CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Class Action and PAGA Settlement Agreement ("Agreement") is made by and between plaintiff Brianna Taylor ("Plaintiff Taylor"), plaintiff Luis Garcia ("Plaintiff Garcia"), and plaintiff Cesar Velez Cerna ("Plaintiff Cerna," and collectively with Plaintiff Taylor and Plaintiff Garcia, "Plaintiffs"), on the one hand, and defendants SodexoMagic, LLC and SDH Services West, LLC ("Defendants"), on the other hand. The Agreement refers to Plaintiffs and Defendants collectively as "Parties," or individually as "Party."

1. DEFINITIONS.

1.1 "Actions" refers to the Class Action, First PAGA Action, and Second PAGA Action collectively.

1.2 "Administrator" means Phoenix Settlement Administrators, located at 1411 N. Batavia St., Suite 105, Orange, CA 92867, telephone number 949-566-1455, the neutral entity the Parties have agreed to appoint to administer the Settlement.

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

1.4 "Aggrieved Employees" means all persons employed by Defendants who worked in a non-exempt position in California during the PAGA Period. "Aggrieved Employees" excludes any person who only worked for Defendants in a non-exempt position in California during the PAGA Period at a federal enclave location.

1.5 "Class" means all persons employed by Defendants who worked in a non-exempt position in California during the Class Period. The Class excludes any person who only worked for Defendants in a non-exempt position in California during the Class Period at a federal enclave location.

1.6 "Class Action" means Plaintiff Taylor and Plaintiff Garcia's lawsuit alleging wage and hour violations against Defendants captioned *Brianna Taylor and Luis Garcia v. SodexoMagic, LLC, et al.*, Los Angeles County Superior Court Case Number 24STCV23503, initiated on September 11, 2024, and pending in the Court.

1.7 "Class Counsel" means Bibiyan Law Group, P.C., and Messrelian Law, Inc.

1.8 "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 Actions, including their pre-filing investigation, their filing of the Actions, all related litigation activities, all Settlement work, all post-Settlement compliance procedures in an amount up to 35% of the Gross Settlement Amount.

1.9 "Class Data" means Class Member identifying information in Defendants' possession that Defendants will provide to the Administrator. To the extent available, the Class Data shall include the Class Member's (1) name; (2) last known home address;

(3) last known Social Security Number(s); (4) number of Class Period Workweeks; (5) number of PAGA Pay Periods, if any; and (6) whether the Class Member terminated employment with Defendants between September 11, 2021, and the date Preliminary Approval is granted.

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

1.11 "Address Search" means the Administrator's investigation and search for current Class Member or Aggrieved Employee 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 or Aggrieved Employees.

1.12 "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, with a Spanish translation, in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13 "Class Period" means the period from September 11, 2020, to March 16, 2023.

1.14 "Class Representatives" means Plaintiff Cerna, Plaintiff Taylor, and Plaintiff Garcia.

1.15 "Class Representative Service Payments" means the payments to the Class Representatives for initiating the Actions, providing services in support of the Actions, and for providing a general release of all claims.

1.16 "Court" means the Superior Court of California, County of Los Angeles.

1.17 "Defendants" means named Defendants SodexoMagic, LLC, and SDH Services West, LLC.

1.18 "Defense Counsel" means Kading Briggs LLP.

1.19 "Final Approval" means the Court's order granting final approval of the Settlement.

1.20 "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement.

1.21 "First PAGA Action" means Plaintiff Taylor and Plaintiff Garcia's lawsuit alleging wage and hour violations against Defendants captioned *Brianna Taylor and Luis Garcia v. SodexoMagic, LLC, et al.*, Los Angeles County Superior Court Case Number 24STCV34737, initiated on December 31, 2024, and pending in the Court.

1.22 "Gross Settlement Amount" means Three Million Dollars and Zero Cents ($3,000,000.00), which is the total amount Defendants, collectively, agree to pay under the Settlement. The Gross Settlement Amount will be used to pay Individual Class Payments (including employee-side taxes), Individual PAGA Payments, the LWDA

PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payments, and Administration Expenses Payment.

1.23 "Individual Class Payment" means the Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period. Any Participating Class Member whose employment with Defendants terminated between September 11, 2021, and the date Preliminary Approval is granted will have three Workweeks added to their total number of Workweeks worked during the Class Period. These additional Workweeks allocated to Participating Class Members whose employment with Defendants has terminated are not counted as workweeks for purposes of the escalator clause in paragraph 4.1.

1.24 "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of the 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

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

1.26 "LWDA" means the California Labor and Workforce Development Agency.

1.27 "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subdivision (m).

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

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

1.30 "PAGA Pay Period" means any pay period during which an Aggrieved Employee worked for Defendants for at least one day during the PAGA Period in a non-exempt position in California at a non-federal enclave location.

1.31 "PAGA Period" means the period from October 31, 2022 through the end of the Class Period.

1.32 "PAGA" means the Private Attorneys General Act (Lab. Code, § 2698 et seq.).

1.33 "PAGA Notices" means Plaintiff Taylor and Plaintiff Garcia's August 20, 2024, letter to Defendants and the LWDA and Plaintiff Cerna's October 31, 2023, letter to Defendant SDH Services West, LLC and the LWDA providing notice pursuant to Labor Code section 2699.3, subdivision (a).

1.34 "PAGA Penalties" means Three Hundred Thousand Dollars and Zero Cents ($300,000.00), which is the total amount of PAGA civil penalties to be paid from the

Gross Settlement Amount, allocated 25% to the Aggrieved Employees ($75,000) and 75% to the LWDA ($225,000) in settlement of PAGA claims.

