

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

Diana Cardenas and Luis Ramirez (“Plaintiffs”), on the one hand, and GXO Logistics Supply Chain, Inc. and GXO Logistics, Inc. (“Defendants”), on the other hand, make this Class Action and PAGA Settlement Agreement (“Agreement”). The Agreement refers to Plaintiffs and Defendants collectively as the “Parties,” or individually as a “Party.”

1. DEFINITIONS.

- 1.1 “Action” means the lawsuit filed by Plaintiffs alleging wage and hour violations against Defendants, entitled *Cardenas et al. v. GXO Logistics Supply Chain, Inc. et al.* 2:25-cv-01095-TJC-AACV (C.D. Cal.), which has been remanded to the Los Angeles County Superior Court, No. 24STCV15461. The Action will be amended as detailed herein to effectuate the Agreement.
- 1.2 “Administrator” means Phoenix Administrators, 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 Employees” or “PAGA Employees” mean all current or former non-exempt or hourly-paid employees of Defendants who worked in California at any time during the PAGA Period. No PAGA employee may opt out of being an Aggrieved Employee.
- 1.5 “Class” means all current or former non-exempt or hourly-paid employees of Defendants who worked in California during the Class Period.
- 1.6 “Class Counsel” means Jose Garay, APLC, and Elite Trial Group.
- 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 Defendants’ possession, including each Class Member’s name, last-known mailing address, Social Security number, and number of Class Period Workweeks.
- 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 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 COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, which the Administrator will mail to Class Members in English and Spanish in the form, without material variation, attached hereto as Exhibit A and incorporated by reference into this Agreement.
- 1.12 “Class Period” means October 2, 2023 through the earlier of (a) May 3, 2026, or (b) the date of preliminary approval of the class period. Defendants may also elect to end the class period sooner, as set forth in Paragraph 10 below.
- 1.13 “Class Period Workweek(s)” means any week during the Class Period during which a Class Member actually worked at least one day for Defendants.
- 1.14 “Class Representatives” means Plaintiffs in the Action, Diana Cardenas and Luis Ramirez, who are seeking Court approval to serve as Class Representatives.
- 1.15 “Class Representative Service Payments” means the payments to the Class Representatives for initiating the Action and providing services in support of the Action.
- 1.16 “Court” means the Superior Court of California, County of Los Angeles.
- 1.17 “Defense Counsel” means Tim L. Johnson and Jesse C. Ferrantella of Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
- 1.18 “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; or (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 (c) 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 upon granting Final Approval of the Settlement.
- 1.22 “Gross Settlement Amount” means \$500,000, which is the total amount Defendants agree to pay under the Settlement, except as provided in Paragraph 10 below. The Gross Settlement Amount will fund the Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payments, and the Administrator’s Expenses.

- 1.23 “Individual Class Payment” means a Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the Participating Class Member’s number of Class Period Workweeks.
- 1.24 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of the Aggrieved Employee’s PAGA Period Workweeks.
- 1.25 “LWDA” means the agency entitled California Labor and Workforce Development Agency under Labor Code Section 2699, subd. (i).
- 1.26 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code Section 2699, subd. (i).
- 1.27 “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 Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The Administrator will pay the Net Settlement Amount to Participating Class Members as Individual Class Payments.
- 1.28 “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. Again, no Class Member may opt out of being an Aggrieved Employee.
- 1.29 “Operative Complaint” means the First Amended Complaint filed in *Cardenas et al. v. GXO Logistics Supply Chain, Inc. et al.* 2:25-cv-01095-TJC-AACV (C.D. Cal.), which has been remanded to the Los Angeles County Superior Court, No. 24STCV15461, and any amendments thereto, as contemplated in Paragraph 3 of this Agreement.
- 1.30 “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698, et seq.).
- 1.31 “PAGA Notice” means Plaintiffs’ letters to Defendants and the LWDA providing notice pursuant to Labor Code Section 2699.3, subd. (a) to include claims for PAGA penalties based on the claims alleged or related to the claims in the Operative Complaint.
- 1.32 “PAGA Penalties” means the total amount of PAGA civil penalties the Administrator will pay from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees and 75% to LWDA in settlement of PAGA claims.
- 1.33 “PAGA Period” means October 2, 2023, to the date when the Class Period ends, as set forth in Paragraph 1.12 of this Agreement.
- 1.34 “PAGA Pay Period(s)” means any bi-weekly pay period during the PAGA period during which an Aggrieved Employee actually worked at least one day for Defendants.
- 1.35 “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.36 “Preliminary Approval” means the Court’s preliminary approval of the Settlement.

