

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

Subject to court approval, this Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiffs Melissa Pope (“Plaintiff Pope”) and Peter Sales (“Plaintiff Sales”) (collectively referred to as “Plaintiffs”), individually and on behalf of the Settlement Class, and Defendant AGI Post, Inc. fka Cargo Force, Inc. (hereinafter, “AGI” or “Defendant”). The Agreement refers to Plaintiffs and AGI collectively as “Parties” or as a “Party.”

1. DEFINITIONS.

1.1. “Action” means Plaintiffs’ lawsuits alleging wage and hour violations against AGI captioned *Melissa Pope et al. v. AGI Post, Inc. et al.*, Case No. 3:24-cv-01084-AJB-BLM, filed in the United States District and dismissed without prejudice; *Melissa Pope et al. v. AGI Post, Inc. et al.*, Case No. 24CU005384C, pending in San Diego County Superior Court and *Peter Sales et al. v. AGI Post, Inc. et al.*; Case No. 24CU007784C, pending in San Diego County Superior Court.

1.2. “Address Search” means the Administrator’s search for Covered Employees’ mailing addresses using all reasonably available sources, including but not limited to the National Change of Address database, skip traces, and direct contact by the Administrator.

1.3. “Administrator” means Phoenix Class Administration Solutions.

1.4. “Administration Expenses” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its costs in accordance with the Administrator’s bid as approved by the Court. The Administration Expenses shall not exceed \$11,000, except for a showing of good cause and as approved by the Court.

1.5. “Attorneys’ Fees” or “Class Counsel Fees Payment” mean the amounts allocated to Plaintiffs’ Counsel for reimbursement of reasonable attorneys’ fees in connection with this Settlement in an amount not to exceed 33.33% of the Gross Settlement Amount.

1.6. “Aggrieved Employee” means all current and former hourly paid or non-exempt employees who worked for Defendant in the state of California at any time during the PAGA Period.

1.7. “Class” or “Class Member(s)” means all individuals currently or formerly employed by AGI in California as hourly, non-exempt employees during the Class Period.

1.8. “Class Counsel” or “Plaintiffs’ Counsel” means Ferraro Vega Employment Lawyers, Inc.

1.9. “Class Period” means the period from June 24, 2020, through December 12, 2025.

1.10. “Class Member” or “Settlement Class Member” or “Covered Employee” 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 Notice” means the Court approved Notice of Class Action and PAGA Settlement and hearing date for final court approval, attached as **Attachment A** and including the Request for Exclusion, attached as **Attachment B**, to be mailed to Class Members and incorporated by reference into this Agreement.

1.12. “Class Response Deadline” or “Response Deadline” means 45 days after the Administrator mails Notice to Class Members and shall be the last date on which Class Members may: (a) email or mail Requests for Exclusion from the Settlement, or (b) email or mail an Objection to the Settlement. Class Members to whom the Class Notice is re-sent after being returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline expiry.

1.13. “Class Representatives” or “Named Plaintiffs” refer to Melissa Pope and Peter Sales.

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

1.15. “Class Workweek” means any week during which a Class Member worked for AGI for at least one day during the Class Period.

1.16. “Class Workweek Estimate” means, based on a review of Defendant’s records to date, a total of 16,018 Class Workweeks.

1.17. “Court” means the San Diego County Superior Court.

1.18. “Covered Employees” means all PAGA Members and all Class Members.

1.19. “Defendant” means named Defendant AGI Post, Inc. formerly known as Cargo Force, Inc.

1.20. “Defense Counsel” means captioned counsel of record from the law firm of Akerman LLP.

1.21. “Effective Date” means the date on which the Court enters Judgment on its order granting Final Approval of the Settlement and the Judgment is final. The Judgment is final as of the latest of the following occurrences: (i) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (ii) 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 (iii) if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.22. “Employee Data” or “Class Data” means all Covered Employees’ identifying information in AGI’s possession including their names, last-known mailing addresses, Social Security numbers, and number of Class Workweeks and PAGA Periods.

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

1.24. “Final Approval Hearing” means the Court’s hearing on the final motion for approval of the Settlement.

1.25. “Final Judgment” means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.

1.26. “Gross Settlement Amount” means **\$500,000.00**, which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph 8, subject to the terms and conditions of this Settlement. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment and the Administrator’s Expenses.

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

1.28. “Individual PAGA Payments” means the PAGA Members’ pro rata share of the Net PAGA Payment, calculated according to the number of PAGA Pay Periods.

1.29. “Individual Settlement Payments” means the Individual Class Payment and the Individual PAGA Payments.

1.30. “Judgment” means the judgment entered by the Court based upon the Final Approval of the Settlement.

1.31. “Litigation Costs” or “Class Counsel Litigation Expenses” means the amount incurred by Plaintiffs’ Counsel to prosecute the Action, according to proof and subject to Court approval, not to exceed \$30,000.

1.32. “LWDA” means the California Labor Workforce and Development Agency.

1.33. “LWDA Payment” means the 75% share of the PAGA Payment allocated to be paid to the LWDA under Labor Code section 2699, subd. (m).

1.34. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Service Payment, Attorneys’ Fees, Litigation Costs, the PAGA Payment (including the LWDA Payment), and the Administration Expenses. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.35. “Net PAGA Payment” means the 25% share of the PAGA Payment allocated to be paid to the PAGA Employees under Labor Code section 2699, subd. (m).

1.36. “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 from the Settlement.

1.37. “Operative Complaint” means the most recently filed complaint, including amended complaints, filed by Plaintiffs.

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

1.39. “PAGA” means California’s Private Attorneys General Act of 2004.

1.40. “PAGA Period” means June 6, 2023, through December 12, 2025.

1.41. “PAGA Payment” means \$20,000, which is the amount provided in exchange for the release of the PAGA claims addressed in this Settlement, and which shall be paid from the Gross Settlement Amount, with 75% of the PAGA Payment constituting the LWDA Payment, with the remaining 25% constituting the Net PAGA Payment to be allocated and paid to PAGA Members.

1.42. “PAGA Counsel” or “Plaintiffs’ Counsel” means Ferraro Vega Employment Lawyers, Inc.

1.43. “PAGA Members” means all individuals currently or formerly employed by AGI in California as hourly, non-exempt employees during the PAGA Period.

