

Seung Yang (SBN 249857)
seung.yang@thesentinel-firm.com
Tiffany Hyun (SBN 311743)
tiffany.hyun@thesentinel-firm.com
Jeffrey P. Jackson (SBN 290364)
jeffrey.jackson@thesentinel-firm.com
THE SENTINEL FIRM, APC
355 S. Grand Ave., Suite 1450
Los Angeles, California 90071
Telephone: (213) 985-1150
Facsimile: (213) 985-2155

Attorneys for Plaintiff BUNIN JUMAHAN

FREEMAN MATHIS & GARY, LLP
Lynn Hollenbeck, Esq. (CA SBN 191649)
Lynn.Hollenbeck@FMGLaw.com
1010 B Street, Suite 400
San Rafael, CA 94901
Tel.: 415-627-9000 ♦ Fax: 833-317-0293

Attorneys for Defendant DISTRICT WORKS, LLC

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ALAMEDA

BUNIN JUMAHAN, individually, and on behalf
of all others similarly situated, and on behalf of
other aggrieved employees pursuant to the
California Private Attorney General Act;

Plaintiff,

vs.

DISTRICT WORKS, LLC, a California limited
liability company; and DOES 1 through 10,
inclusive,

Defendants.

Case No.: 24CV084040

Assigned for All Purposes to:
Hon. Michael Markman, Dept. 23

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT AND
CLASS NOTICE**

Complaint Filed: July 19, 2024
FAC Filed: October 15, 2024
Trial Date: None Set

CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiff Bunin Jumahan (“Plaintiff”) and Defendant District Works, LLC (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Bunin Jumahan, individually, and on behalf of all others similarly situated, v. District Works, LLC, a California limited liability company; and DOES 1 through 10, inclusive*, Case No. 24CV084040 initiated on July 19, 2024, and pending in Superior Court of the State of California, County of Alameda.
- 1.2. “Administrator” means Phoenix Class Action Administration Solutions (“Phoenix”), the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. “Aggrieved Employee” means all current and former hourly-paid or non-exempt employees of Defendant in California employed during the PAGA Period.
- 1.5. “Class” is defined as all current and former hourly-paid or non-exempt employees of Defendant in California who were employed during the Class Period.
- 1.6. “Class Counsel” means THE SENTINEL FIRM, APC.
- 1.7. “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment” mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number,

and number of Class Period workweeks and PAGA pay periods.

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

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

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

1.12. “Class Period” means the period from July 19, 2020 through the date upon which the Court grants preliminary approval of this Settlement, or as modified pursuant to Paragraph 8 of the Agreement, whichever is earliest.

1.13. “Class Representative” means the named Plaintiff Bunin Jumahan in the operative complaint in the Action seeking Court approval to serve as a Class Representative for settlement purposes only.

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

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

1.16. “Defendant” means District Works, LLC.

1.17. “Defense Counsel” means FREEMAN MATHIS & GARY, LLP.

1.18. “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the

1 deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the
2 Judgment is filed, the day after the appellate court affirms the Judgment and issues a
3 remittitur.

4 1.19. “Final Approval” means the Court’s order granting final approval of the Settlement.

5 1.20. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of
6 the Settlement.

7 1.21. “Gross Settlement Amount” means **Two Hundred Fifty Thousand (\$250,000.00)** which is
8 the total amount Defendant agrees to pay under the Settlement except as provided in
9 Paragraph 8 below. The Gross Settlement Amount will be used to pay Individual Class
10 Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees,
11 Class Counsel Expenses, Class Representative Service Payment and the Administrator’s
12 Expenses.

13 1.22. “Individual Class Payment” means a Participating Class Member’s pro rata share of the Net
14 Settlement Amount calculated according to the number of workweeks worked during the
15 Class Period.

16 1.23. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 35% of the
17 PAGA Penalties calculated according to the number of PAGA pay periods worked during
18 the PAGA Period.

19 1.24. “Judgment” means the judgment entered by the Court based upon the Final Approval.

20 1.25. “LWDA” means the California Labor and Workforce Development Agency, the agency
21 entitled to receive penalties under Labor Code § 2699(i).

22 1.26. “LWDA PAGA Payment” means the 65% of the PAGA Penalties paid to the LWDA under
23 Labor Code § 2699(m).

24 1.27. “Net Settlement Amount” means the Gross Settlement Amount, less the following payments
25 in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA
26 Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class
27 Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The
28 remainder is to be paid to Participating Class Members as Individual Class Payments.