1.35 "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.36 "Plaintiff Cerna" means Plaintiff Cesar Velez Cerna, the named plaintiff in the Second PAGA Action and a named plaintiff in the Operative Complaint.

1.37 "Plaintiff Garcia" means Plaintiff Luis Garcia, a named plaintiff in the Class Action, First PAGA Action, and Operative Complaint.

1.38 "Plaintiff Taylor" means Plaintiff Brianna Taylor, a named plaintiff in the Class Action, First PAGA Action, and Operative Complaint.

1.39 "Plaintiffs" refers to Plaintiff Cerna, Plaintiff Garcia, and Plaintiff Taylor, collectively.

1.40 "Preliminary Approval" means the Court's order granting preliminary approval of the Settlement.

1.41 "Released Class Claims" means the claims being released as described in Paragraph 5.2 below.

1.42 "Released PAGA Claims" means the claims being released as described in Paragraph 5.3 below.

1.43 "Released Parties" means Defendants and each of their former and present directors, officers, investors, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, affiliates, agents, employees, and parents.

1.44 "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.

1.45 "Response Deadline" means 45 days after the Administrator mails the Class Notice and shall be the last date on which Class Members may: (a) fax, email or mail Requests for Exclusion, (b) fax, email or mail objections to the Settlement, or (c) fax, email or mail a challenge to the number of Workweeks allocated to the Class Member in the Class Notice. Class Members to whom Class Notices are re-sent after having been returned undeliverable to the Administrator shall have their deadline extended an additional 14 calendar days beyond the Response Deadline.

1.46 "Second PAGA Action" means Plaintiff Cerna's lawsuit alleging wage and hour violations against Defendant SDH Services West, LLC, captioned *Cesar Velez Cerna v. SDH Services West LLC, et al.*, Los Angeles Superior Court Case Number 24STCV00321, initiated on January 5, 2024, and pending in the Court.

1.47 "Settlement" means the disposition of the Actions effected by this Agreement and the Judgment.

1.48 "Workweek" means any week during which a Class Member worked for Defendants for at least one day, during the Class Period in a non-exempt position in California at a non-federal enclave location.

2. RECITALS.

2.1 On September 11, 2024, Plaintiff Taylor and Plaintiff Garcia commenced the Class Action by filing a complaint alleging causes of action against Defendants for (1) failure to pay overtime wages; (2) failure to pay minimum wages; (3) failure to provide meal periods; (4) failure to provide rest periods; (5) waiting time penalties; (6) wage statement violations; (7) failure to timely pay wages; (8) failure to indemnify; (9) violation of Labor Code section 227.3; and (10) unfair competition. Within 10 days of the execution of this Agreement, Plaintiffs will file a First Amended Complaint in the Class Action adding Plaintiff Cerna as a named Plaintiff and adding PAGA claims identical to those asserted in the First PAGA Action and the Second PAGA Action. The First Amended Complaint will be the operative complaint in the Action (the "Operative Complaint"). If this Settlement does not become final for any reason, the Parties' willingness to stipulate to the filing of this First Amended Complaint shall have no bearing on, and will not be admissible in connection with, these issues in the Actions or any subsequent proceeding. Defendants deny the allegations in the Operative Complaint, deny any failure to comply with the laws identified in in the Operative Complaint and deny any and all liability for the causes of action alleged.

2.2 On December 31, 2024, Plaintiff Taylor and Plaintiff Garcia commenced the First PAGA Action by filing a complaint alleging one cause of action against Defendants for violation of the PAGA. Defendants deny the allegations in the First PAGA Action, deny any failure to comply with the laws identified in in the First PAGA Action, and deny any and all liability for the cause of action alleged. The Parties agree that they will seek approval of the PAGA portion of the Settlement in the Class Action and, accordingly, within 14 days after Preliminary Approval in the Class Action, Plaintiff Taylor and Plaintiff Garcia will request dismissal of the First PAGA Action. The Settlement is conditioned upon dismissal of the First PAGA Action.

2.3 On January 5, 2024, Plaintiff Cerna commenced the Second PAGA Action by filing a complaint alleging one cause of action against Defendant SDH Services West, LLC, for violation of the PAGA. Defendants deny the allegations in the Second PAGA Action, deny any failure to comply with the laws identified in in the Second PAGA Action, and deny any and all liability for the cause of action alleged. The Parties agree that they will seek approval of the PAGA portion of the Settlement in the Class Action and, accordingly, within 14 days after Preliminary Approval in the Class Action, Plaintiff Cerna will request dismissal of the Second PAGA Action. The Settlement is conditioned upon dismissal of the Second PAGA Action.

2.4 Pursuant to Labor Code section 2699.3, subdivision (a), Plaintiffs gave timely written notice to Defendants and the LWDA by sending the PAGA Notices.

2.5 On April 14, 2026, the Parties participated in an all-day mediation presided over by Monique Ngo-Bonnici which led to this Agreement.

2.6 Before mediation, Plaintiffs obtained, through informal discovery, the timekeeping and payroll data for a randomly selected sampling employees of Defendants who worked in non-exempt positions at non-federal enclave locations in California for the time period September 11, 2020, through September 1, 2025, Defendants' policies related to Plaintiffs' allegations, and Plaintiffs' personnel files, payroll records, and timekeeping records. 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*").

