional 15 days beyond the Response Deadline has expired.

1.45. “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

1.46. “Workweek” means any week during which a Class Member worked for Defendant, for at least one day during the Class Period, based on hire dates, re-hire dates (as applicable), and termination dates (as applicable).

2. RECITALS

2.1. On August 23, 2024, Plaintiff commenced this Action by filing a complaint against Defendant for: Failure to Pay Overtime Wages; Failure to Pay Minimum Wages; Failure to Provide Meal Periods; Failure to Provide Rest Periods; Waiting Time Penalties; Wage Statement Violations; Failure to Pay Timely Wages; Failure to Indemnify; Violation of Labor Code § 227.3; Unfair Competition (“Class Action”).

2.2. On June 21, 2024, Plaintiff filed with the LWDA and served on Defendant, a notice under Labor Code section 2699.3, stating Plaintiff intended to serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved Employees for alleged Labor Code violations (“PAGA Notice”).

2.3. On August 19, 2024, Plaintiff filed with the LWDA and served on Defendant, an amended notice under Labor Code section 2699.3, stating Plaintiff intended to serve as a proxy of the

1 LWDA to recover civil penalties on behalf of Aggrieved Employees for alleged Labor Code
2 violations.

3 2.4. On April 24, 2025, Plaintiff filed a PAGA complaint in the Superior Court of California
4 for the County of Los Angeles, Case No. 25STCV12081 (“PAGA Action”) for penalties
5 incurred for underlying violations of the Labor Code.

6 2.5. In March of 2025 the Court in the Class Action compelled part of the case to arbitration
7 on an individual basis and retained part of the case on a class basis under Labor Code section
8 229. Both Parties timely appealed/cross-appealed. The case remains pending opening briefing on
9 appeal.

10 2.6. Thereafter, the Parties agreed to exchange informal discovery and attend mediation.

11 2.7. Prior to mediation Plaintiff obtained, through informal discovery: (a) time and payroll
12 records for 25% of Class Members through mediation; (b) wage and hour policy documents; and
13 (c) all documents pertaining to Plaintiff available to Defendant.

14 2.8. Plaintiff’s investigation was sufficient to satisfy the criteria for court approval set forth in
15 *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker*
16 *Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).

17 2.9. On October 7, 2025, the Parties participated in an all-day mediation presided over by
18 Tagore Subramaniam, Esq. The mediation was successful, and the Parties agreed to globally
19 resolve all of Plaintiff’s class and PAGA claims.

20 2.10. As part of this Agreement, the Parties further agree to Stipulate to Plaintiff filing a First
21 Amended Complaint in the Class Action adding Plaintiff’s claims in the PAGA Action, and
22 thereafter, filing a request for dismissal of the PAGA Action, without prejudice, to effectively
23 consolidate the PAGA Action within the Class Action (hereinafter, the “Action”) for the purpose
24 of settlement approval. The First Amended Complaint shall be the Operative Complaint in the
25 Action. If the Court does not grant final approval of this Settlement, Plaintiff shall be permitted
26 to refile the PAGA Action separately without prejudice, and such refiling shall relate back to the
27 original filing date of the PAGA Action.

28 2.11. The Court has not granted class certification.

2.12. 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 Settlement.

3. MONETARY TERMS

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 8.1 below, Defendant promise to pay \$400,000.00 as the Gross Settlement Amount, unless increased pursuant to Paragraph 8.1 of this Agreement, and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

3.2.1. To Plaintiff: A Class Representative Service Payment to Plaintiff of not more than \$10,000.00 to Plaintiff, in addition to any Individual Class Payment and any Individual PAGA Payment Plaintiff is entitled to receive as a Participating Class Member. Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service Payments prior to the Final Approval Hearing. If the Court approves a Class Representative Service Payment for less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class Representative Service Payment.