- 1.28. “Non-Participating Class Member” means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.29. “PAGA Pay Period” means any Pay Period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.
- 1.30. “PAGA Period” means the period from July 18, 2023 through the date upon which the Court grants preliminary approval of this Settlement, or as modified pursuant to Paragraph 8 of the Agreement, whichever is earliest.
- 1.31. “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).
- 1.32. “PAGA Notice” means Plaintiff’s July 18, 2024 letter to Defendant and the LWDA providing notice pursuant to Labor Code § 2699.3(a).
- 1.33. “PAGA Penalties” means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, which will be \$20,000.00, allocated 35% to the Aggrieved Employees (\$7,000.00) and the 65% to LWDA (\$13,000.00) in settlement of PAGA claims.
- 1.34. “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.
- 1.35. “Plaintiff” means Bunin Jumahan, the named plaintiff in the Action.
- 1.36. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.
- 1.37. “Released Class Claims” means the claims being released by all Participating Class Members as described in Paragraph 5.2 below.
- 1.38. “Released PAGA Claims” means the claims being released as described in Paragraph 5.1.2 below.
- 1.39. “Released Parties” means: Defendant District Works, LLC and all of their parent companies, subsidiaries, respective attorneys, past, present and future, divisions, affiliates, Predecessors, successors, shareholders, officers, directors, management level employees, agents, trustees, representatives, administrators, fiduciaries, assigns, subrogees, executors, partners, related corporations, and privies, both individually and collectively, their respective past and present owners, officers, directors, shareholders, successors and predecessors in interest, and any

individual or entity which could be jointly or severally liable with Defendant, and any entity that could be deemed a joint employer with Defendant for any of the Released Class Claims within the Class Period..

1.40. “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.

1.41. “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 14 calendar days beyond the Response Deadline has expired to submit Requests for Exclusion from the Settlement, Objections to the Settlement, or to dispute the workweeks allocated to them as a part of the Settlement.

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

1.43. “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 July 19, 2024, Plaintiff commenced this Action by filing a Complaint in Alameda Superior Court alleging causes of action against Defendant for: (1) Violation of Labor Code §§ 204, 1194, 1194.2, 1197 (Failure to Pay Minimum Wages); (2) Violation of Labor Code §§ 1194, 1198 (Failure to Pay Overtime Compensation); (3) Violation of Labor Code §§ 226.7, 512 (Failure to Provide Meal Periods); (4) Violation of Labor Code § 226.7, (Failure to Authorize and Permit Rest Breaks); (5) Violation of Labor Code § 2802 (Failure to Indemnify Necessary Business Expenses); (6) Violation of Labor Code §§ 201-203 (Failure to Timely Pay Final Wages at Termination); and (7) Violation of Labor Code § 226 (Failure to Provide Accurate Itemized Wage Statements); (8) Violation of Bus. & Prof. Code §§ 17200 et seq. (Unfair Business Practices). On October 15, 2024, Plaintiff filed a First Amended Complaint adding a cause of action for Civil Penalties Under PAGA [Cal. Lab. Code §§ 2699, et seq.]. The First Amended Complaint is the

operative complaint in the Action (the “Operative Complaint”). Defendant denies the allegations in the Operative Complaint and in the PAGA Notice, denies any failure to comply with the laws identified in in the Operative Complaint and/or the PAGA Notice, and denies any and all liability for the causes of action alleged.

2.2. Pursuant to Labor Code § 2699.3(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notice on July 18, 2024, a copy of which is attached to this Settlement as **Exhibit B**.

2.3. On May 13, 2025, the Parties participated in an all-day mediation presided over by Steve Pearl, Esq. and reached an agreement to settle the Action.

2.4. Prior to the mediation, Plaintiff obtained, through informal discovery, documents, data, and information necessary to evaluate the claims in the Action, including an appropriate sampling of pay and time records for the Class. 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*”).

2.5. The Court has not granted class certification.

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

3. MONETARY TERMS.

3.1. **Gross Settlement Amount.** Except as otherwise provided by Paragraph 8 below, Defendant promises to pay a maximum of **\$250,000.00** as the Gross Settlement Amount, and to separately pay any and all employer-side payroll taxes owed on the Wage Portion of each Individual Class Payment. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadlines stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

1 3.2.1. To Plaintiff: A Class Representative Service Payment to the Class Representative of not
2 more than \$10,000.00, in addition to any Individual Class Payment and any Individual PAGA
3 Payment the Class Representative is entitled to receive as a Participating Class Member. Defendant
4 will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed
5 this amount. Plaintiff will seek Court approval for any Class Representative Service Payment in the
6 Final Approval Motion. If the Court approves a Class Representative Service Payment less than the
7 amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The
8 Administrator will pay the Class Representative Service Payment using the appropriate IRS Form
9 1099. Plaintiff assumes full responsibility and liability for employee taxes owed on the Class
10 Representative Service Payment, and agrees to indemnify Defendant and hold it harmless for any
11 responsibility, liability, claim, complaint, damages, penalties, interest or any other actual or potential
12 damages arising from Plaintiff's obligations to pay taxes owed on the Class Representative Service
13 Payment.

