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

DARRIN CRAWFORD, individually, and on
behalf of all others similarly situated,

Plaintiff,

vs.

DOUBLE J ENTERPRISES, INC., a California
corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 2024CUOE022910

*[Assigned for All Purposes to the Hon.
Charmaine H. Buehner, Dept. 44]*

**[PROPOSED] JUDGMENT AND ORDER
GRANTING PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Final Approval Hearing:

Date: August 20, 2026

Time: 1:30 p.m.

Dept.: 44

Action Filed: March 28, 2024

1 Plaintiff Darrin Crawford’s (“Plaintiff”) Motion for Final Approval of Class Action and
2 PAGA Settlement came before this Court on August 20, 2026, at 1:30 p.m., in Department 44
3 of the Superior Court of California, County of Ventura, located at 800 S. Victoria Avenue,
4 Ventura, California 93009. Plaintiff now seeks an order granting final approval of the Class
5 Action and Settlement Agreement between Plaintiff and Defendant Double J Enterprises, Inc.
6 (“Defendant”) (Plaintiff and Defendant collectively, the “Parties”), a copy of which is attached
7 hereto as **Exhibit 1** and the Parties’ Amendment to Class Action and PAGA Settlement
8 Agreement, a copy of which is attached hereto as **Exhibit 2** (collectively “Settlement” or
9 “Settlement Agreement”). On May 21, 2026, this Court issued an Order Granting Plaintiff’s
10 Motion for Preliminary Approval of Class Action and PAGA Settlement (“Preliminary
11 Approval Order”). In accordance with the Preliminary Approval Order, Class Members have
12 been given notice of the terms of the Settlement and the opportunity to comment on or object to
13 it or to exclude themselves from its provisions.

14 Having received and considered the Settlement Agreement, the supporting papers filed
15 by the Parties, and the evidence and argument in conjunction with the Motion for Preliminary
16 Approval of Class Action and PAGA Settlement granted on May 21, 2026, and the instant
17 Motion for Final Approval of Class Action and PAGA Settlement and supporting papers, as
18 well as oral argument presented to the Court, the Court grants final approval of the Settlement
19 and HEREBY ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

20 1. This Court has jurisdiction over the subject matter of the action and over the Parties,
21 including all Settlement Class Members.

22 2. The Court finds that the Class, as defined below, is properly certified as a class for
23 settlement purposes only:

24 all persons who worked for Defendant in California as an hourly paid or
25 non-exempt employee at any time during the Class Period.

26 3. “Class Period” means the period from October 2, 2019, through August 31, 2025.

27 4. The Court appoints Plaintiff Darrin Crawford as Class Representative for settlement
28 purposes only.

1 5. The Court appoints John G. Yslas, Diego Aviles, Harry Erganyan, Mariam
2 Nazaretyan, and Courtney M. Miller of Wilshire Law Firm, PLC as Class Counsel for settlement
3 purposes only.

4 6. Pursuant to the Preliminary Approval Order, Class Notice was sent to each Class
5 Member by first-class mail. These papers informed Class Members of the terms of the Settlement,
6 their right to receive a settlement share, their right to comment on or object to the Settlement or to
7 opt out of the Settlement and pursue their own remedies, and their right to appear in person or by
8 counsel at the Final Approval Hearing and be heard regarding approval of the Settlement. Adequate
9 periods of time were provided by each of these procedures.

10 7. No Class Members objected to the Settlement.

11 8. No Class Members requested exclusion from the Settlement.

12 9. The Court finds and determines that this notice procedure afforded adequate
13 protections to Class Members and provides the basis for the Court to make an informed decision
14 regarding approval of the Settlement based on the responses of Class Members. The Court finds
15 and determines that the notice provided in this case was the best notice practicable, which satisfied
16 the requirements of law and due process.

17 10. The Court finds the Settlement was entered into in good faith, that the Settlement is
18 fair, reasonable and adequate, and that the Settlement satisfies the standards and applicable
19 requirements for final approval of this class action settlement under California law, including the
20 provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule
21 3.769.

22 11. Class Members who have not opted out will be bound by the Settlement, except
23 Aggrieved Employees will release the PAGA claims released in the Settlement and will receive a
24 portion of the amount set aside for their share of the settlement of civil penalties, regardless of
25 whether they opt out of the Settlement.

26 12. The Court finds that Plaintiff notified the Labor and Workforce Development
27 Agency (“LWDA”) of the Settlement in accordance with the notice requirements of California
28 Labor Code § 2699(s).

1 13. No later than fourteen (14) days after the Effective Date, Defendant shall fully fund
2 the Gross Settlement Amount of \$225,015.00 and the amounts necessary to fully pay Defendant's
3 share of payroll taxes by transmitting the funds to the Administrator.

4 14. Within ten (10) days after Defendant fully funds the GSA, the Administrator shall
5 mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA
6 Payment, the Administration Costs Payment, the Class Counsel Fees Payment, the Class Counsel
7 Litigation Expenses Payment, and the Class Representative Service Payment. Disbursement of the
8 Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class
9 Representative Service Payment shall not precede disbursement of Individual Class Payments and
10 Individual PAGA Payments.

11 15. The "Effective Date" is defined as the date by which both of the following have
12 occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement;
13 and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences:
14 (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment;
15 (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline
16 for filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed,
17 the day after the appellate court affirms the Judgment and issues a remittitur.