1 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 35% of the
2 Gross Settlement Amount, which, unless escalated pursuant to Paragraph 8.1 of this
3 Agreement, is currently estimated to be \$140,000.00 and a Class Counsel Litigation
4 Expenses Payment of not more than \$25,000.00. Defendant will not oppose requests for
5 these payments provided that do not exceed these amounts. Plaintiff and/or Class
6 Counsel will endeavor to file a motion for Class Counsel Fees Payment and Class
7 Litigation Expenses Payment prior to the Final Approval Hearing. If the Court approves
8 a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less
9 than the amounts requested, the Administrator will allocate the remainder to the Net
10 Settlement Amount. Released Parties shall have no liability to Class Counsel or any
11 other Plaintiff's Counsel arising from any claim to any portion any Class Counsel Fee
12 Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will
13 pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one
14 or more IRS 1099 Forms. Class Counsel assume full responsibility and liability for taxes
15 owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses
16 Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute
17 or controversy regarding any division or sharing of any of these Payments. There will
18 be no additional charge of any kind to either the Settlement Class Members or request
19 for additional consideration from Defendant for such work unless, Defendant materially
20 breaches this Agreement, including any term regarding funding, and further efforts are
21 necessary from Class Counsel to remedy said breach, including, without limitation,
22 moving the Court to enforce the Agreement. Should the Court approve attorneys' fees
23 and/or litigation costs and expenses in amounts that are less than the amounts provided
24 for herein, then the unapproved portion(s) shall be a part of the Net Settlement Amount.

25 3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed
26 \$7,590.00 except for a showing of good cause and as approved by the Court. To the
27 extent the Administration Expenses are less or the Court approves payment less than
28 \$7,590.00, the Administrator will retain the remainder in the Net Settlement Amount.

1 3.2.4. To Each Participating Class Member: An Individual Class Payment calculated
2 by (a) dividing the Net Settlement Amount by the total number of Workweeks worked
3 by all Participating Class Members during the Class Period and (b) multiplying the result
4 by each Participating Class Member's Workweeks.

5 3.2.4.1. Tax Allocation of Individual Class Payments. 15% of each Participating
6 Class Member's Individual Class Payment will be allocated to settlement of
7 wage claims (the "Wage Portion"). The Wage Portions are subject to tax
8 withholding and will be reported on an IRS W-2 Form. The 85% of each
9 Participating Class Member's Individual Class Payment will be allocated to
10 settlement of claims for interest and penalties (the "Non-Wage Portion"). The
11 Non-Wage Portions are not subject to wage withholdings and will be reported
12 on IRS 1099 Forms. Participating Class Members assume full responsibility
13 and liability for any employee taxes owed on their Individual Class Payment.

14 3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual
15 Class Payments. Non-Participating Class Members will not receive any
16 Individual Class Payments. The Administrator will retain amounts equal to
17 their Individual Class Payments in the Net Settlement Amount for distribution
18 to Participating Class Members on a pro rata basis.

19 3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of
20 \$20,000.00 to be paid from the Gross Settlement Amount, with 65% (\$13,000.00)
21 allocated to the LWDA PAGA Payment and 35% (\$7,000.00) allocated to the Individual
22 PAGA Payments.

23 3.2.5.1. The Administrator will calculate each Individual PAGA
24 Payment by (a) dividing the amount of the Aggrieved Employees' 35% share
25 of PAGA Penalties, \$7,000.00 by the total number of PAGA Period Pay Periods
26 worked by all Aggrieved Employees during the PAGA Period and (b)
27 multiplying the result by each Aggrieved Employee's PAGA Period Pay
28

Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. SETTLEMENT FUNDING AND PAYMENTS

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of Defendant's records to date, the Parties estimate there are 258 Class Members who collectively worked a total of 20,000 Workweeks, and 182 Aggrieved Employees who worked a total of 5,458 PAGA Pay Periods.

4.2. Class Data. Not later than 14 days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting the funds to the Administrator no later than 30 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 14 days after Defendant funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses

1 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and
2 the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment,
3 the Class Counsel Litigation Expenses Payment and the Class Representative Service Payment
4 shall not precede disbursement of Individual Class Payments, and the Individual PAGA
5 Payments.