14 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 38% of the Gross
15 Settlement Amount and Class Counsel Litigation Expenses Payment of not more than \$20,000.00.
16 Defendant will not oppose requests for these payments. Plaintiff will seek Court approval for the
17 Class Counsel Fees Payment and the Class Litigation Expenses Payment in the Final Approval
18 Motion. If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation
19 Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to
20 the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other
21 Plaintiff's Counsel arising from any claim as to any portion of the Class Counsel Fee Payment and/or
22 Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees
23 Payment and Class Counsel Expenses Payment using one or more appropriate IRS-1099 Forms.
24 Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees
25 Payment and the Class Counsel Litigation Expenses Payment and agrees to indemnify Defendant
26 and hold it harmless for any responsibility, liability, claim, complaint, damages, penalties, interest
27 or any other actual or potential damages arising from Plaintiff's obligations to pay taxes owed on
28 these Payments or from any dispute or controversy regarding any division or sharing of any of these

1 Payments.

2 3.2.3. To the Administrator: An Administrator Expenses Payment not to exceed \$9,950.00 except
3 upon a showing of good cause and as approved by the Court. To the extent the Administration
4 Expenses are less than, or the Court approves payment less than this amount, the Administrator will
5 retain the remainder in the Net Settlement Amount. Phoenix Class Action Settlement Administrators
6 has been selected as the Administrator, based upon its “not to exceed” bid of \$9,950.00.

7 3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by (a)
8 dividing the Net Settlement Amount by the total number of workweeks worked by all Participating
9 Class Members during the Class Period and (b) multiplying the result by each Participating Class
10 Member’s workweeks.

11 3.2.4.1. Tax Allocation of Individual Class Payments. 20% of each Participating
12 Class Member’s Individual Class Payment will be allocated to settlement of
13 wage claims (the “Wage Portion”). The Wage Portion of each Individual
14 Class Payment is subject to tax withholding and will be reported on an IRS
15 W-2 Form. The 80% of each Participating Class Member’s Individual Class
16 Payment will be allocated to settlement of claims for interest and penalties
17 (the “Non-Wage Portion”). The Non-Wage Portion of each Individual Class
18 Payment is not subject to wage withholdings and will be reported on IRS
19 1099 Forms. Participating Class Members assume full responsibility and
20 liability for any taxes owed on their Individual Class Payments and agree to
21 indemnify Defendant and hold it harmless for any responsibility, liability,
22 claim, complaint, damages, penalties, interest or any other actual or potential
23 damages arising from Participating Class Members’ obligations to pay taxes
24 owed on these Payments.

25 3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual
26 Class Payments. Non-Participating Class Members will not receive any
27 Individual Class Payments. The Administrator will retain amounts equal to
28 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 \$20,000.00 be paid from the Gross Settlement Amount, with 65% (\$13,000.00) allocated to the LWDA PAGA Payment and 35% (\$7,000.00) allocated to Individual PAGA Payments.

3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties (\$7,000) 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 Aggrieved Employee's PAGA Period pay periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payments and agree to indemnify Defendant and hold it harmless for any responsibility, liability, claim, complaint, damages, penalties, interest or any other actual or potential damages arising from Participating Class Members' obligations to pay taxes owed on these Payments.

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

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1. Class Workweeks and Aggrieved Employee Pay Periods. As of May 13, 2025, the number of workweeks worked by the estimated 279 class members during the Class Period is estimated to be 10,934 and the number of pay periods worked by the Aggrieved Employees is 3,975.

4.2. Class Data. Not later than fourteen (14) days after the Court grants Preliminary Approval of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform

required tasks under this Agreement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted class member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

4.3. Funding of Gross Settlement Amount. Defendant shall fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll taxes as to the Wage Portion of the Gross Settlement Amount by transmitting the funds in two separate and equal installments: one-half (1/2) of the Gross Settlement Amount on or before May 13, 2026 (Installment 1), and a second payment due on November 13, 2026 (Installment 2). In the event Defendant determines it is able to fund either installment payment prior to the established funding deadline, Defendant may do so at its discretion and without penalty or other consequence.

4.4. Payments from the Gross Settlement Amount. Within thirty (30) days after each date on which Defendant funds the settlement as provided for in Paragraph 4.3, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment. To the extent possible, the Parties intend for all distributions to Aggrieved Employees and Participating Class Members to take place following Installment 1, thereby eliminating the need for a second round of checks to be mailed to Aggrieved Employees and Participating Class Members. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, Administration Expenses Payment, LWDA PAGA Payment and the Class Representative Service Payment shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.4.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date when the check will be voided, which date shall be one hundred eighty (180) days after the date of mailing. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments

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

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

4.4.3. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to a cy pres recipient – specifically Legal Aid at Work – thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure § 384(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.