- 1.37 “Preliminary Approval Order” means the Court’s order granting Preliminary Approval of the Settlement.
- 1.38 “Released Class Claims” means the claims being released as described in Paragraph 6.3 below.
- 1.39 “Released PAGA Claims” means the claims being released as described in Paragraph 6.4 below.
- 1.40 “Released Parties” means: Defendants and each of their insurers, affiliates, subsidiaries, parent companies, predecessors, successors, assigns, executive-level employees, officers, directors, agents, attorneys, administrators, representatives, heirs, estates, powers-of-attorney, and any individual or entity that could be jointly liable with Defendants.
- 1.41 “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the class portion of the Settlement signed by the Class Member.
- 1.42 “Response Deadline” means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees and will 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 the Administrator resends Notice Packets after having been returned as undeliverable will have an additional 14 calendar days beyond the date the Response Deadline has expired. The Administrator will determine the timeliness of submitted Request for Exclusion Forms by valid postmark.
- 1.43 “Settlement” means the disposition of the Action effectuated by this Agreement and the Judgment.

2. **RECITALS.**

- 2.1 Plaintiffs commenced the Action on June 20, 2024, against Defendants in the Los Angeles Superior Court. On June 12, 2024, Plaintiffs sent the PAGA Notice, providing timely written notice to Defendants and the LWDA. On September 9, 2024, Plaintiffs filed their First Amended Complaint, adding a cause of action for enforcement of the PAGA. On February 11, 2025, Defendants removed the Action to the United States District Court for the Central District of California.
- 2.2 In their Operative Complaint, Plaintiffs allege claims for: 1) failure to pay all wages including minimum and overtime wages; 2) failure to provide meal periods; 3) failure to provide rest periods; 4) failure to provide recovery periods; 5) failure to produce wage statements; 6) failure to produce personnel records; 7) failure to produce signed records; 8) failure to provide accurate itemized wage statements; 9) failure to pay waiting time penalties; 10) failure to reimburse for necessary business expenditures; 11) violations of California’s quota laws; 12) unfair business practices; and 13) PAGA. Defendants deny the allegations in the Operative Complaint, deny any failure to comply with the laws identified in the Operative Complaint, and deny any and all liability for the causes of action asserted in the Operative Complaint.
- 2.3 Pursuant to Labor Code Section 2699.3, subd. (a), Plaintiffs gave written notice to Defendants and the LWDA by sending the PAGA Notice.

- 2.4 On March 3, 2026, the Parties participated in a one-day mediation presided over by Kevin Barnes, Esq. for this matter and the related matter of *Anthony Reyes v. GXO*, No 5:23-cv-00094 TJH (“the *Reyes* Action”), which led to resolution of the Action.
- 2.5 Plaintiffs obtained statistical data regarding the Aggrieved Employees and Class Members, payroll records, time records, and employment policies and records. Plaintiffs conducted a sufficient investigation to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 (“*Dunk/Kullar*”).
- 2.6 The Court has not granted class certification.

3. AMENDMENT OF COMPLAINT AND PAGA LETTER

- 3.1 Plaintiffs agreed to file an amended complaint and PAGA notice, to incorporate all claims and theories alleged in the *Reyes* Action, consistent with the Released Claims set forth below. This will then become the Operative Complaint in this action.

4. MONETARY TERMS.

- 4.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 10 below, Defendants agree to pay \$500,000 and no more as the Gross Settlement Amount, and to separately pay any and all employer-side payroll taxes on the portion of the Net Settlement Amount that is attributable to employee wage payments. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.2 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 Defendants.
- 4.2 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
 - 4.2.1 To Plaintiffs: Class Representative Service Payments to the Class Representatives of not more than \$10,000.00 per Plaintiff, for a total of \$20,000.00 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). As part of the motion for Final Approval, Plaintiffs will seek Court approval for any Class Representative Service Payment no later than 16 court days prior to the Final Approval Hearing. Defendants will not oppose Plaintiffs’ request for Class Representative Service Payments that do not exceed these amounts. If the Court approves Class Representative Service Payments less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will pay the Class Representative Service Payments using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Service Payment.
 - 4.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third (33.33%) of the Gross Settlement Amount (\$166,666.67), and a Class Counsel Litigation

Expenses Payment of not more than \$26,000.00. Plaintiffs and/or Class Counsel will file a motion for Final Approval, which will include a request for Class Counsel Fees Payment and Class Litigation Expenses Payment no later than 16 court days prior to the Final Approval Hearing. Defendants will not oppose requests for these payments provided they do not exceed these amounts set forth in this section. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties will have no liability to Class Counsel or any other Plaintiff's Counsel arising from any claim to any portion of any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these payments.