6 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or
7 Individual PAGA Payments and send them to the Class Members via First Class U.S.
8 Mail, postage prepaid. The face of each check shall prominently state the date (not less
9 than 180 days after the date of mailing) when the check will be voided. The
10 Administrator will cancel all checks not cashed by the void date. The Administrator
11 will send checks for Individual Settlement Payments to all Participating Class Members
12 (including those for whom Class Notice was returned undelivered). The Administrator
13 will send checks for Individual PAGA Payments to all Aggrieved Employees including
14 Non-Participating Class Members who qualify as Aggrieved Employees (including
15 those for whom Class Notice was returned undelivered). The Administrator may send
16 Participating Class Members a single check combining the Individual Class Payment
17 and the Individual PAGA Payment. Before mailing any checks, the Settlement
18 Administrator must update the recipients' mailing addresses using the National Change
19 of Address Database.

20 4.4.2. The Administrator must conduct a Class Member Address Search for all other
21 Class Members whose checks are returned undelivered without USPS forwarding
22 address. Within 7 days of receiving a returned check the Administrator must re-mail
23 checks to the USPS forwarding address provided or to an address ascertained through
24 the Class Member Address Search. The Administrator need not take further steps to
25 deliver checks to Class Members whose re-mailed checks are returned as undelivered.
26 The Administrator shall promptly send a replacement check to any Class Member whose
27 original check was lost or misplaced, requested by the Class Member prior to the void
28 date.

1 4.4.3. For any Class Member whose Individual Class Payment check or Individual
2 PAGA Payment check is uncashed and cancelled after the void date, the Administrator
3 shall transmit the funds represented by such checks to the California State Controller's
4 Unclaimed Property Fund, in the name of the Class Member, thereby leaving no "unpaid
5 residue" subject to the requirements of California Code of Civil Procedure section 384
6 subd. (b).

7 4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall
8 not obligate Defendant to confer any additional benefits or make any additional
9 payments to Class Members (such as 401(k) contributions or bonuses) beyond those
10 specified in this Agreement.

11 **5. RELEASE OF CLAIMS**

12 Effective upon entry of Judgment, the Order granting Final Approval of this Settlement,
13 and on the date when Defendant fully funds the entire Gross Settlement Amount and fund all
14 employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff,
15 Class Members, and Class Counsel will release claims against all Released Parties as follows:

16 5.1. Plaintiff's Release. Plaintiff and his or her respective former and present spouses,
17 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release
18 and discharge Released Parties from all claims, transactions, or occurrences, including, but not
19 limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts
20 contained, in the Operative Complaint and (b) all PAGA claims that were, or reasonably could
21 have been, alleged based on facts contained in the Operative Complaint and Plaintiff's PAGA
22 Notice. ("Plaintiff's Release.") Plaintiff's Release does not extend to any claims or actions to
23 enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability
24 benefits, social security benefits, workers' compensation benefits that arose at any time, or based
25 on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts
26 or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to
27 be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all
28 respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

1 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code Section 1542. For
2 purposes of Plaintiff's Release only, Plaintiff expressly waives and relinquishes the
3 provisions, rights, and benefits, if any, of section 1542 of the California Civil Code,
4 which reads:

5 A general release does not extend to claims that the creditor or releasing party does not
6 know or suspect exists in his or her favor at the time of executing the release, and that
7 if known by him or her would have materially affected his or her settlement with the
8 debtor or Released Party.

9 5.2. Release by Participating Class Members: For the duration of the Class Period, all
10 Participating Class Members, on behalf of themselves and their respective former and present
11 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the
12 Released Parties from all claims that were alleged or that could have been alleged based on the
13 factual allegations set forth in the Operative Complaint that arose during the Class Period,
14 including claims for violations of Labor Code sections: 200, 201, 201.3, 202, 203, 204, 204.1,
15 204.2, 205, 205.5, 210, 218.6, 226, 226.7, 227.3, 245, et seq., 510, 512, 558.1, 1194, 1194.2, 1197,
16 1197.5, 1199, 2802; as well as deceptive, fraudulent, or otherwise unlawful business practices
17 based on the foregoing in violation of California's Unfair Competition Law (Bus. & Prof. Code,
18 §§ 17200–17290); and all claims for liquidated damages, interest, fees, costs based on the
19 foregoing. Participating Class Members do not release any other claims, including claims for
20 vested benefits, wrongful termination, violation of the Fair Employment and Housing Act,
21 unemployment insurance, disability, social security, workers' compensation, or claims based on
22 facts occurring outside the Class Period.