2.7 The Court has not granted class certification.

2.8 Defendants are aware of the following matters filed since the Parties reached a settlement in principle of the Actions that assert one or more claims that will be affected by the Settlement: (1) *Magana v. SDH Services West, LLC*, Los Angeles County Superior Court Case No. 26STCV21561; (2) *Sarah Aucina Silver v. SDH Services West, LLC*, San Diego County Superior Court Case No. 26CU037789C; and (3) *Emilia Rodriguez v. SDH Services West LLC, et al.*, Los Angeles County Superior Court Case No. 26STCV19879.

2.9 Other than the matters listed above in Section 2.8, the Parties, Class Counsel and Defense Counsel represent 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. Defendants promise to pay Three Million Dollars and Zero Cents ($3,000,000.00) and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions (as defined below) of the Individual Class Payments. Defendants have no obligation to pay the Gross Settlement Amount (or any payroll taxes) before the deadline stated in Paragraph 4.2. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendants.

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

3.2.1 To Plaintiffs: Class Representative Service Payments of not more than

$10,000.00 for each Plaintiff (in addition to any Individual Class Payments and any Individual PAGA Payments the Class Representatives are entitled to receive as Participating Class Members and/or Aggrieved Employees). Defendants will not oppose Plaintiffs' request for Class Representative Service Payments that do not exceed this amount. As part of the Motion for Final Approval, Plaintiffs will seek Court approval for any Class Representative Service Payments. If the Court approves Class Representative Service Payments less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payments using IRS Form

1099. Plaintiffs assume full responsibility and liability for taxes owed on the Class Representative Service Payment.

3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than 35% of the Gross Settlement Amount, which is currently estimated to be $1,050,000.00, and a Class Counsel Litigation Expenses Payment of not more than $50,000.00. Defendants will not oppose requests for these payments provided they do not exceed these amounts. These amounts shall cover all work performed to date and all work to be performed in connection with the approval by the Court of this Agreement and the final conclusion of the Actions and all costs and expenses incurred to date or to be incurred. As part of the Motion for Final Approval, Plaintiffs and/or Class Counsel may seek Court approval of a Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment. In support of the Class Counsel Litigation Expenses Payment, Class Counsel must submit a cost ledger listing each expense incurred during the Actions. If the Court approves a Class Counsel Fees Payment or a Class Counsel Litigation Expenses Payment less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim to any portion of any Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds Defendants harmless, and indemnifies Defendants, from any dispute or controversy regarding any division or sharing of any of these payments. There will be no additional charge of any kind to either the Class Members or request for additional consideration from Defendants for such work unless Defendants materially breach this Agreement, including any term regarding funding, and further efforts are necessary from Class Counsel to remedy said breach, including, without limitation, moving the Court to enforce the Agreement. If Plaintiffs materially breach the Agreement, then Defendants can recover fees incurred for any further efforts necessary by Defense Counsel to remedy said breach, including, without limitation, moving the Court to enforce the Agreement.

3.2.3 To the Administrator: An Administration Expenses Payment not to exceed $49,950.00 except for a showing of good cause and as approved by the Court. To the extent the administration expenses are less than or the Court approves payment less than $49,950.00, the Administrator will retain the remainder in the Net Settlement Amount.

3.2.4 To Each Participating Class Member: An Individual Class Payment, which the Administrator shall calculate by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks. Participating Class Members whose employment with Defendants terminated between September 11, 2021, and the date Preliminary Approval is granted will have three Workweeks added to their total number of Workweeks worked during the Class Period. These additional Workweeks allocated to Participating Class Members whose employment with Defendants has terminated are not counted as workweeks for purposes of the escalator clause in paragraph 4.1.

3.2.4.1 Tax Allocation of Individual Class Payments. 20% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. 80% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for non-wages including 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.

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

3.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of $300,000.00 to be paid from the Gross Settlement Amount, with 75% ($225,000.00) allocated to the LWDA PAGA Payment and 25% ($75,000.00) allocated to the Individual PAGA Payments.

3.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties ($75,000.00) by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

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

4. SETTLEMENT FUNDING AND PAYMENTS.

4.1 Class Size Estimates. Based on a review of its records to date, Defendants estimate there are a total of 545,000 active Workweeks worked as a non-exempt employee in California at a non-federal enclave from September 11, 2020, to March 16, 2023. In the event the number of workweeks during the Class Period increases by more than 10%, or 54,500 workweeks, Defendants shall roll back the end of the Class and PAGA Release Periods to the date in which 599,500 active workweeks is met. At the time the Class Data is transmitted to the Administrator, Defendants will also provide a declaration attesting to the Workweek count and the basis therefore. This declaration shall be provided to Class Counsel. Plaintiffs and Class Counsel agree that they will not contend that Defendants, in providing this declaration, have waived any protections against disclosure including the attorney-client privilege and/or the attorney work product doctrine.

4.2 Funding of Gross Settlement Amount. Defendants shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay Defendants' share of payroll taxes, by transmitting the funds to the Administrator on the Payment Date, which shall be the latest of the following occurrences: (a) fifteen (15) calendar days following the entry of a judgment finally approving the settlement, provided no objection is made to the settlement prior to or at the hearing for final approval of the settlement. (b) if an objection to the settlement is made before or at the hearing for final approval of the settlement, then ninety (90) days after the notice of entry of a judgment is served, provided that no appeal is filed. (c) if an appeal has been taken or sought, fifteen (15) days after the date the judgment finally approving the settlement is finally affirmed by an appellate court with no possibility of subsequent appeal or other judicial review, or the date the appeal(s) or other judicial review are finally dismissed with no possibility of subsequent appeal or other judicial review.