18 16. In addition to any recovery Plaintiff may receive under the Settlement, and in
19 recognition of Plaintiff's efforts on behalf of the Settlement Class, the Court hereby approves
20 payment from the Gross Settlement Amount of a Class Representative Service Payment to Plaintiff
21 Darrin Crawford in the amount of \$5,000.00.

22 17. The Court approves payment from the Gross Settlement Amount for civil penalties
23 under PAGA in the amount of \$20,000.00 with the LWDA to receive 75% (\$15,000.00), and the
24 remaining 25% (\$5,000.00) to be distributed to Aggrieved Employees, defined all persons who
25 worked for Defendant in California as an hourly-paid or non-exempt employee at any time from
26 June 12, 2023, through August 31, 2025. The Court finds and determines that such payment is fair,
27 reasonable, and appropriate.

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1 18. The Court approves payment from the Gross Settlement Amount for attorneys' fees
2 to Class Counsel in the amount of \$75,005.00, and the reimbursement of litigation costs in the
3 amount \$17,421.15. Both are reasonable amounts. The reasonableness of the fee award is
4 determined based on a reasonable percentage of the common fund obtained for the Class. The
5 Court also has considered the "lodestar amount." Awarding fees on a percentage basis encourages
6 efficient litigation practices and reflects the actual benefit obtained for the Class.

7 19. The Court approves payment from the Gross Settlement Amount for settlement
8 administration services in the amount of \$3,300.00 to the Settlement Administrator, Apex Class
9 Action Administration.

10 20. Individual Settlement Payments checks will be valid for 180 days after mailing by
11 the Settlement Administrator. For any Class Member whose Individual Class Payment check or
12 Individual PAGA Payment check is uncashed and canceled after the void date, the Administrator
13 shall transmit the funds represented by such a check to Legal Aid at Work.

14 21. Effective on the date when Defendant fully fund the Gross Settlement Amount and
15 all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff,
16 Class Members, and Class Counsel will release claims against all Released Parties as follows:

17 (a) Released Class Claims: "All Participating Class Members will release all
18 claims, rights, demands, liabilities, and causes of action, alleged or which could have reasonably
19 been alleged based on the facts alleged in the operative Complaint, including but not limited to:
20 (1) failure to pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 1194,
21 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§
22 510, 1194, and 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 226.7
23 and 512); (4) failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 226.7);
24 (5) failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201-203);
25 (6) failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226);
26 (7) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code §§ 2802); (8)
27 failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and
28 1198.5); and (9) unfair business practices (pursuant to Cal. Bus. & Prof. Code §§ 17200, et

seq.). The enumeration of these specific claims shall neither enlarge nor narrow the scope of res judicata based on the claims that were asserted in the Action or could have been asserted in the Action based on the facts and circumstances alleged in the Complaint. The Released Class Claims are those that accrued during the Class Period.”

(b) Released PAGA Claims: “All Aggrieved Employees will release all claims for PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts alleged in the operative Complaint and in Plaintiff’s June 12, 2024 PAGA Notice, including but not limited to: (1) failure to pay minimum, straight time, and overtime wages (pursuant to Cal. Labor Code §§ 204, 510, 1194, 1197 and 1198); (2) failure to provide meal periods (pursuant to Cal. Labor Code § 226.7); (3) failure to authorize and permit rest periods (pursuant to Cal. Labor Code § 226.7); (4) failure to pay all earned wages twice per month periods (pursuant to Cal. Labor Code § 204); (5) failure to maintain accurate records of hours worked and meal periods taken or missed (pursuant to Cal. Labor Code § 1174.5); (6) failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201 – 203); (7) failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code § 226); (8) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code § 2802); (9) failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5); (10) failure to keep accurate and complete payroll records (pursuant to Cal. Labor Code § 1174); (11) failure to provide proper sick leave and supplemental paid sick leave (pursuant to Cal. Labor Code §§ 245 – 248.5); (12) refusal to pay wages due and payable and/or denial of the validity of any claim to wages due (pursuant to Cal. Labor Code § 216); (13) secretly paying wages lower than required by statute while purporting to pay legal wages (pursuant to Cal. Labor Code § 223); (14) failure to pay vested vacation and/or paid time off (pursuant to Cal. Labor Code § 117.3); (15) unlawful agreements (pursuant to Cal. Labor Code § 432.5); (16) failure to timely provide temporary workers with wages (pursuant to Cal. Labor Code § 201.3); (17) preventing employees from using or disclosing the skills, knowledge and experience they obtained at Defendant, and whistleblower violations (pursuant to Cal. Labor Code §§ 98.6, 232, 232.5, 1102.5, and 1197.5); and (18) unlawful inquiries at times into criminal histories (pursuant

1 to Cal. Labor Code § 432.7). The Released PAGA Claims are those that accrued during the
2 PAGA Period.”

3 22. “Released Parties” means Defendant and Jeff Holzer.

4 23. The Parties and Administrator are hereby ordered to comply with the terms of the
5 Settlement.

6 24. The Parties shall bear his, her, its, or their own respective attorneys’ fees and costs
7 except as otherwise provided in the Settlement and this Judgment and Order Granting Final
8 Approval of Class Action and PAGA Settlement.