23 5.3. Release by Aggrieved Employees: For the duration of the PAGA Period, all Aggrieved
24 Employees are deemed to release, on behalf of themselves and their respective former and present
25 representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released
26 Parties from all claims that were alleged or could have been alleged based on the factual
27 allegations set forth in the operative complaint and/or PAGA notices to the California Labor and
28 Workforce Development Agency that arose during the PAGA Period including claims for the

1 following violations of the Labor Code sections 96, 98.6, 200, 201, 201.3, 201.5, 201.7, 202, 203,
2 203.5, 204, 204.1, 204.2, 205, 205.5, 206.5, 210, 212, 218.5, 221, 222, 222.5, 223, 225.5, 226,
3 226.2, 226.3, 226.7, 226.8, 227.3, 231, 232, 232.5, 233, 234, 245, et seq., 246, 351, 353, 404, 432,
4 432.3, 432.5, 432.7, 432.8, 450 , 510, 511, 512, 551, 552, 558, 1101, 1102, 1102.5, 1174, 1174.5,
5 1182.12, 1185, 1187.5, 1194, 1194.2, 1197, 1197.1, 1197.5, 1198, 1198.5, 1199, 1290, 1292,
6 1293, 1293.1, 1294.1, 1301, 1391, 1475, 1527, 1695.55, 1696.5, 1700.31, 1771, 1774, 1775, 1776,
7 1811, 1815, 1998, 2673, 2800, 2802, 2804, 2810.5, 2673, 2696.5, 3366, 3457, 8397.4; Business
8 and Professions Code sections 17200, 16600, and 16700; Government Code section 12952;
9 Education Code 49112 and 49116. All PAGA Members who worked for Defendant during the
10 PAGA Period will release the PAGA claims described herein and will receive a portion of the
11 amount set aside as PAGA penalties, regardless of whether they opt out of the release of the Class
12 Claims.

13 **6. MOTION FOR PRELIMINARY APPROVAL**

14 The Parties agree to jointly prepare and file a motion for preliminary approval (“Motion
15 for Preliminary Approval”) that complies with the Court’s current checklist for Preliminary
16 Approvals.

17 6.1. Plaintiff’s Responsibilities. Plaintiff will prepare and to deliver to Defense Counsel all
18 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and
19 memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the
20 Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor
21 Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and
22 Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from
23 the Administrator attaching its “not to exceed” bid for administering the Settlement and attesting
24 to its willingness to serve; competency; operative procedures for protecting the security of Class
25 Data; amounts of insurance coverage for any data breach, defalcation of funds or other
26 misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members;
27 and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense
28 Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve

1 and disclosing all facts relevant to any actual or potential conflicts of interest with Class
2 Members; (v) a signed declaration from each Class Counsel firm attesting to its competency to
3 represent the Class Members; its timely transmission to the LWDA of all necessary PAGA
4 documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative
5 Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699,
6 subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class
7 Members and the Administrator.

8 6.2. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible
9 for expeditiously finalizing and filing the Motion for Preliminary Approval after the full
10 execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary
11 Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary
12 Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the
13 Administrator.

14 6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
15 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
16 Defense Counsel will expeditiously work together on behalf of the Parties by meeting and
17 conferring, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary
18 Approval or conditions Preliminary Approval on any material change to this Agreement, Class
19 Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by
20 meeting and conferring, and in good faith, to modify the Agreement and otherwise satisfy the
21 Court's concerns.