- 4.2.3 To the Administrator: An Administrator Expenses Payment not to exceed \$23,000.00, except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less, or the Court approves payment less than \$23,000.00, the Administrator will allocate the remainder to the Net Settlement Amount.
- 4.2.4 To Each Participating Class Member: Individual Class Payments will be calculated by (a) dividing the Net Settlement Amount by the total number of Class Period Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Class Period Workweeks.
 - 4.2.4.1 Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.
 - 4.2.4.2 Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.
- 4.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of \$50,000 to be paid from the Gross Settlement Amount, with 75% allocated to the LWDA PAGA Payment and 25% allocated to the Individual PAGA Payments.
 - 4.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties by the total

number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

- 4.2.5.2 If the Court approves PAGA Penalties of an amount different from the amount requested, the Administrator will allocate the difference to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

5. SETTLEMENT FUNDING AND PAYMENTS.

- 5.1 Class Data. Not later than thirty (30) days after the Court grants Preliminary Approval of the Settlement, Defendants will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. The Administrator shall not share the Class Data with either Plaintiffs or Class Counsel unless expressly approved by Defendants and Defense Counsel, or if a Class Member requests that their personal data be shared with Class Counsel. 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. Defendants have a continuing duty to immediately notify Class Counsel if they discover that the Class Data omitted a Class Member's identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendants 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.
- 5.2 Funding of Gross Settlement Amount. Defendants will fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants' share of payroll taxes by transmitting the funds to the Administrator no later than thirty (30) days after the Effective Date.
- 5.3 Payments from the Gross Settlement Amount. Within fourteen (14) days after Defendants fund 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 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment and the Class Representative Service Payment will not precede disbursement of Individual Class Payments and Individual PAGA Payments.
- 5.3.1 The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class United States Postal Service ("USPS") mail, postage prepaid. The face of each check will prominently state the date (not less than 180 days after the date of mailing) when the check will be voided, which will be 180 days (hereinafter "Void Date"). The Administrator will cancel all checks not cashed by the Void Date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members

(including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members a single check combining the Individual Class Payment and the Individual PAGA Payment. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database.

- 5.3.2 The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check, the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator will promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.
- 5.3.3 For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to Legal Aid at Work in the name of the Class Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
- 5.3.4 The payment of Individual Class Payments and Individual PAGA Payments will not obligate Defendants to confer any additional benefits or make any additional payments to Class Members (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

6. **RELEASES OF CLAIMS.**

- 6.1 Effective on the date when Defendants fully fund the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs, Class Members, Aggrieved Employees, and Class Counsel will release claims against all Released Parties as follows:
- 6.2 Plaintiffs' Release. In addition to the claims released under Paragraphs 6.2 and 6.3 below, each Plaintiff and their former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns, agree to a general release of any and all claims, transactions, or occurrences against Released Parties—which will include without limitation any and all claims which in any way relate to each Plaintiffs' employment with Defendants, under State or Federal law, in tort, common law, statute, contract, or equity, whether pled in the Operative Complaint or not, including but not limited to any claims under the Fair Labor Standards Act ("FLSA"), Title VII, Americans with Disabilities Act ("ADA"), Fair Employment and Housing Act ("FEHA"), Age Discrimination in Employment Act ("ADEA"), PAGA, Labor Code, or any Industrial Welfare Commission Wage Order—now existing or arising in the future, based on any act, omission, event, occurrence, or nonoccurrence from the beginning of time to the date of execution hereof

(“Plaintiffs’ Release”). Each Plaintiff’s Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, and workers’ compensation benefits that arose at any time. Each Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that he or she now knows or believes to be true but agrees, nonetheless, that Plaintiffs’ Release will be and remain effective in all respects, notwithstanding such different or additional facts or his or her discovery of them.