4.3 Payments from the Gross Settlement Amount. Within 14 days after the Payment Date, the Administrator will mail checks for all Individual Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payments. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment and the Class Representative Service Payments shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.3.1 The Administrator will issue checks for the Individual Class Payments and Individual PAGA Payments and send them to the Class Members and Aggrieved 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. 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 who are also Aggrieved Employees 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.

4.3.2 The Administrator must conduct an Address Search for all Class Members and Aggrieved Employees whose checks are returned undelivered without a United States Postal Service ("USPS") forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail the check 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 Class Members or Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member or Aggrieved Employee whose original check was lost or misplaced, as requested by the Class Member or Aggrieved Employee before the void date.

4.3.3 For any Class Member whose Individual Class Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such a check to the California Controller's Unclaimed Property Fund in the name of the Class Member.

4.3.4 For any Aggrieved Employee whose Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such check to the California Controller's Unclaimed Property Fund in the name of the Aggrieved Employee thereby leaving no "unpaid residue" subject to the requirements of Code of Civil Procedure section 384, subdivision (b).

4.3.5 The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendants to confer any additional benefits or make any additional payments to Class Members or Aggrieved Employees (such as 401(k) contributions, contributions to other retirement or employee benefits plan, vacation pay, sick pay, bonuses, etc.) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS. Effective on the date when Defendants fully fund the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs, Class Members, Aggrieved Employees, and Class Counsel will release claims against all Released Parties as follows:

5.1 Plaintiffs' Release. Plaintiffs and Plaintiffs' respective former and present representatives, agents, attorneys, administrators, successors and assigns, release and discharge Released Parties from all claims, transactions or occurrences, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged based on the facts contained in the Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Operative Complaint and Plaintiffs' PAGA Notices. ("Plaintiffs' Release.") Plaintiffs' Release does not extend to any claims or actions to enforce this Agreement, or to any claims for unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time. Plaintiffs acknowledge that Plaintiffs 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 Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs' discovery of them.

5.1.1 Plaintiffs' Waiver of Rights Under Civil Code Section 1542. For purposes of Plaintiffs' Release, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the 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, administrators, successors and assigns, release Released Parties from all claims, rights, demands, damages, liabilities, and causes of action, in law or in equity, alleged in the Operative Complaint and claims that reasonably could have been alleged based on the claims, facts and allegations asserted in the Operative Complaint, that are alleged to have occurred during the Class Period, including but not limited to any and all claims involving any alleged (a) failure to pay wages for all time worked, including failure to compensate for alleged "off the clock" work (including alleged "time shaving" due to rounding), failure to pay minimum wage, and failure to pay overtime, (b) failure to pay overtime and meal/rest period premium pay at the regular rate of pay, (c) failure to provide compliant meal and rest periods, including failure to pay meal and rest period premium pay, (d) failure to timely pay all wages due upon separation, (e) failure to timely pay all wages due during employment, (f) failure to provide compliant wage statements, (g) failure to keep requisite payroll records and timely provide personnel and payroll records in response to employee requests, (h) failure to reimburse business expenses, (i) failure to provide paid sick leave as required by California Labor Code section 245, *et seq.*, and (j) failure to pay all accrued paid time off to employees upon separation of employment as required by California Labor Code section 227.3, which occurred during the Class Period. The release shall include all Federal Fair Labor Standards Act claims which could have been brought based on the facts pleaded in the Operative Complaint or any of the Complaints in any of the Actions. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, or workers' compensation or claims based on events occurring outside the Class Period.

5.3 Release by Aggrieved Employees:

All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, administrators, successors and assigns, the Released Parties from all claims for PAGA Penalties alleged in the Operative Complaint or any of the Complaints in any of the Actions or any of the PAGA Notices, and claims that reasonably could have been alleged based on the claims, facts and allegations asserted in the Operative Complaint or any of the PAGA Notices, that are alleged to have occurred during the PAGA Period, including but not limited to any and all claims involving any alleged (a) failure to pay wages for all time worked, including failure to compensate for alleged "off the clock" work (including alleged "time shaving" due to rounding), failure to pay minimum wage, and failure to pay overtime, (b) failure to pay overtime and meal/rest period premium pay at the regular rate of pay, (c) failure to provide compliant meal and rest periods, including failure to pay meal and rest period premium pay, (d) failure to timely pay all wages due upon separation, (e) failure to timely pay all wages due during employment, (f) failure to provide compliant wage statements, (g) failure to keep requisite payroll records and timely provide personnel and payroll records in response to employee requests, (h) failure to reimburse business expenses, (i) failure to provide paid sick leave as required by California Labor Code section 245, *et seq.,* and (j) failure to pay all accrued paid time off to employees upon separation of employment as required by California Labor Code section 227.3, which occurred during the PAGA Period.

6. **MOTION FOR PRELIMINARY APPROVAL.** The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for Preliminary Approvals.