22 7. SETTLEMENT ADMINISTRATION

23 7.1. Selection of Administrator. The Parties have jointly selected Apex to serve as the
24 Administrator and verified that, as a condition of appointment, Apex agrees to be bound by this
25 Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for
26 payment of Administration Expenses. The Parties and their Counsel represent that they have no
27 interest or relationship, financial or otherwise, with the Administrator other than a professional
28 relationship arising out of prior experiences administering settlements.

1 7.2. Employer Identification Number. The Administrator shall have and use its own Employer
2 Identification Number for purposes of calculating payroll tax withholdings and providing reports
3 state and federal tax authorities.

4 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets
5 the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation section
6 468B-1.

7 7.4. Notice to Class Members

8 7.4.1. No later than three (3) business days after receipt of the Class Data, the
9 Administrator shall notify Class Counsel that the list has been received and state the
10 number of Class Members, Aggrieved Employees, Workweeks, and Pay Periods in the
11 Class Data.

12 7.4.2. Using best efforts to perform as soon as possible, and in no event later than 14
13 days after receiving the Class Data, the Administrator will send to all Class Members
14 identified in the Class Data, via first-class United States Postal Service (“USPS”) mail,
15 the Class Notice with Spanish translation, substantially in the form attached to this
16 Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the
17 dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable
18 to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable)
19 used to calculate these amounts. Before mailing Class Notices, the Administrator shall
20 update Class Member addresses using the National Change of Address database.

21 7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice
22 returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
23 using any forwarding address provided by the USPS. If the USPS does not provide a
24 forwarding address, the Administrator shall conduct a Class Member Address Search,
25 and re-mail the Class Notice to the most current address obtained. The Administrator
26 has no obligation to make further attempts to locate or send Class Notice to Class
27 Members whose Class Notice is returned by the USPS a second time.

1 7.4.4. The deadlines for Class Members' written objections, Challenges to Workweeks
2 and/or Pay Periods, and Requests for Exclusion will be extended an additional 15 days
3 beyond the 45 days otherwise provided in the Class Notice for all Class Members whose
4 notice is re-mailed. The Administrator will inform the Class Member of the extended
5 deadline with the re-mailed Class Notice.

6 7.4.5. If the Administrator, Defendant or Class Counsel is contacted by or otherwise
7 discovers any persons who believe they should have been included in the Class Data
8 and should have received Class Notice, the Parties will expeditiously meet and confer,
9 and in good faith, in an effort to agree on whether to include them as Class Members.
10 If the Parties agree, such persons will be Class Members entitled to the same rights as
11 other Class Members, and the Administrator will send, via email or overnight delivery,
12 a Class Notice requiring them to exercise options under this Agreement not later than
13 15 days after receipt of Class Notice, or the deadline dates in the Class Notice, which
14 ever are later.

15 7.5. Requests for Exclusion (Opt-Outs).

16 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement
17 must send the Administrator, by mail, a signed written Request for Exclusion not later
18 than 45 days after the Administrator mails the Class Notice (plus an additional 15 days
19 for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter
20 from a Class Member or his/her representative that reasonably communicates the Class
21 Member's election to be excluded from the Settlement and includes the Class Member's
22 name, address, and email address or telephone number. To be valid, a Request for
23 Exclusion must be timely postmarked by the Response Deadline.

24 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it
25 fails to contain all the information specified in the Class Notice. The Administrator
26 shall accept any Request for Exclusion as valid if the Administrator can reasonably
27 ascertain the identity of the person as a Class Member and the Class Member's desire
28 to be excluded. The Administrator's determination shall be final and not appealable or

otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

7.5.3. Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under Paragraphs 5.2 and 5.3 of this Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.4 of this Agreement and are eligible for an Individual PAGA Payment.

7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 45 days after the Administrator mails the Class Notice (plus an additional 15 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks

1 and/or Pay Periods to Defense Counsel and Class Counsel and the Administrator's determination
2 the challenges.

3 7.7. Objections to Settlement

4 7.7.1. Only Participating Class Members may object to the class action components of
5 the Settlement and/or this Agreement, including contesting the fairness of the
6 Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class
7 Counsel Litigation Expenses Payment and/or Class Representative Service Payment.