1.44. “PAGA Notice” means named Plaintiffs’ letters to Defendant and the LWDA, including any amendments thereto, providing notice pursuant to Labor Code § 2699.3(a).

1.45. “PAGA Pay Period” means any pay period during which a PAGA Member worked for Defendant for at least one day during the PAGA Period.

1.46. “PAGA Penalties” means the total of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees and 75% to LWDA in settlement of PAGA claims.

1.47. “PAGA Representatives” or “Named Plaintiffs” refers to Melissa Pope and Peter Sales.

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

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

1.50. “Preliminary Approval Order” means the proposed order Granting Preliminary Approval of the Settlement.

1.51. “Released Claims” means the claims being released in connection with this Settlement, as set forth in full below.

1.52. “Released Parties” means: Defendant, all entities affiliated with it, and all officers, directors, representatives, owners, partners, subsidiaries, parent and affiliated companies, joint venturers, clients, vendors, joint employers, predecessors, managers, servants, successors-in-interest, assigns, current and former employees of Defendant, including but not limited to agents, insurers, attorneys and all persons or entities acting in concert with or affiliated with any of them.

1.53. “Request for Exclusion” means a Class Member’s submission of a signed written request to be excluded from the Class Settlement, including on the form provided with the Class Notice.

1.54. “Service Payment(s)” means the payment to the Named Plaintiffs for initiating and providing services in support of the Action in an amount up to \$10,000, subject to Court approval, which also constitutes consideration for Plaintiffs’ individual settlement and general release of all claims, as set forth in this Agreement.

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

1.56. “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. Pursuant to Labor Code section 2699.3, subd.(a), on June 6, 2024, Plaintiff Pope gave written notice to Defendant and the LWDA regarding Defendant’s alleged violations of the Labor Code.

2.2. Pursuant to Labor Code section 2699.3, subd.(a), on June 13, 2024, Plaintiff Sales gave written notice to Defendant and the LWDA regarding Defendant’s alleged violations of the Labor Code.

2.3. On June 24, 2024, Plaintiff Pope filed a class and collection complaint with the United States Southern District of California against Defendant, captioned *Melissa Pope et al. v. AGI Post, Inc. et al.*, Case No. 3:24-cv-01084-AJB-BLM (“Federal Action”), alleging various wage and hour allegations. On August 13, 2024, Plaintiff Pope dismissed the Federal Action without prejudice pursuant to Fed. R. Civ. Proc. 41(a)(1)(A)(i).

2.4. On August 12, 2024, Plaintiff Pope filed a PAGA representative action against Defendant with the Superior Court of the State of California for the County of San Diego, captioned *Melissa Pope et al. v. AGI Post, Inc. et al.*, Case No. 24CU005384C, alleging civil penalties under PAGA.

2.5. On August 26, 2024, Plaintiff Sales filed a PAGA representative action against Defendant with the Superior Court of the State of California for the County of San Diego, captioned *Peter Sales et al. v. AGI Post, Inc. et al.*; Case No. 24CU007784C, alleging civil penalties under PAGA.

2.6. 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.

2.7. On April 15, 2025, the Parties participated in an all-day mediation presided over by Michael Dickstein, Esq. Prior to mediation, Plaintiffs obtained, through informal discovery, Defendant's timekeeping and payroll data, as well as Defendant's wage and hour policies and other relevant documents, information, and data points relevant to the Released Claims. The Parties agree that Plaintiffs' investigation was sufficient 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*").

2.8. The Parties reached a resolution at mediation.

2.9. In connection with this Settlement, the Parties have agreed to submit a request for leave for Plaintiffs to file a First Amended Putative Class and Representative Action ("FAC") against Defendant, alleging causes of action for (i) unpaid hours worked/minimum wages; (ii) unpaid overtime; (iii) failure to provide sick leave and unpaid sick leave/sick time; (iv) unpaid vacation and holiday wages; (v) failure to provide meal periods or meal period premiums; (vi) failure to provide rest periods or rest period premiums; (vii) failure to reimburse business expenses; (viii) failure to timely pay wages during employment and upon termination of employment; (ix) failure to provide accurate, itemized wage statements; (x) failure to keep complete and accurate payroll records; (xi) unfair business practices (Bus. & Prof. Code § 17200, et seq.); and (xiii) civil penalties under PAGA.

2.10. On April 17, 2025, Plaintiff Pope filed an amendment to her LWDA Notice dated June 6, 2024, alleging additional wage allegations against Defendant.

2.11. The Court has not yet granted any class certification.

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

3. MONETARY TERMS.

3.1. Gross Settlement Amount. Except as otherwise provided by Paragraph 4 below, Defendant shall pay \$500,000.00 and no more as the Gross Settlement Amount, and will separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Covered Employees to submit any claim or form as a condition of payment. The Gross Settlement Amount is non-reversionary.

3.1.1. Employer Payroll Taxes: The Gross Settlement Amount does not include any employer payroll taxes owed on the Wage Portion of the Individual Class Payments, which shall be paid separately by Defendant as calculated by the Administrator.

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 approved by the Court:

3.2.1. To Named Plaintiffs: Class Representative Service Payments to the Class Representatives of no more than \$10,000 each (in addition to any Individual Settlement Payment that they may be entitled to receive as a Covered Employee). Defendant will not oppose Plaintiffs' request for a Class Representative Service Payments that do not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiffs will seek Court approval for any Class Representative Service Payments no later than 16 court days prior to the Final Approval Hearing. If the Court approves a Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Service Payment(s) using IRS Form 1099. An award of less than the requested amount for the Service Payment will not give rise to a basis to abrogate the Settlement Agreement and the Court has authority under this Agreement to reduce (or increase) the Service Payment, at its discretion at the final approval stage.

3.2.2. To Plaintiffs' Counsel: Attorneys' Fees and Litigation Costs to Plaintiffs' Counsel. Defendant will not oppose requests for these payments, provided the requests do not exceed the amounts set forth in this Agreement. Plaintiff and/or Plaintiffs' Counsel will file a motion for Attorneys' Fees and Litigation Costs no later than 16 court days prior to the Final Approval Hearing. If the Court approves Attorneys' Fees and/or Litigation Costs in an amount less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will pay the Attorneys' Fees and Litigation Costs using one or more IRS 1099 Forms. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim or any portion any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment and/or Attorneys' Fees and Litigation Costs. 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 Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.3. To the Administrator: An Administration Expenses to the Administrator not to exceed \$11,000 except for 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 the Administration Expenses set forth in this Agreement, the Administrator will allocate the remainder to the Net Settlement Amount.