9 25. Without affecting the finality of this order in any way, pursuant to California Code
10 of Civil Procedure section 664.6 the Court retains jurisdiction of all matters relating to the
11 interpretation, administration, implementation, effectuation, and enforcement of this order and the
12 Settlement.

13 26. The Court hereby enters final judgment in accordance with the terms of the
14 Settlement, the Order Granting Plaintiff’s Motion for Preliminary Approval of Class Action and
15 PAGA Settlement, and this Order Granting Plaintiff’s Motion for Final Approval of Class Action
16 and PAGA Settlement, subject to the Court’s retention of continuing jurisdiction over the Action
17 and the Settlement, including jurisdiction pursuant to California Rule of Court 3.769(h), solely for
18 purposes of (a) enforcing the Agreement, (b) addressing settlement administration matters, and (c)
19 addressing such post-Judgment matters as may be appropriate under court rules or applicable law.

20 27. A Settlement Compliance Hearing is set for July ___, 2027, at _____ a.m/p.m. or a
21 date and time soon thereafter more convenient for the Court: _____, at _____
22 a.m./p.m. in Department 44 of the above-captioned Court.

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1 28. A final report from the Settlement Administrator indicating that disbursements were
2 made pursuant to the Settlement shall be filed no later than 15 days prior to the Settlement
3 Compliance Hearing. If the Court is satisfied that the settlement funds have been fully distributed,
4 no appearance will be required at the Settlement Compliance Hearing.

5 **IT IS SO ORDERED.**

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7 Dated: _____

8 HONORABLE CHARMAINE H. BUEHNER
9 JUDGE OF THE SUPERIOR COURT
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EXHIBIT 1

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on behalf of all others similarly situated

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Double J Enterprises, Inc.

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

DARRIN CRAWFORD, an individual, on
behalf of herself and others similarly situated,

Plaintiff,

vs.

DOUBLE J ENTERPRISES, INC., a
California corporation; and DOES 1 through
10, inclusive,

Defendants.

Case No. 2024CUOE022910

*Assigned for All Purposes To:
Hon. Benjamin F. Coats, Dept. 43*

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT**

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiff Darrin Crawford (“Plaintiff”) and Defendant Double J Enterprises, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

1.1 “Action” means Plaintiff’s lawsuit alleging class and representative action wage and hour violations against Defendant captioned *Darrin Crawford v. Double J Enterprises, Inc.*, Case No. 2024CUOE022910, filed on March 28, 2024 in Ventura County Superior Court.

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

1.3 “Administration Costs” 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 all persons who worked for Defendant in California as an hourly-paid or non-exempt employee at any time during the PAGA Period.

1.5 “Class” means all persons who worked for Defendant in California as an hourly-paid or non-exempt employee at any time during the Class Period.

1.6 “Class Counsel” means John G. Yslas, Diego Aviles, Harry Erganyan, and Mariam Nazaretyan of Wilshire Law Firm, PLC.

1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiff will request approval from the Court of up to one-third (1/3) of the GSA (currently seventy-five thousand and five dollars and zero cents [\$75,005.00]).

1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action, not to exceed \$20,000.00 (twenty thousand and zero cents) and paid from the Gross Settlement Amount.

1.9 “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Workweeks and PAGA Pay Periods.

1.10 “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).

1.11 “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.

1.12 “Class Notice” means the Court approved Notice of Settlement and hearing date for Final Approval, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13 “Class Period” or “Class Settlement Period” means the period from October 2, 2019 through the date of preliminary approval, or August 31, 2025, whichever date occurs first (“Settlement Class Period”).

1.14 “Class Representative” means the named Plaintiff Darrin Crawford in the Action.

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

1.16 “Court” means the Superior Court of California, County of Ventura.

1.17 “Defendant” means named Defendant Double J Enterprises, Inc.

1.18 “Defense Counsel” means Nicole K. Ricotta of Anticouni & Ricotta, PC.

1.19 “Effective Date” means the date by which 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; (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.

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

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

1.22 “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.

1.23 “Gross Settlement Amount” or “GSA” means two hundred twenty-five thousand and fifteen dollars and zero cents (\$225,015.00), which is the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 8 below.

1.24 “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.

1.25 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

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

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

1.28 “LWDA PAGA Payment” means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

1.29 “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: PAGA Penalties payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Costs Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.30 “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.

1.31 “Operative Complaint” means the operative First Amended Class Action Complaint filed on August 19, 2024 in the Action.

1.32 “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.

1.33 “PAGA Period” means the period from June 12, 2023 through the date of preliminary approval, or August 31, 2025, whichever date occurs first.

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

1.35 “PAGA Notice” means Plaintiff’s June 12, 2024 letter to the LWDA and Defendant providing notice pursuant to Labor Code section 2699.3, subd.(a).

1.36 “PAGA Penalties” means the total amount of \$20,000.00 in PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% (\$5,000.00) to the Aggrieved Employees and 75% (\$15,000.00) to the LWDA in settlement of PAGA claims.

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

1.38 “Plaintiff” means Darrin Crawford, the named plaintiff in the Action.

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

1.42 “Released Parties” means Defendant and Jeff Holzer.

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 sixty (60) days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members

may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or 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 fourteen (14) calendar 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.