8 7.7.2. Participating Class Members may send written objections to the Administrator, by
9 mail. In the alternative, Participating Class Members may appear in Court (or hire an
10 attorney to appear in Court) to present verbal objections at the Final Approval Hearing.
11 A Participating Class Member who elects to send a written objection to the
12 Administrator must do so not later than 45 days after the Administrator's mailing of the
13 Class Notice (plus an additional 15 days for Class Members whose Class Notice was re-
14 mailed).

15 7.7.3. Non-Participating Class Members have no right to object to any of the class action
16 components of the Settlement.

17 7.8. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
18 performed or observed by the Administrator contained in this Agreement or otherwise.

19 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will maintain
20 and use an internet website to post information of interest to Class Members including
21 the date, time and location for the Final Approval Hearing and copies of the Settlement
22 Agreement, Motion for Preliminary Approval, the Preliminary Approval, the Class
23 Notice, the Motion for Final Approval, the Motion for Class Counsel Fees Payment,
24 Class Counsel Litigation Expenses Payment and Class Representative Service Payment,
25 the Final Approval and the Judgment. The Administrator will also maintain and monitor
26 an email address and a toll-free telephone number to receive Class Member calls and
27 emails.

1 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
2 promptly review on a rolling basis Requests for Exclusion to ascertain their validity.
3 Not later than 5 days after the expiration of the deadline for submitting Requests for
4 Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel
5 containing (a) the names and other identifying information of Class Members who have
6 timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and
7 other identifying information of Class Members who have submitted invalid Requests
8 for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted
9 (whether valid or invalid).

10 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written
11 reports to Class Counsel and Defense Counsel that, among other things, tally the number
12 of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for
13 Exclusion (whether valid or invalid) received, objections received, challenges to
14 Workweeks and/or Pay Periods received and/or resolved, and checks mailed for
15 Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The
16 Weekly Reports must include provide the Administrator’s assessment of the validity of
17 Requests for Exclusion and attach copies of all Requests for Exclusion and objections
18 received.

19 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to
20 address and make final decisions consistent with the terms of this Agreement on all
21 Class Member challenges over the calculation of Workweeks and/or Pay Periods. The
22 Administrator’s decision shall be final and not appealable or otherwise susceptible to
23 challenge.

24 7.8.5. Administrator’s Declaration. Before the date by which Plaintiff is required to file
25 the Motion for Final Approval of the Settlement, the Administrator will provide to Class
26 Counsel and Defense Counsel, a declaration suitable for filing in Court attesting to its
27 due diligence and compliance with all of its obligations under this Agreement,
28 including, but not limited to, its mailing of Class Notice, the Class Notices returned as

undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 7 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

8. CLASS SIZE ESTIMATES AND ESCLATOR CLAUSE

Based on its records, Defendant estimates there are 258 Class Members who collectively worked a total of 21,101 Workweeks, and 182 of Aggrieved Employees who worked a total of 5,458 PAGA Pay Periods.

8.1. Increase in Workweeks. Defendant represents that there are no more than 20,000 Workweeks worked during the Class Period. In the event the number of Workweeks worked by Class Members during the Class Period increases by more than 10%, or 2,000 Workweeks, then the Gross Settlement Amount shall be increased proportionally by the Workweeks in excess of 22,000 Workweeks multiplied by the Workweek Value. The Workweek Value shall be calculated by dividing the originally agreed-upon Gross Settlement Amount (\$400,000.00) by 20,000, which amounts to a Workweek Value of \$20. Thus, for example, should there be 23,000 Workweeks in the Class Period, then the Gross Settlement Amount shall be increased by \$20,000. ([23,000 Workweeks – 22,000 Workweeks] x \$20).

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9. DEFENDANT’S RIGHT TO WITHDRAW.