6.1 Defendants' Declaration in Support of Preliminary Approval. Within 30 days of the full execution of this Agreement, Defendants will prepare and deliver to Class Counsel a signed declaration from Defendants and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator (if applicable). In their declarations, Defense Counsel and Defendants shall aver whether they are aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.2 Plaintiffs' Responsibilities. Plaintiffs will prepare and deliver to Defense Counsel all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice and memorandum in support of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code section 2699, subdivision (s)(2); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from 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 Plaintiffs, Class Counsel or Defense Counsel; (v) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (vi) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; and its timely transmission to the LWDA of all necessary PAGA documents (PAGA Notice (Lab. Code, § 2699.3, subd. (a)), Operative Complaint (Lab. Code, § 2699, subd. (s)(1)), and the Agreement (Lab. Code, § 2699, subd. (s)(2)); (vii) a redlined version of the Agreement showing all modifications made to the Superior Court of Los Angeles County's Model Agreement; and (viii) all facts relevant to any actual or potential conflict of interest with Class Members and/or the Administrator. In their declarations, Plaintiffs and Class Counsel shall aver whether they are aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement. Plaintiffs will provide the draft Motion for Preliminary Approval and draft proposed Order Granting Preliminary Approval to Defense Counsel for review at least three days prior to filing the Motion for Preliminary Approval.

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

6.4 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for Preliminary Approval and/or the supporting declarations and documents, Class Counsel and Defense Counsel will expeditiously work together by meeting in person or

by telephone, and in good faith, to resolve the disagreement. If the Court does not grant Preliminary Approval or conditions Preliminary Approval on any material change to this Agreement, Class Counsel and Defense Counsel will expeditiously work together by meeting in person or by telephone and in good faith to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

7.1 Selection of Administrator. The Parties have jointly selected Phoenix Settlement Administrators ("Phoenix") to serve as the Administrator and verified that, as a condition of appointment, Phoenix agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for the Administration Expenses Payment. 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 for purposes of calculating payroll tax withholdings and providing reports 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 US Treasury Regulation section 468B-1.

7.4 Notice to Class Members.

7.4.1 Not later than 30 days after the Court grants Preliminary Approval, Defendants 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 effect and perform under this Agreement. Defendants have 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 Defendants must send the Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data. No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Workweeks and PAGA Pay Periods in the Class Data.

7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class USPS mail, the Class Notice with Spanish translation, substantially in the form attached to this Agreement as Exhibit A. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and Individual

PAGA Payment (if applicable) payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member 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 deadline for Class Members' written objections, challenges to Workweeks, and Requests for Exclusion will be extended for Class Members whose notices are re-mailed. Class Members to whom Class Notices are re-sent after having been returned undeliverable to the Administrator shall have their deadline extended an additional 14 calendar days beyond the Response Deadline. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

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

7.5 Requests for Exclusion (Opt-Outs).

7.5.1 Class Members who wish to exclude themselves from (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than the Response Deadline. A Request for Exclusion is a letter from a Class Member or the Class Member's 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, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Release under Paragraph 5.2 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 or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

7.6 Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline to challenge the number of 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. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges to the number of Workweeks. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct if they are consistent with the Class Data. The Administrator's determination of allocations of Workweeks is final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide to Defense Counsel and Class Counsel copies of all challenges to calculation of Workweeks and the Administrator's determination of the challenges.

7.7 Objections to Settlement.

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

7.7.2 Participating Class Members may send written objections to the Administrator, by fax, email or mail no later than the Response Deadline. Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present oral objections at the Final Approval Hearing.

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 to perform all tasks to be performed by the Administrator set forth in this Agreement or otherwise.

7.8.1 Email Address and Toll-Free Number. The Administrator will establish, maintain, and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes 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 expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names of Class Members who have submitted invalid Requests for Exclusion; and (c) copies of all Requests for Exclusion submitted (whether valid or invalid) with contact information and any identifying information other than name redacted.

7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that, among other things, tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments ("Weekly Report"). The Weekly Reports must include the Administrator's assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received with identifying information other than the Class Members' names redacted.

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

7.8.5 Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, the Administrator will prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement. Class Counsel is responsible for filing the Administrator's declaration in Court.

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

9. **MOTION FOR FINAL APPROVAL.** Prior to the Final Approval Hearing, Plaintiffs will file in Court, a motion for final approval that includes a request for approval of the PAGA settlement under Labor Code section 2699, subdivision (s), a proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiffs shall provide drafts of these documents to Defense Counsel not later than three days before filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

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

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

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

9.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment, the Parties, their respective counsel and all Participating Class Members who did not object to the Settlement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such

time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the Net Settlement Amount.

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

10. AMENDED JUDGMENT. If any amended judgment is required under Code of Civil Procedure 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. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendants that any of the allegations in the Operative Complaint have merit or that Defendants have any liability for any claims asserted; nor is it intended or should be construed as an admission by Plaintiffs that Defendants' defenses in the Actions have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If for any reason the Court does not grant Preliminary Approval, grant Final Approval, or enter Judgment, Defendants reserve the right to contest certification of any class for any reason, Defendants reserve all available defenses to the claims in the Action, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest Defendants' defenses. The Settlement, this Agreement and Parties' willingness to settle the Actions 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 Before Preliminary Approval. Plaintiffs, Class Counsel, Defendants and Defense Counsel separately agree that, until the Motion for Preliminary Approval is filed, they and each of them will not disclose, disseminate, publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency or other entity except: (1) to the Parties' attorneys, accountants or spouses, all of whom will be instructed to keep this Agreement confidential; (2) to counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel, Defendants and Defense Counsel separately agree not to, directly or indirectly, initiate any

conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that "the matter was resolved," or words to that effect. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members or Class Counsel's ability to cite to this case in a declaration submitted to the Court for purposes of adequacy as Class Counsel in future actions.

11.3 Public Comment. Neither Plaintiffs nor their counsel will, unless required by law, issue any press releases or have any communications to the press concerning this litigation, the terms of the Settlement, and/or the business practices of Defendants. Class Counsel shall not include in any mass mailing, website, or other public communication a reference to this litigation, the Settlement, or the business practices of Defendants. Nothing in this Paragraph shall affect the ability of Class Counsel to carry out their duties consistent with and as required by any other provision herein.