2. **RECITALS.**

2.1 On March 28, 2024, Plaintiff filed a Class Action Complaint alleging causes of action against Defendant for (1) Failure to Pay Minimum and Straight Time Wages; (2) Failure to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to Timely Pay Final Wages at Termination; (6) Failure to Provide Accurate Itemized Wage Statements; (7) Failure to Indemnify Employees for Expenditures; (8) Failure to Produce Requested Employment Records; and (9) Unfair Business Practices.

2.2 On June 12, 2024, pursuant to Labor Code §2699.3, subd.(a), Plaintiff gave notice to the LWDA and Defendant that Plaintiff intended to proceed with a representative action under PAGA (LWDA-CM-1033435-24). On August 19, 2024, after the 65-day statutory period passed, Plaintiff filed the Operative Complaint, adding an additional claim for penalties pursuant to Labor Code § 2699, *et seq.* On April 17, 2025, Plaintiff requested dismissal of Bob Holzer Automotive, Inc. without prejudice.

2.3 Defendant denies the allegations in the Action, denies any failure to comply with the laws identified in the Action, and denies any and all liability for the causes of action alleged in the Action.

2.4 On July 1, 2025, the Parties participated in an all-day mediation presided over by mediator Katherine Edwards. The Parties accepted a mediator’s proposal the following day and agreed on general settlement terms.

2.5 In advance of mediation, Class Counsel conducted a thorough investigation into the facts of, and applicable law to, the Action. Prior to mediation, Plaintiff obtained and analyzed a representative sampling of time and payroll data for Class Members and the necessary policy documents through informal discovery to properly evaluate the strengths and weakness of the claims and engage in meaningful settlement discussions. Plaintiff's investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48 Cal.App.4th 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116, 129-130 (2008) ("*Dunk/Kullar*").

2.6 The Court has not granted class certification because the Parties engaged in mediation before any class certification.

2.7 The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matters or actions 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 9 below, Defendant will pay two hundred twenty-five thousand and fifteen dollars and zero cents (\$225,015.00) to fully settle, resolve, and extinguish all claims asserted in the Action, including without limitation all claims asserted in the PAGA Notice. The Gross Settlement Amount is non-reversionary and does not include employer payroll taxes owed on the wage portions of the Individual Class Payments, which Defendant will pay separately.

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 payment for the Class Representative Service Payment to Plaintiff of not more than ten thousand dollars and zero cents (\$10,000.00) in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member. 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 the

1 Class Counsel Fees and Litigation Expenses Payments, Plaintiff will seek Court approval for any
2 Class Representative Service Payment no later than sixteen (16) court days prior to the Final
3 Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
4 Representative Service Payment less than the amount requested, the Administrator will retain the
5 remainder in the Net Settlement Amount to be distributed to Participating Class Members. The
6 Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiff
7 assumes full responsibility and liability for employee taxes owed on the Class Representative
8 Service Payment.

9 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third of the
10 Gross Settlement Amount, which is currently estimated to be seventy-five thousand and five
11 dollars and zero cents (\$75,005.00) and a Class Counsel Litigation Expenses Payment for actual
12 costs, not to exceed twenty thousand dollars and zero cents (\$20,000.00). Defendant will not
13 oppose requests for these payments. Plaintiff and/or Class Counsel will file a motion for Class
14 Counsel Fees and Litigation Expenses Payment no later than sixteen (16) court days prior to the
15 Final Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
16 Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment less than the amounts
17 requested, the Administrator will allocate the remainder to the Net Settlement Amount for
18 distribution to Participating Class Members. Released Parties shall have no liability to Class
19 Counsel or any other Plaintiff's counsel arising from any claim to any portion of Class Counsel
20 Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the
21 Class Counsel Fees Payment and Class Counsel Expenses Payment using one or more IRS 1099
22 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class
23 Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendant
24 harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or
25 sharing of any of these Payments.

26 3.2.3 To the Administrator: An Administrator Costs Payment not to exceed Four
27 Thousand Two Hundred and Forty Dollars (\$4,240.00) except for a showing of good cause and
28 as approved by the Court. To the extent the Administration Costs are less or the Court approves

payment of less than \$4,240.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

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

3.2.4.1 Tax Allocation of Individual Class Payments. Twenty percent (20%) of each Participating Class Member's Individual Class Payment will be allocated to the Settlement of wage claims (the "Wage Portion"). The Wage Portion is subject to tax withholding and will be reported on an IRS W-2 Form. The remaining eighty percent (80%) of each Participating Class Member's Individual Class Payment will be allocated to the settlement of claims for interest, reimbursement, 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.

3.2.4.2 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.

3.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of twenty-two thousand dollars and zero cents (\$20,000.00) to be paid from the Gross Settlement Amount, with 75% (\$15,000.00) allocated to the LWDA PAGA Payment and 25% (\$5,000.00) allocated to the Individual PAGA Payments.

3.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties of \$5,000.00 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period, and (b) multiplying the result by each individual Aggrieved Employee's PAGA

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

3 3.2.5.2 If the Court approves PAGA Penalties of less than the amount requested,
4 the Administrator will allocate the remainder to the Net Settlement Amount to be distributed to
5 Participating Class Members. The Administrator will report the Individual PAGA Payments on
6 IRS 1099 Forms.

7 **4. SETTLEMENT FUNDING AND PAYMENTS.**

8 4.1 Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its
9 records, Defendant represents there are 83 Class Members who collectively worked a total of
10 6,429 workweeks during the Class Period, and 46 Aggrieved Employees who worked a total of
11 2,975 PAGA Pay Periods during the PAGA Period.