As of the Effective Date of this Settlement, Plaintiff and the Participating Class Members will release

claims against all Released Parties as follows:

5.1. Plaintiff's Release.

5.1.1. Scope of Plaintiff's Release. Plaintiff and his respective former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from any and all of the claims, whether known or unknown, suspected or unsuspected, contingent or non-contingent, which now exist, or have existed, upon any theory of law or equity now existing, including, but not limited to, conduct that is negligent, intentional, with or without malice, or a breach of any duty, law or rule, without regard to the subsequent discovery or existence of such different or additional facts. Additionally, Plaintiff releases the Released Parties of all claims, charges, complaints, liens, demands, causes of action, obligations, damages and liabilities, known or suspected, arising from their employment with the Defendant. The released claims include, without limitation: claims under (1) the Civil Rights Act of 1964, as amended; (2) 42 U.S.C. § 1981; (3) the California Fair Employment and Housing Act; (4) Section 503 of the Rehabilitation Act of 1973; (5) the Americans with Disabilities Act; (6) the Fair Labor Standards Act (including the Equal Pay Act); (7) the California and the United States Constitution; (8) the California Labor Code; (9) the Family and Medical Leave Act; (10) the California Family Rights Act; (11) the Worker Adjustment and Retraining Notification Act; (12) the Employee Retirement Income Security Act; (13) the Immigration Reform and Control Act; (14) the California Business and Professions Code, sections 17200, et seq.; (15) the California Government Code; and (16) the California Wage Orders (collectively "Claim" or "Claims") which Plaintiff now has, owns or holds, or claims to have, own or hold, or which Plaintiff at any time had, owned or held, or claimed to have, own or hold against any of the Released Parties up to and including, as of the final approval of this Settlement Agreement. (Everything released based on the above as well as everything released as part of the Released Class Claims discussed below will be referred to as "Plaintiff's Release.")

1 Plaintiff's Release does not extend to any claims for vested benefits, unemployment
2 benefits, disability benefits, social security benefits, or workers' compensation
3 benefits that arose at any time. Plaintiff acknowledges that Plaintiff may discover
4 facts or law different from, or in addition to, the facts or law that Plaintiff now knows
5 or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and
6 remain effective in all respects, notwithstanding such different or additional facts or
7 Plaintiff's discovery of them.

8 5.1.2. Released PAGA Claims: Upon approval by the Court and upon funding of the Gross
9 Settlement Amount, the claims released by Plaintiff, as agent and proxy of the
10 LWDA, includes any and all claims for civil penalties under the California Labor
11 Code Private Attorneys General Act of 2004 ("PAGA"), Labor Code section 2698,
12 et seq., against the Released Parties for work performed during the PAGA Period
13 and based on or arising out of the violations of the Labor Code sections alleged in
14 Plaintiff's letter to the LWDA and the Action.

15 5.1.3. Plaintiff's Waiver of Rights Under California Civil Code § 1542. For purposes of
16 Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights,
17 and benefits, if any, of Section 1542 of the California Civil Code, which reads:

18 **A general release does not extend to claims that the creditor or**
19 **releasing party does not know or suspect to exist in his or her favor**
20 **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.

21 5.2. Release by Participating Class Members: All Participating Class Members, on behalf of
22 themselves and their respective former and present representatives, agents, attorneys, heirs, administrators,
23 successors, and assigns, release the Released Parties from all claims under state, federal, or local law, arising
24 out of the claims expressly pled in the operative complaints in the Action and all other claims, such as those
25 under the California Labor Code, Wage Orders, regulations, and/or other provisions of law, that could have
26 been asserted based on the facts pled in the operative complaints in the Action for: (1) failure to pay
27 minimum wages; (2) failure to pay overtime compensation; (3) failure to provide meal periods; (4) failure
28 to authorize and permit rest breaks; (5) failure to indemnify necessary business expenses; (6) failure to timely

1 pay final wages at termination; (7) failure to provide accurate itemized wage statements; and (8) unfair
2 business practices. Participating Class Members do not release any other claims, including claims for vested
3 benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment
4 insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the
5 Class Period.

6 **6. MOTION FOR PRELIMINARY APPROVAL.**

7 Plaintiff shall prepare and file a motion for preliminary approval ("Motion for Preliminary
8 Approval") that complies with the Court's current checklist for Preliminary Approvals.

9 6.1. Defendant's Declaration in Support of Preliminary Approval. Within seven (7) days of the
10 full execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed Declaration
11 from Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the
12 Administrator that Defendant or Defense Counsel may have. In this Declaration, Defense Counsel shall aver
13 that they are not aware of any other pending class action asserting claims that will be extinguished or
14 adversely affected by the Settlement. If requested by the Court in relation to any Motion for Approval,
15 Defendant shall provide a declaration supporting financial hardship in regard to a larger settlement amount
16 or with regards to the settlement funding plan provided for by this Agreement.