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

11.5 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.

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

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

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

11.9 No Tax Advice. Neither Plaintiffs, Class Counsel, Defendants 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.

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

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

11.12 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.

11.13 Cooperation in Drafting. The Parties have cooperated in drafting and preparing 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.

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

11.15 Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendants in connection with the mediation, other settlement negotiations, or the Settlement, may be used only with respect to this Settlement and for no other purpose, and may not be used in any way that violates any existing contractual agreement, statute or the California Rules 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, Plaintiffs shall destroy all paper and electronic versions of Class Data received from Defendants unless, before the Court's discharge of the Administrator's obligation, Defendants make a written request to Class Counsel for the return, rather than the destruction, of Class Data.

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

11.17 Calendar Days. Unless otherwise noted, all references 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.

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

To Plaintiffs: BIBIYAN LAW GROUP, P.C.
David D. Bibiyan, Esq.
Keaton D. Mendoza, Esq.

Sarah Cohen, Esq.
1460 Westwood Boulevard
Los Angeles, California 90024

MESSRELIAN LAW INC.
Harout Messrelian, Esq.
101 N. Brand Blvd., Suite 1450
Glendale, California 91203

To Defendants: KADING BRIGGS LLP
Theresa A. Kading, Esq.
100 Spectrum Center Drive, Suite 800
Irvine, California 92618

11.19 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.

11.20 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 signing of this Agreement that pursuant to Code of Civil Procedure section 583.330 to extend the date to bring a case to trial under Code of Civil Procedure section 583.310 for the entire period of this settlement process.

ACCEPTED AND AGREED:

PLAINTIFF BRIANNA TAYLOR

Signature:_____

Name: _____

Date: _____

PLAINTIFF CESAR VELEZ CERNA

Signature:_____

Name: _____

Date: _____

PLAINTIFF LUIS GARCIA

Signature: Luis Garcia

Name: Luis Garcia

Date: 11/05/2026

For Defendants SodexoMagic, LLC and SDH Services West, LLC

Signature:_____

Name: _____

Title: _____

Date: _____

Sarah Cohen, Esq.
1460 Westwood Boulevard
Los Angeles, California 90024

MESSRELIAN LAW INC.
Harout Messrelian, Esq.
101 N. Brand Blvd., Suite 1450
Glendale, California 91203

To Defendants: KADING BRIGGS LLP
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ACCEPTED AND AGREED:

PLAINTIFF BRIANNA TAYLOR

Signature: Brianna Taylor

Name: Brianna Taylor

Date: 11/02/2026

PLAINTIFF CESAR VELEZ CERNA

Signature: _____

Name: _____

Date: _____

PLAINTIFF LUIS GARCIA

Signature: _____

Name: _____

Date: _____

For Defendants SodexoMagic, LLC and SDH Services West, LLC

Signature: _____

Name: _____

Title: _____

Date: _____

Sarah Cohen, Esq.
1460 Westwood Boulevard
Los Angeles, California 90024

MESSRELIAN LAW INC.
Harout Messrelian, Esq.
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ACCEPTED AND AGREED:

PLAINTIFF BRIANNA TAYLOR

Signature: _____

Name: _____

Date: _____

PLAINTIFF CESAR VELEZ CERNA

Signature: ID nj5FJYv1NxTZjetFoW3Fnw5d

Name: Cesar velez

Date: 11/3/2026

PLAINTIFF LUIS GARCIA

Signature: _____

Name: _____

Date: _____

For Defendants SodexoMagic, LLC and SDH Services West, LLC

Signature: _____

Name: _____

Title: _____

Date: _____

Bibiyan Law Group, P.C.

Signature: David Bibiyan

Name: David Bibiyan

Date: 11/05/2026

Messrelian Law, Inc.

Signature: [signature]

Name: Harout Messrelian

Date: 11-3-2026

Kading Briggs LLP

Signature: _____

Name: _____

Date: _____

Sarah Cohen, Esq.
1460 Westwood Boulevard
Los Angeles, California 90024

MESSRELIAN LAW INC.
Harout Messrelian, Esq.
101 N. Brand Blvd., Suite 1450
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ACCEPTED AND AGREED:

PLAINTIFF BRIANNA TAYLOR

Signature:_____

Name: _____

Date: _____

PLAINTIFF CESAR VELEZ CERNA

Signature:_____

Name: _____

Date: _____

PLAINTIFF LUIS GARCIA

Signature:_____

Name: _____

Date: _____

For Defendants SodexoMagic, LLC and SDH Services West, LLC

Signature: _____

Name: Rohit Bahety

Title: NorAm CFO

Date: 11/3/2026

Bibiyan Law Group, P.C.

Signature:_____

Name: _____

Date: _____

Messrelian Law, Inc.

Signature:_____

Name: _____

Date: _____

Kading Briggs LLP

Signature: 

Name: Theresa A. Kading

Date: November 3, 2026

COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL

Brianna Taylor and Luis Garcia, et al. v. SodexoMagic, LLC and SDH Services West, LLC
(Case No. 24STCV23503)

The Superior Court for the State of California authorized this Notice. Read it carefully! It's not junk mail, spam, an advertisement or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from an employee class action and representative action lawsuit ("Action") against SodexoMagic, LLC and SDH Services West, LLC (jointly referred to as "Sodexo") for alleged wage and hour violations. The Action was filed by former Sodexo employees Cesar Velez Cerna, Brianna Taylor, and Luis Garcia ("Plaintiffs") and seeks payment of (1) back wages and other relief for a class of hourly employees ("Class Members") who worked for Sodexo during the Class Period (September 11, 2020, to March 16, 2023); and (2) penalties under the California Private Attorney General Act ("PAGA") for all hourly employees who worked for Sodexo during the PAGA Period (October 31, 2022, through the end of the Class Period) ("Aggrieved Employees").