12 4.2 Class Data. Not later than ten (10) days after the Court grants Preliminary Approval
13 of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a
14 Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must
15 maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement
16 and for no other purpose, and restrict access to the Class Data to Administrator employees who
17 need access to the Class Data to effect and perform under this Agreement. Defendant has a
18 continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted
19 class member identifying information and to provide corrected or updated Class Data as soon as
20 reasonably feasible. Without any extension of the deadline by which Defendant must send the
21 Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts,
22 in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class
23 Data.

24 4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross
25 Settlement Amount and the amounts necessary to fully pay Defendant's share of payroll taxes by
26 transmitting the funds to the Administrator no later than fourteen (14) days after the Effective
27 Date.
28

1 4.4 Payments from the Gross Settlement Amount. Within ten (10) days after Defendant
2 fully funds the Gross Settlement Amount, the Administrator will mail checks for all Individual
3 Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration
4 Costs Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment,
5 and the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment,
6 the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment
7 shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

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

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

4.4.3 For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and canceled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund 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).

4.4.4 The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant 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.

5. **RELEASES OF CLAIMS.** Effective on the date when Defendant fully funds the Gross Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released Parties as follows:

5.1 **Plaintiff's Release.** Plaintiff discharges Released Parties from all wage and hour claims, transactions, or occurrences, that occurred during the Class Period, including all claims that were, or reasonably could have been, alleged, based on the facts contained in the Operative Complaint ("Plaintiff's Release"). The Parties expressly agree to exclude from this general release any and all claims, transactions, or occurrences that are unrelated to the wage-and-hour claims pled. Plaintiff's Release also 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, workers' compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

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

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

5 5.2 Released Class Claims: All Participating Class Members will release all claims,
6 rights, demands, liabilities, and causes of action, alleged or which could have reasonably been
7 alleged based on the facts alleged in the operative Complaint, including but not limited to: (1)
8 failure to pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 1194,
9 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510,
10 1194, and 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 226.7 and
11 512); (4) failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 226.7); (5)
12 failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201-203); (6)
13 failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226); (7)
14 failure to indemnify employees for expenditures (pursuant to Cal. Labor Code §§ 2802); (8)
15 failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and
16 1198.5); and (9) unfair business practices (pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.*).
17 The enumeration of these specific claims shall neither enlarge nor narrow the scope of *res judicata*
18 based on the claims that were asserted in the Action or could have been asserted in the Action
19 based on the facts and circumstances alleged in the Complaint. The Released Class Claims are
20 those that accrued during the Class Period.

21 5.3 Released PAGA Claims: All Aggrieved Employees will release all claims for
22 PAGA civil penalties that are alleged or reasonably could have been alleged based on the facts
23 alleged in the operative Complaint and in Plaintiff's June 12, 2024 PAGA Notice, including but
24 not limited to: (1) failure to pay minimum, straight time, and overtime wages (pursuant to Cal.
25 Labor Code §§ 204, 510, 1194, 1197 and 1198); (2) failure to provide meal periods (pursuant to
26 Cal. Labor Code § 226.7); (3) failure to authorize and permit rest periods (pursuant to Cal. Labor
27 Code § 226.7); (4) failure to pay all earned wages twice per month periods (pursuant to Cal. Labor
28 Code § 204); (5) failure to maintain accurate records of hours worked and meal periods taken or

missed (pursuant to Cal. Labor Code § 1174.5); (6) failure to timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201 – 203); (7) failure to provide accurate itemized wage statements (pursuant to Cal. Labor Code § 226); (8) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code § 2802); (9) failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5); (10) failure to keep accurate and complete payroll records (pursuant to Cal. Labor Code § 1174); (11) failure to provide proper sick leave and supplemental paid sick leave (pursuant to Cal. Labor Code §§ 245 – 248.5); (12) refusal to pay wages due and payable and/or denial of the validity of any claim to wages due (pursuant to Cal. Labor Code § 216); (13) secretly paying wages lower than required by statute while purporting to pay legal wages (pursuant to Cal. Labor Code § 223); (14) failure to pay vested vacation and/or paid time off (pursuant to Cal. Labor Code § 117.3); (15) unlawful agreements (pursuant to Cal. Labor Code § 432.5); (16) failure to timely provide temporary workers with wages (pursuant to Cal. Labor Code § 201.3); (17) preventing employees from using or disclosing the skills, knowledge and experience they obtained at Defendant, and whistleblower violations (pursuant to Cal. Labor Code §§ 98.6, 232, 232.5, 1102.5, and 1197.5); and (18) unlawful inquiries at times into criminal histories (pursuant to Cal. Labor Code § 432.7). The Released PAGA Claims are those that accrued during the PAGA Period.

6. **MOTION FOR PRELIMINARY APPROVAL**. Plaintiff will prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”).

6.1 **Plaintiff’s Responsibilities**. Plaintiff will prepare all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and 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 draft proposed Class Notice; (iv) a signed declaration from Plaintiff confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from Class Counsel firm attesting to its competency to represent the Class Members; its 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. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members, and/or the Administrator. In their Declarations, Plaintiff and Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.2 Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing the Motion for Preliminary Approval. Class Counsel will obtain a prompt hearing date for the Motion for Preliminary Approval, file the Motion for Preliminary Approval no later than sixteen (16) court days before the hearing, unless otherwise ordered by the Court, and deliver the Court's Preliminary Approval Order to the Administrator.