3.2.4. To the LWDA: Subject to Court approval, the PAGA Payment will be allocated to cover any and all claims for civil penalties associated with the Released Claims that were, or could have been, brought in the Actions under PAGA based on the factual allegations in the Operative Complaint, PAGA Notice, Amended PAGA Notice, and the First Amended Complaint; 75% of the PAGA Payment will be paid to the LWDA (i.e., the LWDA Payment) and the remaining 25% of the PAGA Payment (i.e., the Net PAGA Payment) will be distributed to PAGA Members as penalties in exchange for a full and final release of the PAGA claims. The Court has authority under this Agreement to increase (or reduce) the PAGA Payment up to and

including at the final approval hearing, and the Parties respectfully reserve the right to increase (or reduce) the PAGA Payment up to and including at the final approval stage, subject to the Court's final approval. If the Court approves a PAGA Payment of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

3.2.5. To Each Participating Class Member/Tax Allocation: An Individual Class Payment calculated by: (a) dividing the Net Settlement Amount by the total number of Class Workweeks worked by all Participating Class Members during the Class Period; and (b) multiplying the result by each Participating Class Member's Class Workweeks. 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. 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. The remaining 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.

3.2.6. To Each PAGA Member/Tax Allocation: The Administrator will calculate each Individual PAGA Payment. An Individual PAGA Payment calculated by: (a) dividing the Net Settlement Amount by the total number of PAGA Pay Periods worked by all PAGA Members during the PAGA Period; and (b) multiplying the result by each PAGA Member's PAGA Pay Periods. The Individual PAGA Payments are not subject to wage withholdings and will be reported on IRS 1099 Forms. Covered Employees assume full responsibility and liability for any individual taxes owed on their Individual PAGA Payment.

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee Pay Periods: Based on a review of its records to date, Defendant estimates there are 599 Class Members and 491 PAGA Members covered by this Agreement who collectively worked a total of 16,018 Workweeks during the Class Period, and 7,009 PAGA Pay Periods during the PAGA Period. In the event that the actual number of Workweeks worked by all Class Members during the Class Period and PAGA Pay Periods worked during the PAGA Period increases by more than 10% of this figure (e.g., reaches 17,620 or more Workweeks or 7,788 or more Pay Periods), then the Class Period and PAGA Period will either, at Defendant's option, end on the date on which total number of Workweeks meets but does not exceed the 17,620 Workweeks/7,788 Pay Periods figures, or Defendant agrees to increase the Gross Settlement Amount on a proportional basis equal to the increase in Workweeks greater than 10% (i.e., if the Workweeks were 11% greater than 17,620, Defendant will increase the Gross Settlement Amount by 1%).

4.2. Delivery of Employee Data to Administrator. Not later than 15 business days after the Court grants Preliminary Approval, AGI will simultaneously deliver the Employee Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Covered

Employees' privacy, the Administrator must maintain the Employee Data in confidence, use the Employee Data only for purposes of this Settlement, and restrict access to the Employee Data to Administrator employees who need access to the Employee Data to effect and perform under this Agreement. AGI has a continuing duty to immediately notify Plaintiffs' Counsel if it discovers that the Employee Data omitted Covered Employees' identifying information and to provide corrected or updated Employee Data as soon as reasonably feasible. Without any extension of the foregoing deadline the Parties and their counsel must expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Employee Data.

4.3. Funding of Gross Settlement Amount. AGI shall fully fund the Gross Settlement Amount and fund the amounts necessary to fully pay its share of payroll taxes by transmitting the funds to the Administrator no later than 60 days after the Effective Date.

4.4. Payments from the Gross Settlement Amount. Within 14 days after AGI funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Settlement Payments, the Administration Expenses, the LWDA Payment, Attorneys' Fees, Litigation Costs, and Service Payment(s).

4.4.1. The Administrator will issue checks for the Individual Settlement Payments and send them to Covered Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2. The Administrator must conduct an Address Search for all other Covered Employees whose checks are returned undelivered without USPS forwarding addresses. 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 Address Search. The Administrator need not take further steps to deliver checks to Covered Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Covered Employee whose original check was lost or misplaced, requested by the Covered Employee prior to the void date.

4.4.3. For any Covered Employee whose Individual Settlement Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds, in the name of the Covered Employee, to the State of California's Unclaimed Property Division.

4.4.4. The payment of Individual Settlement Payments shall not obligate AGI to confer any additional benefits or make any additional payments to Covered Employee beyond those specified in this Agreement.

4.4.5. The Administrator will send checks for Individual PAGA Payments to all PAGA Members, who have no right to opt-out or otherwise exclude themselves from the settlement and release of PAGA claims set forth in this Settlement.

4.5. Payments to the Responsible Tax Authorities. The Administrator will pay the Participating Class Members' portion of normal payroll withholding taxes out of each person's

Individual Class Payment. The Administrator shall also pay AGI's portion of payroll taxes as the current or former employer (including the employer's payment of applicable FICA, FUTA, and SUI contributions, etc.) to the appropriate local, state, and federal taxing authorities. The Administrator will calculate the amount of the Participating Class Members' and AGI's portion of payroll withholding taxes and forward those amounts to the appropriate taxing authorities.