If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio and have no force or effect whatsoever, and neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Expenses incurred to that point. Defendant must notify Class Counsel and the Court of its election to withdraw not later than seven days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

10. MOTION FOR FINAL APPROVAL

Prior to the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l), a Proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiff shall endeavor to provide drafts of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

10.1. Response to Objections. Each Party retains the right to respond to any objection raised by a Participating Class Member, including the right to file responsive documents in Court no later than 5 court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval. The Court’s decision to award less than the amounts requested for the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation

1 Expenses Payment, Administrator Expenses Payment and/or individual claims of Plaintiff for
2 alleged wrongful termination, shall not constitute a material modification to the Agreement
3 within the meaning of this paragraph.

4 10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the
5 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of
6 (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters,
7 and (iii) addressing such post-Judgment matters as are permitted by law.

8 10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and
9 conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class
10 Counsel Litigation Expenses Payment reflected set forth in this Settlement, the Parties, their
11 respective counsel, and all Participating Class Members who did not object to the Settlement as
12 provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to
13 post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions
14 for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver
15 of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the
16 Parties' obligations to perform under this Agreement will be suspended until such time as the
17 appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect
18 the amount of the Net Settlement Amount.

19 10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
20 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material
21 modification of this Agreement (including, but not limited to, the scope of release to be granted
22 by Class Members), this Agreement shall be null and void. The Parties shall nevertheless
23 expeditiously work together in good faith to address the appellate court's concerns and to obtain
24 Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration
25 Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify
26 the Court's award of the Class Representative Service Payment or any payments to Class Counsel
27 shall not constitute a material modification of the Judgment within the meaning of this paragraph,
28 as long as the Gross Settlement Amount remains unchanged

1 **11. AMENDED JUDGMENT**

2 If any amended judgment is required under Code of Civil Procedure section 384, the
3 Parties will work together in good faith to jointly submit and a proposed amended judgment.

4 **12. ADDITIONAL PROVISIONS**

5 12.1. No Admission of Liability, Class Certification or Representative Manageability for Other
6 Purposes. This Agreement represents a compromise and settlement of highly disputed claims.
7 Nothing in this Agreement is intended or should be construed as an admission by Defendant that
8 any of the allegations in the Operative Complaint have merit or that Defendant have any liability
9 for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that
10 Defendant's defenses in the Action have merit. The Parties agree that class certification and
11 representative treatment is for purposes of this Settlement only. If, for any reason the Court does
12 grant Preliminary Approval, Final Approval or enter Judgment, Defendant reserves the right to
13 contest certification of any class for any reasons, and Defendant reserves all available defenses
14 to the claims in the Action, and Plaintiff reserves the right to move for class certification on any
15 grounds available and to contest Defendant's defenses. The Settlement, this Agreement and
16 Parties' willingness to settle the Action will have no bearing on, and will not be admissible in
17 connection with, any litigation (except for proceedings to enforce or effectuate the Settlement
18 and this Agreement).

19 12.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and
20 Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement
21 is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit
22 another person to disclose, disseminate or publicize, any of the terms of the Agreement directly
23 or indirectly, specifically or generally, to any person, corporation, association, government
24 agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom
25 will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the
26 extent necessary to report income to appropriate taxing authorities; (4) in response to a court
27 order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal
28 government agency. Each Party agrees to immediately notify each other Party of any judicial or

1 agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel,
2 Defendant, and Defense Counsel separately agree not to, directly or indirectly, initiate any
3 conversation or other communication, before the filing of the Motion for Preliminary Approval,
4 any with third party regarding this Agreement or the matters giving rise to this Agreement except
5 to respond only that “the matter was resolved,” or words to that effect. This paragraph does not
6 restrict Class Counsel’s communications with Class Members in accordance with Class
7 Counsel’s ethical obligations owed to Class Members.

8 12.3. No Solicitation. The Parties separately agree that they and their respective counsel and
9 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal
10 from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel’s
11 ability to communicate with Class Members in accordance with Class Counsel’s ethical
12 obligations owed to Class Members.

13 12.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement
14 together with its attached exhibits shall constitute the entire agreement between the Parties
15 relating to the Settlement, superseding any and all oral representations, warranties, covenants, or
16 inducements made to or by any Party.