17 6.2. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all
18 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and
19 memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement
20 under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code § 2699(f)(2)); (ii)
21 a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft
22 proposed Class Notice; (iv) a signed declaration from the Administrator attaching its "not to exceed" bid for
23 administering the Settlement and attesting to its willingness to serve; competency; operative procedures for
24 protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of
25 funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class
26 Members; and the nature and extent of any financial relationship with Plaintiff, Class Counsel or Defense
27 Counsel; (v) a signed declaration from Plaintiff confirming willingness and competency to serve and
28 disclosing all facts relevant to any actual or potential conflicts of interest with Class Members or the

1 Administrator; (v) a signed declaration from each Class Counsel firm attesting to its competency to represent
2 the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice
3 of violations (Labor Code § 2699.3(a)), Operative Complaint (Labor Code § 2699(l)(1)), this Agreement
4 (Labor Code § 2699(l)(2)) and (vi) all facts relevant to any actual or potential conflict of interest with Class
5 Members, the Administrator. In their Declarations, Plaintiff and Class Counsel shall aver that they are not
6 aware of any other pending matter or action asserting claims that will be extinguished or adversely affected
7 by the Settlement.

8 6.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for
9 expeditiously finalizing and filing the Motion for Preliminary Approval no later than thirty (30) days after
10 the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary
11 Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class
12 Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

13 6.4. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
14 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense
15 Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and
16 in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions
17 Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will
18 expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith,
19 to modify the Agreement and otherwise satisfy the Court's concerns.

20 **7. SETTLEMENT ADMINISTRATION.**

21 7.1. Selection of Administrator. The Parties have jointly selected Phoenix Class Action
22 Settlement Administration ("Phoenix") to serve as the Administrator and verified that, as a condition of
23 appointment, Phoenix agrees to be bound by this Agreement and to perform, as a fiduciary, all duties
24 specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their
25 Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator
26 other than a professional relationship arising out of prior experiences administering settlements.

27 7.2. Employer Identification Number. The Administrator shall have and use its own Employer
28 Identification Number for purposes of calculating payroll tax withholdings and providing reports state and

1 federal tax authorities.

2 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets
3 the requirements of a Qualified Settlement Fund under US Treasury Regulation § 468B-1.

4 7.4. Notice to Class Members.

5 7.4.1. No later than three (3) business days after receipt of the Class Data, the Administrator
6 shall notify Class Counsel that the list has been received and state the number of
7 Class Members, PAGA Members, workweeks, and PAGA pay periods in the Class
8 Data.

9 7.4.2. Using best efforts to perform as soon as possible, and in no event later than fourteen
10 (14) days after receiving the Class Data, the Administrator will send to all Class
11 Members identified in the Class Data, via first-class United States Postal Service
12 (“USPS”) mail, the Class Notice (with Spanish translation) substantially in the form
13 attached to this Agreement as Exhibit A. The first page of the Class Notice shall
14 prominently estimate the dollar amounts of any Individual Class Payment and/or
15 Individual PAGA Payment payable to the Class Member, and the number of
16 workweeks and PAGA pay periods used to calculate these amounts. Before mailing
17 Class Notices, the Administrator shall update Class Member addresses using the
18 National Change of Address database.

19 7.4.3. Not later than three (3) business days after the Administrator’s receipt of any Class
20 Notice returned by the USPS as undelivered, the Administrator shall re-mail the
21 Class Notice using any forwarding address provided by the USPS. If the USPS does
22 not provide a forwarding address, the Administrator shall conduct a Class Member
23 Address Search, and re-mail the Class Notice to the most current address obtained.
24 The Administrator has no obligation to make further attempts to locate or send Class
25 Notice to Class Members whose Class Notice is returned by the USPS a second time.

26 7.4.4. The deadlines for Class Members’ written objections, Challenges to workweeks
27 and/or pay periods, and Requests for Exclusion will be extended an additional
28 fourteen (14) days beyond the sixty (60) days otherwise provided in the Class Notice

1 for all Class Members whose notice is re-mailed. The Administrator will inform the
2 Class Member of the extended deadline with the re-mailed Class Notice.

3 7.4.5. If the Administrator, Defendant or Class Counsel is contacted by or otherwise
4 discovers any persons who believe they should have been included in the Class Data
5 and should have received Class Notice, the Parties will expeditiously meet and
6 confer in person or by telephone, and in good faith in an effort to agree on whether
7 to include them as Class Members. If the Parties agree, such persons will be Class
8 Members entitled to the same rights as other Class Members, and the Administrator
9 will send, via email or overnight delivery, a Class Notice requiring them to exercise
10 options under this Agreement not later than fourteen (14) days after receipt of Class
11 Notice, or the deadline dates in the Class Notice, which ever are later.

12 7.5. Requests for Exclusion (Opt-Outs).

13 7.5.1. Class Members who wish to exclude themselves from (opt-out of) the Class
14 Settlement must send the Administrator, by fax, email, or mail, a signed written
15 Request for Exclusion not later than forty-five (45) days after the Administrator
16 mails the Class Notice or as otherwise extended for re-mailed Class Notices as
17 described herein. A Request for Exclusion is a letter from a Class Member or his/her
18 representative that reasonably communicates the Class Member's election to be
19 excluded from the Settlement and includes the Class Member's name, address and
20 email address or telephone number. To be valid, a Request for Exclusion must be
21 timely faxed, emailed, or postmarked by the Response Deadline, subject to extension
22 for remailed Class Notices as described herein.