5. RELEASES OF CLAIMS.

Effective on the date when AGI fully funds the Gross Settlement Amount and all associated employer payroll taxes owed on the Wage Portion of the Individual Class Payments, the following releases of claims against all Released Parties will take effect:

5.1. Named Plaintiffs' General Release. Named Plaintiffs and their' respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, known and unknown, relating to their employment with Defendant, of any nature whatsoever, from the beginning of time through the date on which this Settlement is executed. This includes but is not - limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts contained, in the Operative Complaint or ascertained during the Action; (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint and the Plaintiffs' PAGA Notices; and (c) any other claims, debts, liabilities, demands, damages, obligations, actions and causes of actions, of any nature whatsoever, whether known or unknown, or suspected or unsuspected, arising out of or in connection with their employment with AGI, the separation of such employment, or any other act, omission or event occurring between the Parties at any time prior to the date the Named Plaintiffs(s) executes this Agreement. This General Release includes, without limitation: (i) Named Plaintiffs' employment by Company, the terms and conditions of such employment, employee benefits related to Named Plaintiffs' employment, the termination of Named Plaintiffs' employment, and/or any of the events relating directly or indirectly to or surrounding such termination; (ii) any and all wage and hour claims and any representative or putative claim predicated on any alleged wage and hour claims; (iii) any and all claims of discrimination (including harassment), whistleblowing or retaliation in employment (whether based on federal, state or local law, statutory or decisional), including without limitation, all claims under the Worker's Adjustment and Retraining Notification Act ("WARN"), Title VII of the Civil Rights Act of 1964, as amended ("Title VII"), the Americans with Disabilities Act, as amended ("ADA"), the Civil Rights Act of 1991, the Pregnancy Discrimination Act ("PDA"), the Pregnant Workers Fairness Act ("PWFA"), the Reconstruction Era Civil Rights Act of 1866, 42 USC §§ 1981-86, as amended, the Equal Pay Act ("EPA"), the Family and Medical Leave Act, as amended ("FMLA"), the Fair Labor Standards Act ("FLSA"), the Employee Retirement Income Security Act ("ERISA") (other than claims with regard to vested benefits), Sections 503 and 504 of the Rehabilitation Act of 1973, the Occupational Safety and Health Act ("OSHA"), the Consolidated Omnibus Budget Reconciliation Act ("COBRA"), the National Labor Relations Act ("NLRA"), the Genetic Information Nondiscrimination Act ("GINA"), the Families First Coronavirus Relief Act ("FFCRA"), the Immigration Reform and Control Act, the Corporate and Criminal Fraud Accountability Act of 2002, the Private Attorneys General Act, the Uniformed Services Employment and Reemployment Rights Act, the Sarbanes-Oxley Act of 2002, the Fair Credit Reporting Act, California Family Rights Act – Cal. Gov't Code § 12945.2, California Fair

Employment and Housing Act – Cal. Gov’t Code § 12900 *et seq.*, the California Business & Professions Code §§ 17200, *et seq.*, California Unruh Civil Rights Act – Cal. Civ. Code § 51 *et seq.*, Statutory Provisions Regarding the Confidentiality of AIDS Information – Cal. Health & Safety Code § 120775 *et seq.*, California Confidentiality of Medical Information Act – Cal. Civ. Code § 56 *et seq.*, California Parental Leave Law – Cal. Lab. Code § 230.7 *et seq.*, California Military Personnel Bias Law – Cal. Mil. & Vet. Code § 394, The California Occupational Safety and Health Act, as amended, and any applicable regulations thereunder, the California Consumer Credit Reporting Agencies Act – Cal. Civ. Code § 1785 *et seq.*, California Investigative Consumer Reporting Agencies Act – Cal. Civ. Code § 1786 *et seq.*, the California Consumer Privacy Act, the California Privacy Rights Act, those provisions of the California Labor Code that lawfully may be released, any other federal, state or local civil or human rights law or any other federal, state or local law, regulation or ordinance, and California common law; (iv) any and all waivable claims for unpaid wages under any other state or local law; (v) any and all waivable rights under the California Constitution; (vi) any and all claims for wrongful discharge or public policy; (vii) any and all claims for damages of any kind whatsoever, including without limitation compensatory, punitive, treble, liquidated and/or consequential damages; (viii) any and all claims under any contract, whether express or implied, conversion, promissory estoppel; (ix) any and all claims for unintentional or intentional torts, invasion of privacy, defamation, slander, libel, assault, battery, false imprisonment, emotional distress and pain and suffering; (x) any and all claims for violation of any statutory or administrative rules, regulations, ordinances or codes; and (xi) any and all claims for attorneys’ fees, paralegals’ fees, costs, disbursements, wages, leave, bonuses, benefits, vacation and/or the like’’. Named Plaintiffs’ General 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, workers’ compensation benefits that arose at any time. Named Plaintiffs acknowledge that they may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Named Plaintiffs’ General Release shall be and remain effective in all respects, notwithstanding such different or additional facts or their discovery of them.

5.1.1. Named Plaintiffs’ Section 1542 Waiver. For purposes of Named Plaintiffs’ General Release, Named Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, 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.

5.2. Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from any and all claims, demands, rights, liabilities, damages, penalties and causes of action alleged in the Operative Complaint and arising out of the facts in the Operative Complaint during the Class Period, including, without limitation, claims for: (1) Failure to Pay Unpaid Hours Worked/Minimum Wages, which includes rounding; (2) Failure to Pay Overtime Compensation, which includes rounding, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (3) Failure to Pay All Sick Time, and pay it at the correct regular rate of pay to include

all remuneration, including fringe benefits; (4) Failure to Provide Meal Periods and/or Pay Meal Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (5) Failure to Authorize and Permit Rest Breaks and/or Provide Rest Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (6) Failure to Pay Accrued and Unused Vacation and Holiday Pay to include all remuneration, including fringe benefits; (7) Failure to Timely Pay All Wages During Employment; (8) Failure to Timely Pay Final Wages at Separation of Employment; (9) Failure to Provide Accurate Itemized Wage Statements; (10) Failure to Maintain Accurate Records; (11) Unfair Business Practices; (12) Failure to Pay Business Expenses; (13) Civil Penalties under PAGA based on the allegations in the Operative Complaint, as well as any and all wage and hour claims that were asserted or could have been asserted based on the factual allegations contained in the Complaint, or any amended complaints. This also includes, but is not limited to, any and all claims alleged or that could have been alleged based on the facts of the Complaint or any amended complaint for unpaid wages, and all other associated damages and/or penalties, including, but not limited to claims under Labor Code sections 201, 202, 203, 204, 204b, 210, 226, 226.3, 226.7, 227.3, 245, 246, 248.5, 248.7, 256, 510, 512, 516, 558, 1174, 1174.4, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2800, 2802, 2699 *et seq.* all applicable IWC Wage Orders, and Business and Professions Code section 17200 *et seq.* For Named Plaintiffs and the members of the Settlement Class who do not opt out of the settlement, the Settlement Class Release shall include all released claims which arose during the Class Period.

Participating Class Members **do not** release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts outside of the Operative Complaint or outside the Class Period.