- 6.2.1 Plaintiffs’ Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiffs’ Release, each Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of Civil Code Section 1542, which reads:

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

- 6.3 Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from any claims, wages, premiums, fringes, liquidated damages, or penalties alleged or that could have been alleged against Released Parties arising out of the facts and allegations at issue in the Operative Complaint and any amendments, including all claims for: (1) failure to pay all wages, including minimum and overtime, and reporting time; (2) failure to provide compliant meal periods; (3) failure to provide compliant rest periods; (4) failure to provide recovery periods; (5) failure to keep accurate wage statements; (6) failure to produce personnel records; (7) failure to produce signed records; (8) failure to produce wage statements; (9) failure to provide waiting time penalties and timely pay wages during employment; (10) failure to reimburse for necessary expenditures; (11) violation of California’s quota laws; (12) piece rate violations (Lab. Code § 226.2); (13) failure to pay vacation; and (14) unfair business practices. Except as set forth in Paragraph 6.4 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the FEHA, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.
- 6.4 Release of PAGA Claims: The State of California, LWDA, and All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and any amendments, and the PAGA Notice including all claims for 1) failure to pay all wages, including minimum and overtime, and reporting time; (2) failure to provide compliant meal periods; (3) failure to provide compliant rest periods; (4) failure to provide recovery periods; (5) failure to keep accurate wage statements; (6) failure to produce personnel records; (7) failure to produce signed records; (8) failure to produce wage statements; (9) failure to provide waiting time penalties and timely pay wages during

employment; (10) failure to reimburse for necessary expenditures; (11) violation of California's quota laws; (12) piece rate violations (Lab. Code § 226.2); and (13) failure to pay vacation.

7. **REMAND**

- 7.1 The Parties have stipulated to remand the Action to the Los Angeles Superior Court for purposes of settlement only. If the Court to which the Action is remanded ("Court") does not approve the settlement, Defendants may once more remove the Action to federal court, and Plaintiffs may not use the fact that Defendants stipulated to remand for purposes of settlement as an argument in opposition to the removal.

8. **MOTION FOR PRELIMINARY APPROVAL.**

- 8.1 The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's requirements, if any.
- 8.2 **Plaintiffs' Responsibilities.** At least seven days before the deadline to file, Plaintiffs will prepare and email to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a memorandum in support of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; (vi) timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code Section 2699.3, subd. (a)), Operative Complaint (Labor Code Section 2699, subd. (1)(1)), this Agreement (Labor Code Section 2699, subd. (1)(2)); and (vii) all facts relevant to any actual conflict of interest with Class Members and the Administrator.
- 8.3 **Responsibilities of Counsel.** Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.
- 8.4 **Duty to Cooperate.** If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns. A reduction to the fees, costs, or incentive award is not a ground for rescinding the settlement.

9. **SETTLEMENT ADMINISTRATION.**

- 9.1 Selection of Administrator. The Parties have jointly selected Phoenix as the Administrator and verified that, as a condition of appointment, the Administrator agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 9.2 Employer Identification Number. The Administrator will have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports to state and federal tax authorities.
- 9.3 Qualified Settlement Fund. The Administrator will establish a settlement fund that meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation Section 468B-1.
- 9.4 Notice to Class Members.
- 9.4.1 No later than five (5) business days after receipt of the Class Data, the Administrator will notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Class Period Workweeks, and PAGA Pay Periods.
- 9.4.2 Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class USPS mail, the Class Notice substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice will prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and the number of Class Period Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator will update Class Member addresses using the National Change of Address database.
- 9.4.3 Not later than 3 business days after the Administrator’s receipt of any Class Notice returned by the USPS as undelivered, the Administrator will re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator will conduct a Class Member Address Search, and re-mail the Class Notice to the most current address obtained. The Administrator has no obligation to make further attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- 9.4.4 The deadlines for Class Members’ written objections, challenges to workweeks, and Requests for Exclusion will be extended an additional 14 days beyond the 60 days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.
- 9.4.5 If the Administrator, Defendants, or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith in an effort to agree on whether to include

them as Class Members. If the Parties agree, such persons will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than 14 days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

9.5 Requests for Exclusion (Opt-Outs).

9.5.1 Class Members who wish to exclude themselves from (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address, and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.

9.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator will accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination will 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 will be final and not appealable or otherwise susceptible to challenge.

9.5.3 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 6.3 and 6.4 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

9.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and will 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 6.4 of this Agreement and are eligible for an Individual PAGA Payment.

9.6 Challenges to Calculation of Workweeks. Each Class Member will have sixty (60) days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Period 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 Class Period Workweeks and/or PAGA Pay Periods will be final and not appealable or otherwise susceptible to challenge. The Administrator will promptly provide copies of all challenges to calculation of Workweeks to Defense Counsel and Class Counsel and the Administrator's determination of the challenges, with contact information redacted.