The proposed settlement has two main parts: (1) a class settlement requiring Sodexo to fund individual class payments, and (2) a PAGA settlement requiring Sodexo to fund individual PAGA payments and pay penalties to the California Labor and Workforce Development Agency ("LWDA").

Based on Sodexo's records, and the parties' current assumptions, **your individual class payment is estimated to be $_____ (less withholding) and your individual PAGA payment is estimated to be $_____**. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your individual PAGA payment, then according to Sodexo's records you are not eligible for an individual PAGA payment under the settlement because you didn't work in California at a non-federal enclave location in a non-exempt position during the PAGA Period.)

The above estimates are based on Sodexo's records showing that **you worked ____ workweeks** in a non-exempt position in California at a non-federal enclave location during the Class Period and **you worked _____ pay periods** in a non-exempt position in California at a non-federal enclave location during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during the Class Period and/or PAGA Period, you can submit a challenge by the deadline date. See Section IV of this Notice.

The Court has already preliminarily approved the proposed settlement and approved this notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this notice carefully. You will be deemed to have carefully read and understood it. At the final approval hearing, the Court will decide whether to finally approve the settlement and how much of the settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires Sodexo to make payments under the settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Sodexo.

If you worked for Sodexo during the Class Period and/or the PAGA Period in a relevant position, you have two basic options under the settlement:

(1) **Do Nothing**. You don't have to do anything to participate in the proposed settlement and be eligible for an individual class payment and/or an individual PAGA payment. As a participating class member, though, you will give up your right to assert Class Period claims and PAGA Period penalty claims against Sodexo.

(2) **Opt-Out of the Class Settlement**. You can exclude yourself from the class settlement (opt-out) by submitting the written request for exclusion or otherwise notifying the Administrator in writing. If you opt-out of the settlement, you will not receive an individual class payment. You will, however, preserve your right to personally pursue Class Period wage claims against Sodexo, and, if you are an Aggrieved Employee, you remain eligible for an individual PAGA payment. You cannot opt-out of the PAGA portion of the proposed settlement.

Sodexo will not retaliate against you for any actions you take with respect to the proposed settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an individual class payment and an individual PAGA payment (if any). In exchange, you will give up your right to assert the claims against Sodexo that are covered by this settlement ("Released Claims").
You Can Opt-out of the Class Settlement but not the PAGA Settlement **The Opt-out Deadline is _____**	If you don't want to fully participate in the proposed settlement, you can opt-out of the class settlement by sending the Administrator a written request for exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an individual class payment. Non-Participating Class Members cannot object to any portion of the proposed settlement. See Section VI of this notice. You cannot opt-out of the PAGA portion of the proposed settlement. Sodexo must pay individual PAGA payments to all Aggrieved Employees, and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below).

You Can Participate in the _____Final Approval Hearing	The Court's final approval hearing is scheduled to take place on _____. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the settlement at the final approval hearing. See Section VIII of this notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods **Written Challenges Must be Submitted by_____**	The amount of your Individual Class Payment and individual PAGA Payment (if any) depend on how many workweeks you worked at least one day in a relevant position during the Class Period and how many pay periods you worked at least one day in a relevant position during the PAGA Period, respectively. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to Sodexo's records is stated on the first page of this notice. If you disagree with the number of Class Period workweeks, you must challenge it by _____. See Section IV of this notice.
Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by_____	All Class Members who do not opt-out ("Participating Class Members") can object to any class action aspect of the proposed settlement. The Court's decision whether to finally approve the settlement will include a determination of how much will be paid to Class Counsel and Plaintiffs who pursued the Actions on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiffs. You can object to the amounts requested by Class Counsel or Plaintiffs if you think they are unreasonable. See Section VII of this notice.

I. WHAT IS THE ACTION ABOUT?

Plaintiffs are former Sodexo employees. The Action accuses Sodexo of violating California labor laws in various ways, including but not limited to failing to pay wages, including minimum and overtime wages (including failing to pay overtime at the proper regular rate of pay); failing to provide legally compliant meal and rest periods (including failing to pay meal/rest period premium pay and failing to pay meal/rest period premium pay at the correct rate of pay); failing to timely pay wages due upon separation and during employment; failing to reimburse for business expenses; failing to provide compliant itemized wage statements and maintain requisite payroll records; failing to provide paid sick leave as required by California Labor Code section 245, *et seq.*; and failing to properly pay all accrued paid time off to employees upon separation

of employment. Based on these claims and other alleged violations of the California Labor Code, Plaintiffs have also asserted a claim for civil penalties under the California Private Attorneys General Act (Lab. Code, § 2698, et seq.).

Plaintiffs are represented by attorneys in the Actions: BIBIYAN LAW GROUP, P.C. and MESSRELIAN LAW INC.

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

II. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far the Court has made no determination whether Sodexo or Plaintiffs are correct on the merits.