5.1. Release by PAGA Members: All PAGA Members and the LWDA are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from, and are forever barred from pursuing such against Released Parties for, the PAGA claims alleged in and/or arising out of the facts alleged in the Operative Complaint and the PAGA Notices during the PAGA Period, including, without limitation penalties predicated on the underlying alleged violations of Labor Code section 2698, *et seq.*, Labor Code sections 201, 202, 203, 204, 210, 226, 226.7, 227.3, 245, 246, 248.5, 510, 512, 516, 558, 1174, 1174.4, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2800, 2802, and all applicable IWC Wage Orders. There shall be no right to opt-out of the Settlement for members of the PAGA Members and the Judgment on this Settlement will have res judicata effect as to the PAGA claim for all members of the PAGA Members. Moreover, this Agreement shall be effective to adjudicate and release the claims and/or rights of the LWDA to recover civil penalties against Released Parties for Labor Code or Wage Order violations suffered by any of the PAGA Members which are premised upon the facts and allegations in the Operative Complaint, or any amended complaint, and PAGA Notices, as well as any and all claims for civil penalties that were asserted or could have been asserted based on the factual allegations contained in the Operative Complaint, or any amended complaint (*i.e.*, the Judgment on this Settlement will have res judicata effect as to those claims of the LWDA, whether pursued directly by the LWDA or by a representative pursuant to PAGA). For Plaintiffs, the members of the PAGA Group, and the LWDA, the PAGA Release shall include all released claims during the PAGA Period.

6. MOTION FOR SETTLEMENT APPROVAL.

6.1. Preliminary Approval. Not later than 16 court days before the Preliminary Approval Hearing, Named Plaintiffs shall move for an order conditionally certifying the Class for settlement purposes only, granting Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice. AGI shall accept service of the Motion (or any other motions, stipulations, declarations, proposed orders, exhibits, or other documents filed in connection with this Settlement) via electronic service at the email addresses set forth in this Agreement or, if an electronic service agreement is already in place, at the email addresses in the Parties' electronic service agreement.

6.2. PAGA Approval. Plaintiffs shall prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this PAGA Settlement under Labor Code § 2699(s)(2). To effectuate Final Approval and Judgment of the Settlement of PAGA claims, Plaintiffs shall prepare either a Joint Stipulation Approving PAGA Settlement (subject to Defense Counsels' review and revision) or a Motion for Approval of PAGA Settlement. Plaintiffs shall file declarations from Plaintiffs' Counsel and the Named Plaintiffs to support the Settlement.

6.3. Plaintiffs' Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including drafts of the Motion for Preliminary Approval and Approval of PAGA settlement, the proposed order, the proposed Class Notice, and supporting declarations. The supporting declarations shall include a declaration from the Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel. The supporting declarations shall also include a 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 the Administrator; and a declaration from Class Counsel's firm attesting to its competency to represent the Class Members, and its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Complaint (Labor Code section 2699, subd.(1)(1), this Amended Agreement (Labor Code section 2699, subd. (1)(2)). In their Declarations, Plaintiff and Class Counsel's Declaration 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.

6.4. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Settlement or forthcoming motions or joint stipulations for approval, Plaintiffs' Counsel and Defense Counsel will expeditiously work together in good faith on behalf of the Parties to resolve the disagreement. If the Court does not grant settlement approval or conditions any approval or review on any material change to this Agreement, Plaintiffs' Counsel and Defense Counsel will expeditiously work together in good faith on behalf of the Parties to modify the Agreement and satisfy the Court's concerns. Should the Court decline to approve all material aspects of the Settlement, the Settlement will be null and void, and the Parties will have no further obligations under it.

7. SETTLEMENT ADMINISTRATION.

7.1. Selection of Administrator. The Parties have jointly selected the Administrator to administer this Settlement. 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.

7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number to calculate payroll tax withholdings and report to state and federal tax authorities.

7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund under U.S. Treasury Regulation section 468B-1.

7.4. Notice to Class Members.

7.4.1. No later than 3 business days after receipt of the Employee Data, the Administrator shall notify Plaintiffs' Counsel that the list has been received and state the number of Covered Employees and Class Workweeks and PAGA Pay Periods in the Employee Data.

7.4.2. Using best efforts to perform as soon as possible, and no later than 14 days after receiving the Employee Data, the Administrator will send to all Class Members identified in the Employee Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as Attachment A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment payable to the Class Member, and the number of Class Workweeks used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Covered Employees' addresses using the National Change of Address database.

7.4.3. Not later than 3 business days after the Administrator's receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by the USPS. If the USPS does not provide a forwarding address, the Administrator shall 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.

7.4.4. The deadlines for Class Members' written objections, challenges to Class Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the time 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.

7.4.5. If the Administrator, AGI or Plaintiffs' Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Employee Data and should have received Class Notice, the Parties will expeditiously meet and confer in a good-faith 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.

7.5. Requests for Exclusion (Opt-Outs).

7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than 45 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 their 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.

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

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

7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment, nor shall they 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 Judgment, all Aggrieved Employees, including Non-Participating Class Members, are deemed to release the claims identified in the Releases paragraph of this Agreement, regardless whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.6. Challenges to Calculation of Class Workweeks. Each Class Member shall have until the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks allocated to the Class Member

in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email, or 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 Class Workweeks contained in the Class Notice are correct so long as they are consistent with the Employee Data. The Administrator's determination of each Class Member's allocation of Class Workweeks shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the calculation of Class Workweeks to Defense Counsel and Plaintiffs' Counsel and the Administrator's determination of the challenges.

7.7. Objections to Settlement.

7.7.1. Only Participating Class Members may object to the Settlement, including contesting the fairness of the Settlement.

7.7.2. Participating Class Members may send written objections to the Administrator, by email or mail. Alternatively, 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 the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

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

7.8. Administrator Duties. The Administrator has a duty and is authorized to perform and observe all tasks necessary to effectuate and administer the Settlement in a manner consistent with the terms of this Agreement.

7.8.1. Email Address and Toll-Free Number. The Administrator will establish, maintain, and use its own company website with their contact information included so that Covered Employees may find the Administrator on the World Wide Web. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member telephone calls and emails.

7.8.2. 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 Response Deadline, the Administrator shall email a list to Plaintiffs' Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for Exclusion from Settlement submitted (whether valid or invalid).