9.7 Objections to Settlement.

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

9.7.2 Participating Class Members may send written objections to the Administrator by mail. In the alternative, Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so not later than 60 days after the Administrator's mailing of the Class Notice (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

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

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

9.8.1 Email Address and Toll-Free Number. The Administrator will maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.

9.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator will email a list to Class Counsel and Defense Counsel containing:

(a) the names and other identifying information (with contact information redacted) of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and other identifying information (with contact information redacted) of Class Members who have submitted invalid Requests for Exclusion; and (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid), with contact information redacted.

9.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to workweeks received and/or resolved, and checks mailed for Individual Class Payments

and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

- 9.8.4 Workweek Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of workweeks. The Administrator’s decision will be final and not appealable or otherwise susceptible to challenge.
- 9.8.5 Administrator’s Declaration. Not later than 14 days before the date by which Plaintiffs are to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, 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), and the number of written objections, and attaching 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.
- 9.8.6 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 15 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.

10. CLASS SIZE ESTIMATES AND ESCALATOR CLAUSE.

- 10.1 As of March 3, 2026, Defendants calculated that from October 2, 2023, to March 3, 2026, approximately 3,091 Class Members worked approximately 196,023 workweeks. If the number of workweeks during the Class Period exceeds 196,023 by more than 10%, Defendants may elect to shorten the Class and PAGA Period in order to stay within the ten percent (10%) cushion, or increase the Gross Settlement Amount proportionally (i.e., if the total workweeks increases by 11%, Defendants will be required to increase the Gross Settlement Amount by 1%).

11. DEFENDANTS’ RIGHT TO WITHDRAW.

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

than 14 days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

12. MOTION FOR FINAL APPROVAL.

- 12.1 Not later than 16 court days before the calendared Final Approval Hearing, Plaintiffs will file in Court a motion for Final Approval of the Settlement that includes a request for approval of the Settlement under Labor Code Section 2699, subd. (l), a proposed Final Approval Order and a proposed Judgment (collectively “Motion for Final Approval”). Plaintiffs will provide drafts of these documents to Defense Counsel not later than seven days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.
- 12.2 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 five court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.
- 12.3 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 Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and/or Administrator Expenses Payment will not constitute a material modification to the Agreement within the meaning of this paragraph.
- 12.4 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.
- 12.5 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties’ obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final.
- 12.6 Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of the

release to be granted by Class Members), this Agreement will be null and void. The Parties will nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel will not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

13. AMENDED JUDGMENT.

- 13.1 If any amended judgment is required under Code of Civil Procedure Section 384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

14. ADDITIONAL PROVISIONS.

- 14.1 No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendants' defenses in the Action have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval or enter Judgment, Defendants reserve the right to contest certification of any class for any reasons, and Defendants reserve all available defenses to the claims in the Action, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement and the Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).
- 14.2 Confidentiality Prior to Preliminary Approval. Plaintiffs, Class Counsel, Defendants, and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel, Defendants, and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect.

- 14.3 No Solicitation. The Parties separately agree that they and their respective counsel will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph will be construed to restrict Class Counsel's ability to communicate with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.
- 14.4 No Publicity. Plaintiffs and Class Counsel will not contact the media about the Settlement or respond to any inquiries by the media regarding the Settlement, other than to state that the matter was amicably settled. Plaintiffs and their respective counsel also will not post any information about the Settlement on social media or the firms' websites.
- 14.5 Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits will constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.
- 14.6 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiffs and Defendants, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.
- 14.7 Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Agreement and submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
- 14.8 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 any portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.
- 14.9 No Tax Advice. Neither Plaintiffs, Class Counsel, Defendants, nor Defense Counsel are providing any advice regarding taxes or taxability, nor will 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.
- 14.10 Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 14.11 Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 14.12 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.