6.3 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.

7. SETTLEMENT ADMINISTRATION.

7.1 Selection of Administrator. The Parties have jointly selected Apex Class Action Administration to serve 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 Costs. 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.

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

4 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that
5 meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation
6 section 468B-1 for the funding of the GSA. Any interest that accrues on the GSA sums paid into
7 the QSF prior to distribution by the Administrator will become part of the NSA for distribution
8 to Participating Class Members.

9 7.4 Notice to Class Members.

10 7.4.1 No later than five (5) calendar days after receipt of the Class Data, the Administrator
11 shall notify Class Counsel that the list has been received and state the number of Class Members,
12 Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

13 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14
14 (fourteen) days after receiving the Class Data, the Administrator will send to all Class Members
15 identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class
16 Notice in the form attached to this Agreement as Exhibit A. The first page of the Class Notice
17 shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual
18 PAGA Payment payable to the Class Member, and the number of Workweeks and PAGA Pay
19 Periods 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 five (5) calendar days after the Administrator’s receipt of any Class
22 Notice 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 forwarding
24 address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class
25 Notice to the most current address obtained. The Administrator has no obligation to make further
26 attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the
27 USPS a second time.
28

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 fourteen days (14)
3 days beyond the sixty (60) days otherwise provided in the Class Notice for all Class Members
4 whose 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 and should
8 have received Class Notice, the Parties will expeditiously meet and confer in person or by
9 telephone, 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 other Class
11 Members, and the Administrator will send, via email or overnight delivery, a Class Notice
12 requiring them to exercise options under this Agreement not later than fourteen (14) days after
13 receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

14 7.5 Requests for Exclusion (Opt-Outs).

15 7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement
16 must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not
17 later than sixty (60) days after the Administrator mails the Class Notice (plus an additional
18 fourteen (14) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion
19 is a letter from a Class Member or his/her representative that reasonably communicates the Class
20 Member's election to be excluded from the Settlement and includes the Class Member's name,
21 address and email address or telephone number. To be valid, a Request for Exclusion must be
22 timely faxed, emailed, or postmarked by the Response Deadline.

23 7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails
24 to contain all the information specified in the Class Notice. The Administrator shall accept any
25 Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the
26 person as a Class Member and the Class Member's desire to be excluded. The Administrator's
27 determination shall be final and not appealable or otherwise susceptible to challenge. If the
28 Administrator has reason to question the authenticity of a Request for Exclusion, the

1 Administrator may demand additional proof of the Class Member's identity. The Administrator's
2 determination of authenticity shall be final and not appealable or otherwise susceptible to
3 challenge.

4 7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion
5 is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and
6 bound by all terms and conditions of the Settlement, including the Participating Class Members'
7 Releases under paragraphs 5.2 and 5.3 of this Agreement, regardless of whether the Participating
8 Class Member actually receives the Class Notice or objects to the Settlement.

9 7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a
10 Non-Participating Class Member and shall not receive an Individual Class Payment or have the
11 right to object to the class action components of the Settlement. Because future PAGA claims are
12 subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who
13 are Aggrieved Employees are deemed to release the Released PAGA Claims identified in
14 Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

15 7.6 Challenges to Calculation of Workweeks. Each Class Member shall have sixty (60)
16 days after the Administrator mails the Class Notice (plus an additional fourteen (14) days for
17 Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks
18 and PAGA Pay Periods allocated to the Class Member in the Class Notice. The Class Member
19 may challenge the allocation by communicating with the Administrator via fax, email or mail.
20 The Administrator must encourage the challenging Class Member to submit supporting
21 documentation. In the absence of any contrary documentation, the Administrator is entitled to
22 presume that the Workweeks contained in the Class Notice are correct so long as they are
23 consistent with the Class Data. The Administrator's determination of each Class Member's
24 allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise
25 susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the
26 calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the
27 Administrator's determination of the challenges.
28

1 7.7 Objections to Settlement.

2 7.7.1 Only Participating Class Members may object to the class action components of the
3 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or
4 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses
5 Payment and/or Class Representative Service Payment.

6 7.7.2 Participating Class Members may send written objections to the Administrator, by
7 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire
8 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
9 Participating Class Member who elects to send a written objection to the Administrator must do
10 so not later than sixty (60) days after the Administrator's mailing of the Class Notice (plus an
11 additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

12 7.7.3 Non-Participating Class Members have no right to object to any of the class action
13 components of the Settlement.

14 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks
15 to be performed or observed by the Administrator contained in this Agreement or otherwise.

16 7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish,
17 maintain and use an internet website to post information of interest to Class Members including
18 the date, time and location for the Final Approval Hearing and copies of the Settlement
19 Agreement; Motion for Preliminary Approval; Preliminary Approval Order; Class Notice;
20 Motion for Final Approval; Motion for Class Counsel Fees Payment, Class Counsel Litigation
21 Expenses Payment and Class Representative Service Payment; the Final Approval Order; and the
22 Judgment. The Administrator will also maintain and monitor an email address and a toll-free
23 telephone number to receive Class Member calls, faxes and emails.