7.8.3. Weekly Reports. The Administrator must, on a weekly or biweekly basis, provide written reports to Plaintiffs' Counsel and Defense Counsel that 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 Class Workweeks received and/or

resolved, and checks mailed for Individual Class Payments. The Weekly Reports must provide the Administrator's assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

7.8.4. Class 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 Class Workweeks. The Administrator's decision shall be final and not appealable or otherwise susceptible to challenge.

7.8.5. Administrator's Declaration. Not later than 14 days before the date by which Plaintiffs is required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Plaintiffs' 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 Covered Employees, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Plaintiffs' Counsel is responsible for filing the Administrator's declaration(s) in Court.

7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Plaintiffs' 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, if applicable and if requested by either Party, the Administrator will prepare, and submit to Plaintiffs' Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement.

8. DEFENDANT'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendant may, but is not obligated to, elect to withdraw from the Settlement. If Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and neither Party shall have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Expenses incurred to that point. To elect to withdraw, Defendant must notify Plaintiffs' Counsel and the Court of its election to withdraw not later than 7 days after the Response Deadline.

9. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the Final Approval Hearing, Named Plaintiffs will file in Court and serve on Defendant a Motion for Final Approval of the Settlement that includes a Proposed Final Approval Order and a Proposed Judgment, which shall specifically state and include a request for approval of the PAGA settlement under Labor Code § 2699, subd. (s). Plaintiffs' Counsel will provide drafts of the Proposed Final Approval Order and Proposed Judgment to Defense Counsel in advance of filing for Defense Counsel's review. AGI shall accept service of the Motion for Final Approval (or any other motions, stipulations, declarations, proposed orders, exhibits, or other documents filed in connection with this Settlement) via electronic service at the email addresses set forth in this

Agreement or, if an electronic service agreement is already in place, at the email addresses in the Parties' electronic service agreement.

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 prior to the Final Approval Hearing, or as otherwise provided 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, the Parties will expeditiously work together through counsel in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval.

9.3. Continuing Jurisdiction of the Court. The Parties agree, 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.

9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Attorneys' Fees and Litigation Costs set forth in this Settlement, the Parties, their respective counsel, and all Covered Employees, excluding opt outs, as applicable and 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.

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 Covered Employees), this Agreement shall be null and void. The Parties shall agree to 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.

10. AMENDED JUDGMENT. 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.

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 the Parties that any of the allegations or the defenses in the Operative Complaint or PAGA Notices have merit or that there is any liability for any claims asserted or that any claims may proceed on a class, collective, or representative basis. 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 reasons, and 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 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).

11.2. Confidentiality Prior to Preliminary Approval. Plaintiffs, 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 or permit another person to disclose, disseminate or publicize, any of the terms of the Amended 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 Amended 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, Defendant 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 Amended Agreement or the matters giving rise to this Amended Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations or fiduciary duties owed to Class Members.

11.3. No Solicitation. The Parties separately agree that they and their respective counsel and employees will not solicit any Covered Employee to opt out of or object to the Settlement, or appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Plaintiffs' Counsel's ability to communicate with Covered Employees in accordance with Plaintiffs' Counsel's ethical obligations owed to Covered Employees.

11.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall 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.

11.5. Attorney Authorization. Plaintiffs' Counsel and Defense Counsel separately warrant and represent that they are authorized by the Parties, 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.

11.6. Cooperation. The Parties and their counsel will cooperate and use their best efforts, in good faith, to implement the Settlement by modifying the Settlement Agreement, submitting supplemental evidence, and supplementing points and authorities as requested by the Court, among other things. 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.

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

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

11.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or Plaintiffs' Counsel and Defense Counsel, as their legal representatives, and approved by the Court.

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

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

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

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 Amended Agreement.

11.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant 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. Not later than 90 days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from Defendant unless, prior to the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.

11.15. 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.

11.16. 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.

11.17. Notice. All notices or other communications between the Parties required in connection with this Agreement shall be in writing and shall be deemed to have been duly given as of the 3rd business day after mailing by U.S. Mail or the same day if sent by email, addressed as follows:

To Plaintiffs:

Ferraro Vega Employment Lawyers, Inc.

Nicholas J. Ferraro

Lauren Vega

Dorota A. James

3333 Camino del Rio South, Suite 300

San Diego, CA 92108 USA

Email: nick@ferrarovega.com/classactions@ferrarovega.com
www.ferrarovega.com

To Defendant:

Akerman LLP

Marissa Alguire

Mojan Anari

633 West Fifth Street, Suite 6400

Los Angeles, California 90071

Email: marissa.alguire@akerman.com
mojan.anari@akerman.com

11.18. Execution in Counterparts. This Agreement may be executed using physical and/or electronic signatures (i.e. DocuSign, SignRequest, Adobe Sign, etc.), which shall be accepted as originals for purposes of this Agreement. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

11.19. 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, upon the signing of this Agreement, and 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.

SIGNATURES OF PARTIES

I have read this Agreement and agree to its terms.

Plaintiff Melissa Pope

Date: Nov 10, 2025

Melissa Pope

Melissa Pope

Plaintiff Peter Sales

Date: Nov 7, 2025

Peter Sales

Peter Sales

Defendant AGI Post, Inc. (fka Cargo Force, Inc.)

Date: 11/11/25

Angelo A. Genovese

Name: Angelo A. Genovese

Title: CTO

SIGNATURES OF COUNSEL

Dated: Nov 7, 2025

Ferraro Vega Employment Lawyers, Inc.



Nicholas J. Ferraro

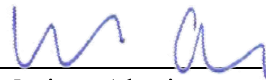
Lauren Vega

Dorota A. James

Attorneys for Plaintiffs Melissa Pope and Peter Sales

Dated: November 11, 2025

Akerman LLP



Marissa Alguire

Mojan Anari

Attorneys for Defendant AGI Post, Inc. (formerly
known as Cargo Force, Inc.)

Attachment A

Notice of Class Action Settlement

NOTICE OF CLASS ACTION SETTLEMENT

Melissa Pope et al. v. AGI Post, Inc. et al.

Peter Sales v. AGI Post, Inc. et al.

Superior Court of the State of California for the County of San Diego
Case Nos. 24CU005384C and 24CU007784C

This notice is to the following individuals in connection with a pending class action settlement:

“Class” or “Class Member(s)” means all individuals currently or formerly employed by AGI in California as hourly, non-exempt employees during the Class Period.