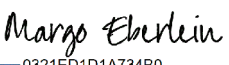
- 14.13 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 14.14 Confidentiality. To the extent permitted by law, all agreements made, and orders entered during the Action and in this Agreement relating to the confidentiality of information will survive the execution of this Agreement.
- 14.15 Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence Code Section 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendants in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Within 60 days after the final pay out of all Settlement funds, Plaintiffs will destroy the Class list and all paper and electronic versions of Class Data received from Defendants.
- 14.16 Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
- 14.17 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement will be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline will be on the first business day thereafter.
- 14.18 Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

14.19

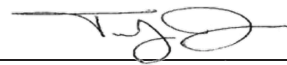
TO PLAINTIFFS:	TO DEFENDANTS:
Jose Garay, Esq. JOSE GARAY, APLC 249 E. Ocean Blvd., Suite 814 Long Beach, California 90802 Tel: (949) 208-3400 jose@garaylaw.com John L. Barber, Esq. Elite Trial Group, Law Firm 30950 Rancho Viejo Rd., St. 226B San Juan Capistrano, California 92675 Tel: (949) 851-1300 john@elitetrialgroup.com	Tim L. Johnson Jesse C. Ferrantella OGLETREE, DEAKINS, NASH, SMOAK & STEWART, P.C. 4660 La Jolla Village Dr., Suite 900 San Diego, CA 92122 T: (858) 652-3100 / F: (858) 652-3101

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

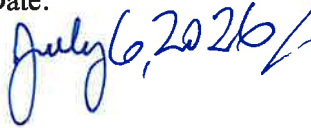
14.21 Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation for the Action will be stayed, except to effectuate the terms of this Agreement. The Parties further agree, that upon the signing of this Agreement and pursuant to Code of Civil Procedure Section 583.330, to extend the date to bring a case to trial under Code of Civil Procedure Section 583.310 for the entire period of this settlement process, beginning on the date of execution of this Agreement, plus any additional time that the Parties previously agreed to stay the action during settlement negotiations.

PLAINTIFF DIANA CARDENAS	
Date: 06 / 30 / 2026	 Diana Cardenas
PLAINTIFF LUIS RAMIREZ	
Date: 06 / 30 / 2026	 Luis Ramirez
Defendant GXO Logistics Supply Chain, Inc.	
Date: 7/6/2026	DocuSigned by:  0321ED1D1A734B0... By: Margo Eberlein Title: Vice President, Labor & Employment Counsel
Defendant GXO Logistics, Inc.	
Date: 7/9/2026	DocuSigned by:  0321ED1D1A734B0... By: Margo Eberlein Title: Vice President, Labor & Employment Counsel

APPROVED AS TO FORM ONLY:

COUNSEL FOR PLAINTIFFS AND DEFENDANTS	
Date: 06 / 30 / 2026	 Jose Garay JOSE GARAY, APLC
Date:	John L. Barber ELITE TRIAL GROUP LAW FIRM
Date: July 10, 2026	 Tim L. Johnson Jesse C. Ferrantella OGLETREE, DEAKINS, NASH, SMOAK, & STEWART, P.C.

APPROVED AS TO FORM ONLY:

COUNSEL FOR PLAINTIFFS AND DEFENDANTS	
Date: 06 / 30 / 2026	 Jose Garay JOSE GARAY, APLC
Date: 	 John L. Barber ELITE TRIAL GROUP LAW FIRM
Date:	 Tim L. Johnson Jesse C. Ferrantella OGLETREE, DEAKINS, NASH, SMOAK, & STEWART, P.C.

Title	Settlement Agreement for Execution - Cardenas et al. v. GXO...
File name	Cardenas_-_Class_...Agreement__2_.pdf
Document ID	4dd14345c34f13a7d4fc324ea9fd8ed90525e6d0
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document History

 SENT	06 / 30 / 2026 14:39:08 UTC-7	Sent for signature to Diana Cardenas (dianacardenasosornio.12@gmail.com) and Luis Ramirez (luis.ramiresdiego@gmail.com) by integrations@hellosign.com acting on behalf of jose@garaylaw.com IP: 181.53.99.36
 VIEWED	06 / 30 / 2026 14:41:13 UTC-7	Viewed by Diana Cardenas (dianacardenasosornio.12@gmail.com) IP: 12.50.160.66
 VIEWED	06 / 30 / 2026 14:41:46 UTC-7	Viewed by Luis Ramirez (luis.ramiresdiego@gmail.com) IP: 174.195.139.130
 SIGNED	06 / 30 / 2026 14:43:02 UTC-7	Signed by Diana Cardenas (dianacardenasosornio.12@gmail.com) IP: 12.50.160.66
 SIGNED	06 / 30 / 2026 14:43:33 UTC-7	Signed by Luis Ramirez (luis.ramiresdiego@gmail.com) IP: 174.195.139.130
 COMPLETED	06 / 30 / 2026 14:43:33 UTC-7	The document has been completed.