24 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
25 promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later
26 than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the
27 Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names
28 and other identifying information of Class Members who have timely submitted valid Requests

1 for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class
2 Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for
3 Exclusion from Settlement submitted (whether valid or invalid).

4 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written
5 reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class
6 Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether
7 valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods
8 received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA
9 Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment
10 of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and
11 objections received.

12 7.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to
13 address and make final decisions consistent with the terms of this Agreement on all Class Member
14 challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision
15 shall be final and not appealable or otherwise susceptible to challenge.

16 7.8.5 Administrator’s Declaration. Not later than fourteen (14) days before the date by
17 which Plaintiff is required to file the Motion for Final Approval of the Settlement, the
18 Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable
19 for filing in Court attesting to its due diligence and compliance with all of its obligations under
20 this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices
21 returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the
22 total number of Requests for Exclusion from Settlement it received (both valid or invalid), the
23 number of written objections and attach the Exclusion List. The Administrator will supplement
24 its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible
25 for filing the Administrator’s declaration(s) in Court.

26 7.8.6 Final Report by Settlement Administrator. Within ten (10) days after the
27 Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide
28 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 fifteen (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.

8. **CLASS SIZE ESTIMATES and ESCALATOR CLAUSE.** Based on its records, Defendant represents there are 83 Class Members who collectively worked a total of 6,429 Workweeks during the Class Period, and 46 Aggrieved Employees who worked a total of 2,975 PAGA Pay during the PAGA Period. If, on final calculation, the total number of Workweeks is greater than 10% higher than 6,429 Workweeks (i.e. greater than 7,071 Workweeks), then Defendant may elect to either (a) increase the Gross Settlement Amount proportionally by the Workweeks worked in excess of 7,071 by multiplying the excess Workweeks by the per Workweek value or (2) roll back the Class Period end date to the date on which 6,429 Workweeks were worked by Class Members. If this provision is triggered so as to increase the Gross Settlement Amount, the Parties agree that the portion of the Gross Settlement Amount allocated to attorneys' fees will increase proportionally such that the total amount of attorneys' fees remains one-third of the Gross Settlement Amount after the upward adjustment required by this provision is implemented.

9. **MOTION FOR FINAL APPROVAL.** Not later than sixteen (16) court days before the calendared Final Approval Hearing, unless otherwise scheduled by the Court, 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 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 in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

9.1 **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 five (5) court days prior to the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

9.2 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 Expenses Payment, and/or Administrator Costs Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

9.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, the 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.

9.4 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 as 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, except as to matters that do not affect the amount of the Net Settlement Amount.

9.5 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 release to be granted

by Class Members), this Agreement shall be null and void. The Parties shall 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 Costs 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 shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

10. **AMENDED JUDGMENT.** If any amended judgment is required under Code of Civil Procedure §384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

11. **ADDITIONAL PROVISIONS.**

11.1 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 Defendant that any of the allegations in the Operative Complaint has merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action has merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason, the Court does grant Preliminary Approval, Final Approval, or enter Judgment, Defendant reserves the right to contest certification of any class for any reason, Defendant reserves all available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and 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).

11.2 Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant, 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

1 or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement
2 directly or indirectly, specifically or generally, to any person, corporation, association,
3 government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses,
4 all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter;
5 (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a
6 court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal
7 government agency. Each Party agrees to immediately notify the other Party of any judicial or
8 agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant,
9 and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or
10 other communication, before the filing of the Motion for Preliminary Approval, with any third
11 party regarding this Agreement or the matters giving rise to this Agreement except to respond
12 only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class
13 Counsel's communications with Class Members in accordance with Class Counsel's ethical
14 obligations owed to Class Members.

15 11.3 No Solicitation. The Parties separately agree that they and their respective counsel
16 and employees will not solicit any Class Member to opt out of or object to the Settlement, or
17 appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel's
18 ability to communicate with Class Members in accordance with Defense Counsel's and Class
19 Counsel's ethical obligations and Class Counsel's fiduciary duties owed to Class Members.

20 11.4 Integrated Agreement. Upon execution by all Parties and their counsel, this
21 Agreement together with its attached exhibits shall constitute the entire agreement between the
22 Parties relating to the Settlement, superseding any and all oral representations, warranties,
23 covenants, or inducements made to or by any Party.

24 11.5 Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
25 represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate
26 action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate
27 its terms, and to execute any other documents reasonably required to effectuate the terms of this
28 Agreement including any amendments to this Agreement.

1 11.6 Cooperation. The Parties and their counsel will cooperate with each other and use
2 their best efforts, in good faith, to implement the Settlement by, among other things, modifying
3 the Settlement Agreement, submitting supplemental evidence and supplementing points and
4 authorities as requested by the Court. In the event the Parties are unable to agree upon the form
5 or content of any document necessary to implement the Settlement, or on any modification of the
6 Agreement that may become necessary to implement the Settlement, the Parties will seek the
7 assistance of a mediator and/or the Court for resolution.

8 11.7 No Prior Assignments. The Parties separately represent and warrant that they have
9 not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or
10 encumber to any person or entity and portion of any liability, claim, demand, action, cause of
11 action, or right released and discharged by the Party in this Settlement.