17 12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
18 represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate
19 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate
20 its terms, and to execute any other documents reasonably required to effectuate the terms of this
21 Agreement including any amendments to this Agreement.

22 12.6. Cooperation. The Parties and their counsel will cooperate with each other and use their
23 best efforts, in good faith, to implement the Settlement by, among other things, modifying the
24 Settlement Agreement, submitting supplemental evidence and supplementing points and
25 authorities as requested by the Court. In the event the Parties are unable to agree upon the form
26 or content of any document necessary to implement the Settlement, or on any modification of the
27 Agreement that may become necessary to implement the Settlement, the Parties will seek the
28 assistance of a mediator and/or the Court for resolution.

12.7. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.

12.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant, nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

12.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed or agreed to by all Parties or their representatives, and approved by the Court. Plaintiff and Defendant expressly agree that should the Parties agree to amend, modify, change, or waive this Agreement, or any part of it, Class Counsel and Defense Counsel are authorized to submit to the Court any amendments of this Agreement, amended Agreements, or amendments to the Agreement, on behalf of the Parties once fully executed, which includes, but is not limited to, authorization of the use of signatures previously provided by the Parties.

12.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.

12.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.

12.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting

12.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.

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1 12.14. Use of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code
2 §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant
3 in connection with the mediation, other settlement negotiations, or in connection with the
4 Settlement, may be used only with respect to this Settlement, and no other purpose, and may not
5 be used in any way that violates any existing contractual agreement, statute, or rule of court.

6 12.15. Headings. The descriptive heading of any section or paragraph of this Agreement is
7 inserted for convenience of reference only and does not constitute a part of this Agreement.

8 12.16. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall
9 be to calendar days. In the event any date or deadline set forth in this Agreement falls on a
10 weekend or federal legal holiday, such date or deadline shall be on the first business day
11 thereafter.

12 12.17. Execution in Counterparts. This Agreement may be executed in one or more counterparts
13 by facsimile, electronically (i.e., DocuSign), or email which for purposes of this Agreement shall
14 be accepted as an original. All executed counterparts and each of them will be deemed to be one
15 and the same instrument if counsel for the Parties will exchange between themselves signed
16 counterparts. Any executed counterpart will be admissible in evidence to prove the existence
17 and contents of this Agreement.

18 12.18. Stay of Litigation. The Parties agree that upon the execution of this Agreement the
19 litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further
20 agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend
21 the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement
22 process.

23 12.19. Severability. In the event that one or more of the provisions contained in this Agreement
24 shall for any reason be held invalid, illegal, or unenforceable in any respect, such invalidity,
25 illegality, or unenforceability shall in no way effect any other provision if Defendant’s Counsel
26 and Class Counsel, on behalf of the Parties and the Settlement Class, mutually elect in writing
27 to proceed as if such invalid, illegal, or unenforceable provision had never been included in this
28 Agreement.

1 **IT IS SO AGREED:**

2 *Gary Aldana*

09/01/2026

3 Plaintiff, GARY JOSE ALDANA

4
5 For Defendant, LKQ Lakenor Auto & Truck
6 Salvage, Inc. et al.

7 **AGREED AS TO FORM ONLY:**

8 *David D. Bibiyan*

09/01/2026

9 David D. Bibiyan
10 Vedang J. Patel
11 Counsel for Plaintiff

Lonnie D Giamela
Sergio C. Ponce
Counsel for Defendant

1 **IT IS SO AGREED:**

2
3 _____
4 Plaintiff, GARY JOSE ALDANA

Patrick Ferrell

Patrick Ferrell

For Defendant, LKQ Lakenor Auto & Truck
Salvage, Inc. et al.

6
7 **AGREED AS TO FORM ONLY:**

8
9 _____
10 David D. Bibiyan
11 Vedang J. Patel
12 Counsel for Plaintiff

Lonnie D Giamela

Lonnie D Giamela
Sergio C. Ponce
Counsel for Defendant