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
25 accept any Request for Exclusion as valid if the Administrator can reasonably
26 ascertain the identity of the person as a Class Member and the Class Member's desire
27 to be excluded. The Administrator's determination shall be final and not appealable
28 or otherwise susceptible to challenge. If the Administrator has reason to question

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

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

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

7.6. Challenges to Calculation of Workweeks. Each Class Member shall have sixty (60) days after the Administrator mails the Class Notice, or as otherwise extended for re-mailed Class Notices as described herein, to challenge the number of workweeks and PAGA pay periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via 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 workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of workweeks and/or pay periods shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of workweeks and/or pay periods to Defense Counsel and Class Counsel and the Administrator's determination the challenges.

7.7. Objections to Settlement.

1 7.7.1. Only Participating Class Members may object to the class action components of the
2 Settlement and/or this Agreement, including contesting the fairness of the
3 Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class
4 Counsel Litigation Expenses Payment and/or Class Representative Service
5 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
8 Court (or hire an attorney to appear in Court) to present verbal objections at the Final
9 Approval Hearing. A Participating Class Member who elects to send a written
10 objection to the Administrator must do so not later than the Response Deadline, or
11 as otherwise extended for re-mailed Class Notices as described herein.

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 7.7.4. Class Members (whether Participating or Non-Participating) and Aggrieved
15 Employees have no right to object to or intervene in any of the PAGA components
16 of the Settlement.

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

19 7.8.1. Website, Email Address and Toll-Free Number. The Administrator will post
20 information of interest to Class Members including the date, time and location for
21 the Final Approval Hearing and copies of the Settlement Agreement, the Class
22 Notice, the Final Approval and the Judgment on the Administrator's website. The
23 Administrator will also maintain and monitor an email address and a toll-free
24 telephone number to receive Class Member calls, faxes and emails.

25 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
26 promptly review on a rolling basis Requests for Exclusion to ascertain their validity.
27 Not later than five (5) days after the expiration of the deadline for submitting
28 Requests for Exclusion, the Administrator shall email a list to Class Counsel and

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

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

15 7.8.4. Workweek and/or Pay Period Challenges. The Administrator has the authority to
16 address and make final decisions consistent with the terms of this Agreement on all
17 Class Member challenges over the calculation of workweeks and/or pay periods.
18 The Administrator’s decision shall be final and not appealable or otherwise
19 susceptible to challenge.

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

1 declaration as needed or requested by the Parties and/or the Court. Class Counsel is
2 responsible for filing the Administrator's declaration(s) in Court.

3 7.8.6. Final Report by Settlement Administrator. Within fourteen (14) days after the
4 Administrator disburses all funds in the Gross Settlement Amount, the Administrator
5 will provide Class Counsel and Defense Counsel with a final report detailing its
6 disbursements by employee identification number only of all payments made under
7 this Agreement. At least fourteen (14) days before any deadline set by the Court, the
8 Administrator will prepare, and submit to Class Counsel and Defense Counsel, a
9 signed declaration suitable for filing in Court attesting to its disbursement of all
10 payments required under this Agreement. Class Counsel is responsible for filing the
11 Administrator's declaration in Court.

12 **8. CLASS SIZE ESTIMATES and ESCALATOR CLAUSE.**

13 Based on its records, Defendant estimates that, as of May 13, 2025, the number of workweeks during
14 the Class Period is estimated to be 10,934. The Parties have stipulated to a 10% escalation of the estimated
15 workweeks in the final workweeks count at the end of the Class Period without any increase to the Gross
16 Settlement Amount. If the number of actual workweeks during the Class Period exceeds this 10% cushion
17 above the estimated workweek total of 10,934 (i.e., exceeds 12,027 workweeks), Defendant may elect to
18 either (1) purchase the additional workweeks above the 10% cushion (i.e. the weeks above the 12,027 total)
19 at a *pro rata* rate, or (2) cut off the release period as of the date the 10% cushion is exhausted. If Defendant
20 elects Option (1) from the previous sentence, Defendant shall increase the Gross Settlement Amount by a
21 *pro-rata* dollar value equal to the number of workweeks in excess of 12,027 workweeks. For example, if
22 there is a 1% increase over the 10% cushion, then the GSA increases by 1%.

23 **9. RIGHT TO WITHDRAW**

24 If 10% or more of the Class Members elect not to participate in the Settlement by submitting a valid
25 Request for Exclusion, Defendant may, at its election, rescind the Settlement and all actions taken in its
26 furtherance of it will be thereby null and void. The Parties agree that, if Defendant elects to withdraw
27 pursuant to this Paragraph, the Settlement shall be void *ab initio*, have no force or effect whatsoever, and
28 neither Party will have any further obligation to perform under this Agreement; provided, however,

Defendant will be responsible for paying all Settlement Administration Expenses incurred to that point. Defendant must notify Class Counsel and the Court of its election to withdraw not later than ten (10) days after the Administrator sends the final Exclusion List to the Parties; late elections will have no effect.