12 11.8 No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel
13 are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be
14 relied upon as such within the meaning of United States Treasury Department Circular 230 (31
15 CFR Part 10, as amended) or otherwise.

16 11.9 Modification of Agreement. This Agreement, and all parts of it, may be amended,
17 modified, changed, or waived only by an express written instrument signed by all Parties or their
18 representatives, and approved by the Court.

19 11.10 Agreement Binding on Successors. This Agreement will be binding upon, and inure
20 to the benefit of, the successors of each of the Parties.

21 11.11 Applicable Law. All terms and conditions of this Agreement and its exhibits will be
22 governed by and interpreted according to the internal laws of the state of California, without
23 regard to conflict of law principles.

24 11.12 Cooperation in Drafting. The Parties have cooperated in the drafting and preparation
25 of this Agreement. This Agreement will not be construed against any Party on the basis that the
26 Party was the drafter or participated in the drafting.

11.13 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.

11.14 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.

11.15 Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall 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 shall be on the first business day thereafter.

11.16 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:

To Plaintiff:

John G. Yslas
john.yslas@wilshirelawfirm.com
 Diego Aviles
diego.aviles@wilshirelawfirm.com
 Harry Erganyan
harry.erganya@wilshirelawfirm.com
 Mariam Nazaretyan
mariam.nazaretyan@wilshirelawfirm.com
WILSHIRE LAW FIRM
 660 S. Figueroa St., Sky Lobby
 Los Angeles, California 90017
 Telephone: (213) 381-9988
 Facsimile: (213) 381-9989

To Defendant:

ANTICOUNI & RICOTTA, PC
 Nicole K. Ricotta (State Bar No.: 283370)
nicole@anticounilaw.com
 201 N. Calle Cesar Chavez, Suite 105
 Santa Barbara, CA 93103
 Telephone: (805) 845-0864
 Facsimile: (805) 845-0965

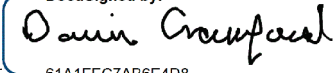
11.17 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or by email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same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

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

IT IS SO AGREED.

By the Parties:

DATED: 1/20/2026

DocuSigned by:

 61A1FEC7AB6E4D8...
 Plaintiff Darrin Crawford

DATED: _____

Defendant Double J Enterprises, Inc.

By: _____

Position: _____

Approved by counsel:

DATED: 1/20/2026

WILSHIRE LAW FIRM

BY: 
 John G. Yslas
 Diego Aviles
 Counsel for Plaintiff Darrin Crawford

DATED: _____

ANTICOUNI & RICOTTA, PC

BY: _____

Nicole K. Ricotta
 Counsel for Defendant Double J Enterprises, Inc.

11.17 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or by email which for purposes of this Agreement shall 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 will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

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IT IS SO AGREED.

By the Parties:

DATED: _____

Plaintiff Darrin Crawford

DATED: 1/22/2026

Jeff Holzer

Defendant Double J Enterprises, Inc.

By: Jeff Holzer

Position: President

Approved by counsel:

DATED: _____

WILSHIRE LAW FIRM

BY: _____

John G. Yslas

Diego Aviles

Counsel for Plaintiff Darrin Crawford

DATED: 1/22/26

ANTICOUNI & RICOTTA, PC

BY: 

Nicole K. Ricotta

Counsel for Defendant Double J Enterprises, Inc.

EXHIBIT 2

AMENDMENT TO CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

Subject to court approval, this amendment is made to the Class Action and PAGA Settlement Agreement (“Agreement” or “Settlement” or “Settlement Agreement”) entered into by and between Plaintiff Darrin Crawford (“Plaintiff”) and Defendant Double J Enterprises, Inc. (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties” or individually as a “Party.”

The Parties agree to replace Section 3.2.3 of the Settlement Agreement as follows:

3.2.3 To the Administrator. An Administration Costs Payment not to exceed \$3,300.00 except for a showing of good cause and as approved by the Court. To the extent the administration expenses are less than or the Court approves payment of less than \$3,300.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

The Parties agree to replace Section 4.4.3 of the Settlement Agreement as follows:

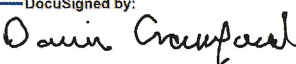
4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and canceled after the void date, the Administrator shall transmit the funds represented by such a check to a Court-approved nonprofit organization or foundation consistent with Code of Civil Procedure section 384, subdivision (b) (“Cy Pres Recipient”). The Parties agree to Legal Aid at Work as the Cy Pres Recipient. The Parties, Class Counsel and Defense Counsel represent that they have no interest or relationship, financial or otherwise, with the intended Cy Pres Recipient.

SIGNATURES

I have read this Amendment to the Agreement and agree to its terms.

Plaintiff Darrin Crawford

Date: 4/21/2026

DocuSigned by:

61A1FEC7AB6E408...
Darrin Crawford

Defendant Double J Enterprises, Inc.

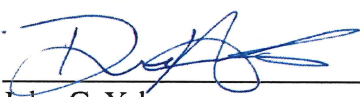
Date: 04 / 22 / 2026


Name: Jeff Holzer
Title: President

Approved by Counsel:

WILSHIRE LAW FIRM, PLC

Date: 04/21/2026


John G. Yslas
Diego Aviles
Counsel for Plaintiff

ANTICOUNT & RICOTTA, PC

Date: 4/22/26


Nicole K. Ricotta
Counsel for Defendant