Read this notice carefully. Your legal rights could be affected whether you act or not.

The Superior Court of the State of California for the County of San Diego (the “Court”) has preliminarily approved this class and representative action lawsuit filed by Melissa Pope and Peter Sales (“Class Representatives”) against AGI Post, Inc. fka Cargo Force, Inc. (“AGI”) for alleged wage and hour violations (the “Lawsuit”).

The Lawsuit is based on the following legal causes of action: 1) Failure to Pay Unpaid Hours Worked/Minimum Wages, which includes rounding; (2) Failure to Pay Overtime Compensation, which includes rounding, and pay of the overtime hours at the correct regular rate of pay to include all remuneration, including fringe benefits; (3) Failure to Pay All Sick Time, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (4) Failure to Provide Meal Periods and/or Pay Meal Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (5) Failure to Authorize and Permit Rest Breaks and/or Provide Rest Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (6) Failure to Pay Accrued and Unused Vacation and Holiday Pay to include all remuneration, including fringe benefits; (7) Failure to Timely Pay All Wages During Employment; (8) Failure to Timely Pay Final Wages at Separation of Employment; (9) Failure to Provide Accurate Itemized Wage Statements; (10) Failure to Maintain Accurate Records; (11) Unfair Business Practices; (12) Failure to Pay Business Expenses; (13) Civil Penalties under the Private Attorneys General Act (“PAGA”) (Labor Code §§ 2698 et seq.). AGI denies all claims and maintains it has fully complied with the law.

AGI’s records reflect you worked **[[Individual Workweeks]]** workweeks during the Class Period of June 24, 2020, through December 31, 2025. Based on this information, your Individual Class Payment is estimated to be **\$[[Individual Class Payment]]** (less any applicable state and federal withholdings). The actual amount you may receive will likely be different and will depend on multiple factors, such as how many other individuals decide to opt out.

<u>YOUR OPTIONS</u>	
DO NOTHING	You do not have to do anything in response to this notice. If you do nothing, you will remain eligible to automatically receive an Individual Class Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement and release your claims in exchange for compensation.
OPT OUT	You may opt out of the Settlement by submitting a Request for Exclusion form. If you opt out, you may not object to the Settlement, you will not receive an Individual Class Payment, and you shall not be bound by the release provisions in the settlement.
OBJECT	You may object to the Settlement by submitting a written objection. If the Court grants final approval of the settlement despite your objection, you will remain eligible to automatically receive an Individual Class Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement.

The Court’s final approval hearing is scheduled to take place on **[[Final Approval Hearing Date]]** at **[[Final Approval Hearing Time]]** in Dept. 64 of the San Diego Superior Court, located at 330 W Broadway, San Diego, CA 92101. You do not have to attend but you do have the right to appear. ***For more information, please carefully read this notice.***

1. WHAT IS THE ACTION ABOUT?

The Class Representative is former employee of AGI. The Class Representative alleged AGI violated California labor and employment laws as follows: (1) Failure to Pay Unpaid Hours Worked/Minimum Wages, which includes rounding; (2) Failure to Pay Overtime Compensation, which includes rounding, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (3) Failure to Pay All Sick Time, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (4) Failure to Provide Meal Periods and/or Pay Meal Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (5) Failure to Authorize and Permit Rest Breaks and/or Provide Rest Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (6) Failure to Pay Accrued and Unused Vacation and Holiday Pay to include all remuneration, including fringe benefits; (7) Failure to Timely Pay All Wages During Employment; (8) Failure to Timely Pay Final Wages at Separation of Employment; (9) Failure to Provide Accurate Itemized Wage Statements; (10) Failure to Maintain Accurate Records; (11) Unfair Business Practices; (12) Failure to Pay Business Expenses; (13) Civil Penalties under the Private Attorneys General Act (“PAGA”) (Labor Code §§ 2698 et seq.). Plaintiffs are represented by [Ferraro Vega Employment Lawyers](#) (“Class Counsel.”)

AGI denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

2. WHAT ARE THE PROPOSED SETTLEMENT TERMS?

At the Final Approval Hearing, the Class Representative, through Class Counsel, will ask the Court to approve a Gross Settlement Amount of \$500,000 and authorize the following payments from that amount: Service Payment to each Class Representative (\$10,000), Attorneys' Fees in the amount of \$166,650 representing 33.33% of the Gross Settlement Amount, Litigation Costs (not to exceed \$30,000), the LWDA's 75% portion of the PAGA Payment (\$15,000), and Administration Expenses (not to exceed \$11,000) to be paid to the third-party settlement administrator.

After the above deductions in amounts approved by the Court, the Administrator will calculate and distribute Individual Class Payments to Participating Class Members based on their Class Workweeks. XX% of each Individual Class Payment shall constitute taxable wages ("Wage Portion") and XX% shall constitute interest and penalties ("Non-Wage Portion"). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. AGI will separately pay employer payroll taxes it owes on the Wage Portion. The Administrator will report the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

You will be treated as a Participating Class Member, participating fully in the settlement, unless you submit a signed Request for Exclusion by [[Response Deadline]] THE "Response Deadline."

After the Judgment is final and AGI has fully funded the settlement and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any and all claims, demands, rights, liabilities, damages, penalties and causes of action alleged in the Operative Complaint and arising out of the facts in the Operative Complaint during the Class Period, including, without limitation, claims for: (1) Failure to Pay Unpaid Hours Worked/Minimum Wages, which includes rounding; (2) Failure to Pay Overtime Compensation, which includes rounding, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (3) Failure to Pay All Sick Time, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (4) Failure to Provide Meal Periods and/or Pay Meal Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (5) Failure to Authorize and Permit Rest Breaks and/or Provide Rest Period Premium Wages, and pay it at the correct regular rate of pay to include all remuneration, including fringe benefits; (6) Failure to Pay Accrued and Unused Vacation and Holiday Pay to include all remuneration, including fringe benefits; (7) Failure to Timely Pay All Wages During Employment; (8) Failure to Timely Pay Final Wages at Separation of Employment; (9) Failure to Provide Accurate Itemized Wage Statements; (10) Failure to Maintain Accurate Records; (11) Unfair Business Practices; (12) Failure to Pay Business Expenses; (13) Civil Penalties under PAGA based on the allegations in the Operative Complaint, as well as any and all wage and hour claims that were asserted or could have been asserted based on the factual allegations contained in the Complaint, or any amended complaints. This also includes, but is not limited to, any and all claims alleged or that could have been alleged based on the facts of the Complaint or any amended complaint for unpaid wages, and all other associated damages and/or penalties, including, but not limited to claims under Labor Code sections 201, 202, 203, 204, 204b, 210, 226, 226.3, 226.7, 227.3, 245, 246, 248.5, 248.7, 256, 510, 512, 516, 558, 1174, 1174.4, 1174.5, 1194, 1194.2 1197, 1197.1, 1198, 1199, 2800, 2802, 2699 *et seq.* all applicable IWC Wage Orders, and Business and Professions Code section 17200 *et seq.* For Named Plaintiffs and the