10. MOTION FOR FINAL APPROVAL.

Not later than sixteen (16) court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code § 2699(s)(2), 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.

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

10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court’s concerns by revising the Agreement as necessary to obtain Final Approval.

10.3. 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.

10.4. 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 reflected set forth in this Settlement, the Parties,

1 their respective counsel, and all Participating Class Members who did not object to the
2 Settlement as provided in this Agreement, waive all rights to appeal from the Judgment,
3 including all rights to post-judgment and appellate proceedings, the right to file motions to
4 vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of
5 appeal does not include any waiver of the right to oppose such motions, writs or appeals. If
6 an objector appeals the Judgment, the Parties' obligations to perform under this Agreement
7 will be suspended until such time as the appeal is finally resolved and the Judgment becomes
8 final, except as to matters that do not affect the amount of the Net Settlement Amount.

9 10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the
10 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a
11 material modification of this Agreement (including, but not limited to, the scope of release
12 to be granted by Class Members), this Agreement shall be null and void. The Parties shall
13 nevertheless expeditiously work together in good faith to address the appellate court's
14 concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any
15 additional Administration Expenses reasonably incurred after remittitur. An appellate
16 decision to vacate, reverse, or modify the Court's award of the Class Representative Service
17 Payment or any payments to Class Counsel shall not constitute a material modification of
18 the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount
19 remains unchanged.

20 **11. AMENDED JUDGMENT.**

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

23 **12. ADDITIONAL PROVISIONS.**

24 12.1. No Admission of Liability, Class Certification or Representative Manageability for Other
25 Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in
26 this Agreement is intended or should be construed as an admission by Defendant that any of the allegations
27 in the Operative Complaint have merit or that Defendant has any liability for any claims asserted; nor should
28 it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit.

1 The Parties agree that class certification and representative treatment is for purposes of this Settlement only.
2 If, for any reason the Court does not grant Preliminary Approval, Final Approval or enter Judgment,
3 Defendant reserves the right to contest certification of any class for any reasons, and Defendant reserves all
4 available defenses to the claims in the Action, and Plaintiff reserves the right to move for class certification
5 on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties'
6 willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any
7 litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

8 12.2. Court Approval. In the event that the Court fails to approve the settlement notwithstanding
9 the good faith efforts of the Parties pursuant to Paragraphs 6.4, 10.2 and 12.7 of this Agreement, or if the
10 appropriate appellate court fails to approve the settlement, or if the Settlement Agreement is otherwise
11 terminated: (1) the Settlement Agreement shall have no force and effect and the Parties shall be restored to
12 their respective positions prior to entering into it, and no Party shall be bound by any of the terms of the
13 Settlement Agreement; (2) Defendant shall have no obligation to make any payments to the Class Members,
14 the Settlement Administrator, the LWDA, Plaintiff or Plaintiff's counsel; (3) any preliminary approval order,
15 final approval order or judgment, shall be vacated; and (4) the Settlement Agreement and all negotiations,
16 statements, proceedings and data relating thereto shall be deemed confidential mediation settlement
17 communications and not subject to disclosure for any purpose in any proceeding.

18 12.3. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant and
19 Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they
20 and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to
21 disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or
22 generally, to any person, corporation, association, government agency, or other entity except: (1) to the
23 Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement
24 confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing
25 authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued
26 by a state or federal government agency. Each Party agrees to immediately notify each other Party of any
27 judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant,
28 and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other

1 communication, before the filing of the Motion for Preliminary Approval, any with third party regarding
2 this Agreement or the matters giving rise to this Agreement except to respond only that “the matter was
3 resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with
4 Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.

5 12.4. No Solicitation. The Parties separately agree that they and their respective counsel and
6 employees will not solicit any Class Member to opt out of or object to the Settlement, or appeal from the
7 Judgment. Nothing in this paragraph shall be construed to restrict Class Counsel’s ability to communicate
8 with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.

9 12.5. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement
10 together with its attached exhibits shall constitute the entire agreement between the Parties relating to the
11 Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or
12 by any Party.

13 12.6. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
14 represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action
15 required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to
16 execute any other documents reasonably required to effectuate the terms of this Agreement including any
17 amendments to this Agreement.

18 12.7. Cooperation. The Parties and their counsel will cooperate with each other and use their best
19 efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement
20 Agreement, submitting supplemental evidence and supplementing points and authorities as requested by
21 the Court. In the event the Parties are unable to agree upon the form or content of any document necessary
22 to implement the Settlement, or on any modification of the Agreement that may become necessary to
23 implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

24 12.8. No Prior Assignments. The Parties separately represent and warrant that they have not
25 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any
26 person or entity and portion of any liability, claim, demand, action, cause of action, or right released and
27 discharged by the Party in this Settlement.

28 12.9. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant nor Defense Counsel are

1 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as
2 such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended)
3 or otherwise.

4 12.10. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified,
5 changed, or waived only by an express written instrument signed by all Parties or their representatives, and
6 approved by the Court.

7 12.11. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the
8 benefit of, the successors of each of the Parties.

9 12.12. Applicable Law. All terms and conditions of this Agreement and its exhibits will be
10 governed by and interpreted according to the internal laws of the state of California, without regard to
11 conflict of law principles.

12 12.13. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this
13 Agreement. This Agreement will not be construed against any Party on the basis that the Party was the
14 drafter or participated in the drafting.

15 12.14. Confidentiality. To the extent permitted by law, all agreements made, and orders entered
16 during the Action and in this Agreement relating to the confidentiality of information shall survive the
17 execution of this Agreement.

18 12.15. Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence
19 Code § 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant in
20 connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be
21 used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates
22 any existing contractual agreement, statute, or rule of court. Not later than 90 days after the date when the
23 Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all
24 Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from
25 Defendant.

26 12.16. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted
27 for convenience of reference only and does not constitute a part of this Agreement.

28 12.17. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be

1 to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal
2 legal holiday, such date or deadline shall be on the first business day thereafter.

3 12.18. Notice. All notices, demands or other communications between the Parties in connection
4 with this Agreement will be in writing and deemed to have been duly given as of the third business day after
5 mailing by United States mail, or the day sent by email or messenger, addressed as follows:

6
7 To Plaintiff:

8 Seung L. Yang
9 seung.yang@thesentinelfirm.com
10 Tiffany Hyun
11 tiffany.hyun@thesentinelfirm.com
12 Jeffrey P. Jackson
13 jeffrey.jackson@thesentinelfirm.com
14 **THE SENTINEL FIRM, APC**
15 355 S Grand Ave. Suite 1450
16 Los Angeles, California 90071
17 Telephone: (213) 985-1150
18 Facsimile: (213) 985-2155

19 To Defendant:

20 Lynn Hollenbeck, Esq.
21 Lynn.Hollenbeck@fmglaw.com
22 Elizabeth Mu
23 Elizabeth.mu@fmglaw.com
24 Nicole Cloudsley
25 NCloudsley@fmglaw.com
26 **FREEMAN MATHIS & GARY, LLP**
27 1010 B Street, Suite 400
28 San Rafael, CA 94901
Telephone: 415-627-9000
Facsimile: 833-317-0293

12.19. Execution in Counterparts. This Agreement may be executed in one or more counterparts
by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement 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.

12.20. 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

1 signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial
2 under CCP section 583.310 for the entire period of this settlement process.

3
4 **[SIGNATURES ON NEXT PAGE]**
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

1 **IT IS SO AGREED.**

2
3 **Plaintiff & Class Representative:**

4 Dated: 08 / 26 / 2025

By: 
BUNIN JUMAHAN

5
6 **Plaintiff's Counsel:**

7 Dated: August 27, 2025

THE SENTINEL FIRM, APC

8 By: 
9

10 Seung L. Yang
11 Tiffany Hyun
12 Jeffrey P. Jackson

Attorneys for Plaintiff
BUNIN JUMAHAN

13 **Defendant:**

14 Dated: ____

DISTRICT WORKS, LLC

15 By: _____
16 Print Name

17 _____
18 Signature

19 _____
20 Title

21 **Defendant's Counsel:**

22 Dated: ____

FREEMAN MATHIS & GARY, LLP

23 By: _____
24 Lynn Hollenbeck, Esq.
25 Nicole Cloudsley, Esq.
26 Attorneys for Defendant
27 DISTRICT WORKS, LLC
28

1 **IT IS SO AGREED.**

2
3 **Plaintiff & Class Representative:**

4 Dated: ____

By: _____
BUNIN JUMAHAN

5
6 **Plaintiff's Counsel:**

7 Dated: ____

THE SENTINEL FIRM, APC

8
9 By: _____

10 Seung L. Yang
11 Tiffany Hyun
12 Jeffrey P. Jackson

Attorneys for Plaintiff
BUNIN JUMAHAN

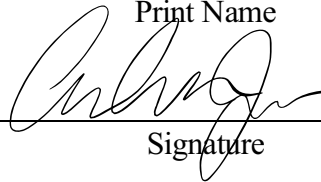
13 **Defendant:**

14 Dated: August 26, 2025

DISTRICT WORKS, LLC

15
16 By: _____ Andrew Jones

Print Name

17 
18 _____

Signature

19 CEO

20 _____
Title

21 **Defendant's Counsel:**

22 Dated: August 26, 2025

FREEMAN MATHIS & GARY, LLP

23
24 By: _____

25 Lynn Hollenbeck, Esq.
26 Nicole Cloudsley, Esq.
27 Attorneys for Defendant
28 DISTRICT WORKS, LLC