members of the Settlement Class who do not opt out of the settlement, the Settlement Class Release shall include all released claims which arose during the Class Period.

Participating Class Members **do not** release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts outside of the Operative Complaint or outside the Class Period.

After the Judgment is final and AGI has fully funded the settlement and separately paid all employer payroll taxes, PAGA Members and the LWDA will be legally barred from asserting the PAGA claims alleged in and/or arising out of the facts alleged in the Operative Complaint and the PAGA Notices during the PAGA Period, including, without limitation penalties predicated on the underlying alleged violations of Labor Code section 2698, *et seq.*, Labor Code sections 201, 202, 203, 204, 210, 226, 226.7, 227.3, 245, 246, 248.5, 510, 512, 516, 558, 1174, 1174.4, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2800, 2802, and all applicable IWC Wage Orders.

3. HOW IS MY INDIVIDUAL CLASS PAYMENT CALCULATED?

The number of Class Workweeks you worked during the Class Period are stated on the first page of this Class Notice. The Administrator will calculate your Individual Class Payment by (1) dividing the Net Settlement Amount by the total number of Class Workweeks worked by all Participating Class Members, and then (2) multiplying the result by the number of Class Workweeks worked by each respective Participating Class Member. In other words, you will receive a proportional recovery based on your length of employment in relation to other Class Members.

4. HOW CAN I CORRECT THE NUMBER OF CLASS WORKWEEKS?

You have until the Response Deadline to correct or challenge the number of Class Workweeks. You can submit your challenge by signing and sending a letter to the Administrator via mail or email to the Administrator at the following address:

Administrator:

Phoenix Settlement Administrators

P.O. Box 7208

Orange, CA, 92863

(800) 523-5773

<https://www.phoenixclassaction.com/contact-us/class-member-inquiries/>

The Administrator will accept AGI's calculation of Class Workweeks as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you.

5. HOW WILL I GET PAID?

The Administrator will send, by U.S. mail, a single check to every Participating Class Member following the Effective Date of this Settlement. Your check will be sent to the same address as this notice. If you change your address, notify the Administrator as soon as possible.

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

Complete the attached Request for Exclusion form and mail or email it to the Administrator before the Response Deadline. If you opt-out, you will not receive an Individual Class Payment and you will not be bound by the Release.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement by submitting a written objection to the Administrator before the Response Deadline. To object, please provide a written statement to the Administrator advising what you object to, why you object, and any facts that support your objection. Please sign the objection and identify the Action and include your name, current address, telephone number, and your approximate dates of employment.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection.

8. CAN I ATTEND THE FINAL APPROVAL HEARING?

You may, but are not required to, attend the Final Approval Hearing on **[[Final Approval Hearing Date]]** at **[[Final Approval Hearing Time]]** in Dept. 64 of the San Diego County Superior Court, located at 330 W Broadway, San Diego, CA 92101. At the hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to the LWDA, Class Counsel, the Class Representative(s), and the Administrator. The Court will invite comment from objectors, Class Counsel, and Defense Counsel before making a decision.

It is possible the Court will reschedule the Final Approval Hearing. Please review the Court's online docket or contact the Administrator or Class Counsel to verify the date and time of the Final Approval Hearing if you believe it may have been continued or otherwise changed.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything AGI and Plaintiffs have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment, or any other Settlement documents is to go to the following website **[[website]]**. You can also telephone or send an email to Class Counsel at the address below:

Class Counsel

Nicholas J. Ferraro (State Bar No. 306528)

Lauren N. Vega (State Bar No. 306525)

Dorota James (State Bar No. 309933)

Ferraro Vega Employment Lawyers, Inc.

3333 Camino del Rio South, Suite 300

San Diego, California 92108

Phone: (619) 693-7727

classactions@ferrarovega.com

ferrarovega.com

10. WHAT IF I LOSE MY SETTLEMENT CHECK OR FAIL TO CASH IT?

If you lose or misplace your settlement check, the Administrator will replace it if you request a replacement before the void date on the face of the original check. If your check is already void or you have otherwise failed to cash it, it will be provided to the State of California's Unclaimed Property Division in your name. For more information, please review how to process a claim for your funds with the State of California, https://www.sco.ca.gov/upd_form_claim.html.

**DO NOT CONTACT THE COURT OR THE COURT CLERK TO OBTAIN
INFORMATION ABOUT THE SETTLEMENT**

Attachment B

Request for Exclusion Form

Request for Exclusion Form

Melissa Pope et al. v. AGI Post, Inc. et al.

Peter Sales v. AGI Post, Inc. et al.

Superior Court of the State of California for the County of San Diego

Case No. 24CU005384C and 24CU007784C

By signing and returning this form, I confirm that I do not want to be included in the Settlement or receive a settlement check in the class action lawsuit referenced above.

I understand that by opting out, I am giving up my right to receive any payments in this Settlement. To “opt out,” this form must be postmarked no later than **[[Response Deadline]]** and mailed via U.S. Mail to the following address:

Phoenix Settlement Administrators

P.O. Box 7208

Orange, CA, 92863

(800) 523-5773

<https://www.phoenixclassaction.com/contact-us/class-member-inquiries/>

I confirm I have reviewed the Notice of Class Action Settlement. I have decided to be excluded from the class and **not** participate in the proposed settlement or receive an individual settlement check I am otherwise entitled to receive.

Dated: _____

(Signature)

(Last Four Digits of SSN)

(Type or print name and former name(s))

(Telephone Number)

(Address)