In the meantime, Plaintiffs and Sodexo hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a settlement agreement and agreeing to ask the Court to enter a judgment ending the Action, Plaintiffs and Sodexo have negotiated a proposed settlement that is subject to the Court's final approval. Both sides agree the proposed settlement is a compromise of disputed claims. By agreeing to settle, Sodexo does not admit any violations or concede the merit of any claims. Plaintiffs and Class Counsel strongly believe the settlement is a good deal for you because they believe that: (1) Sodexo has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) settlement is in the best interests of the Class Members. The Court preliminarily approved the proposed settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine final approval.

III. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. Sodexo Will Pay $3,000,000.00 as the Gross Settlement Amount ("Gross Settlement"). Sodexo has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the settlement. The Administrator will use the Gross Settlement to pay the individual class payments (including employee-side taxes), individual PAGA payments, class representative service payments, Class Counsel's attorneys' fees and expenses, the Administrator's expenses, and penalties to be paid to the LWDA. Assuming the Court grants final approval, Sodexo will fund the Gross Settlement not more than 15 days after the judgment entered by the Court becomes final, assuming no objection to the settlement is made before or at the hearing for final approval of the settlement and no appeal has been taken or sought. The judgment will be final on the date the Court enters judgment, or a later date if Participating Class Members object to the proposed settlement or the judgment is appealed.

2. Court Approved Deductions from Gross Settlement. At the final approval hearing, Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court:

    A. Up to $1,050,000.00 [35% of the Gross Settlement] to Class Counsel for attorneys' fees and up to $50,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Actions without payment.

B. Up to $10,000.00 to each Plaintiff as a class representative award for filing the Actions, working with Class Counsel and representing the Class, and executing a general release of all claims. A class representative award will be the only monies Plaintiffs will receive other than Plaintiffs' individual class payment and any individual PAGA payment.

C. Up to $49,950.00 to the Administrator for services associated with administering the settlement.

D. Up to $300,000.00 for PAGA penalties, allocated 75% to the LWDA and 25% to individual PAGA payments to Aggrieved Employees based on their pay periods during the PAGA Period.

Participating Class Members have the right to object to any of these deductions except the PAGA penalties. The Court will consider all objections.

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the "Net Settlement") by making individual class payments to Participating Class Members based on their Class Period workweeks. Any Participating Class Member whose employment with Sodexo terminated between September 11, 2021, and the date Preliminary Approval is granted will have three Workweeks added to their total number of Workweeks worked during the Class Period.

4. Taxes Owed on Payments to Class Members. Plaintiffs and Sodexo are asking the Court to approve an allocation of 20% of each individual class payment to taxable wages ("Wage Portion") and 80% to non-wages, including interest and penalties ("Non-Wage Portion"). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. (Sodexo will separately pay employer payroll taxes it owes on the Wage Portion.) The individual PAGA payments are counted as penalties rather than wages for tax purposes. The Administrator will report the individual PAGA payments and the Non-Wage Portions of the individual class payments on IRS 1099 Forms.

   Although Plaintiffs and Sodexo have agreed to these allocations, neither side is giving you any advice on whether your payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any payments received from the proposed settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed settlement.

5. Need to Promptly Cash Payment Checks. The front of every check issued for individual class payments and individual PAGA payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

   If the monies represented by your check are sent to the Controller's Unclaimed Property Fund, you should consult the rules of the fund for instructions on how to retrieve your money.

6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the class settlement, unless you notify the Administrator in writing, not later than _____, that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed request for exclusion by the _____ response deadline. The request for exclusion should be a letter from the Class Member or Class Member's representative setting forth the Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the settlement. Class Members who opt out will not receive individual class payments, but will preserve their rights to personally pursue wage and hour claims against Sodexo.

   You cannot opt-out of the PAGA portion of the settlement. Class Members who opt out of the class settlement remain eligible for individual PAGA payments and are required to give up their right to assert PAGA claims against Sodexo based on the PAGA Period facts alleged in the Actions.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will not grant final approval of the settlement or not enter a judgment. It is also possible the Court will enter a judgment that is reversed on appeal. Plaintiffs and Sodexo have agreed that, in either case, the settlement will be void, Sodexo will not pay any money, and Class Members will not release any claims against Sodexo.

8. Administrator. The Court has appointed a neutral company, Phoenix Settlement Administrators (the "Administrator") to send this notice, calculate and make payments, and process Class Members' requests for exclusion. The Administrator will also decide Class Member challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the settlement. The Administrator's contact information is contained in Section IX of this notice.

9. Participating Class Members' Release. After the Judgment is final and Sodexo has fully funded the Gross Settlement (and separately paid all employer payroll taxes), Participating Class Members will be legally barred from asserting any of the claims released under the settlement. This means that unless you opted out by validly excluding yourself from the class settlement, you cannot sue, continue to sue or be part of any other lawsuit against Sodexo or related entities for claims based on the Class Period facts and PAGA penalties based on PAGA Period facts, as alleged in the Actions and resolved by this settlement.

   The Participating Class Members will be bound by the following release:

   All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, administrators, successors and assigns, release Released Parties from all claims, rights, demands, damages, liabilities, and causes of action, in law or in equity, alleged in the Operative Complaint and claims that reasonably could have been alleged based on the claims, facts and allegations asserted in the Operative Complaint, that are alleged to have occurred during the Class Period, including but not limited to any and all claims involving any alleged (a) failure to pay wages for all time worked, including failure to compensate for alleged "off the clock" work (including alleged "time shaving" due to rounding), failure to pay minimum wage, and failure to pay overtime, (b) failure to pay overtime and meal/rest period premium pay at the regular rate

of pay, (c) failure to provide compliant meal and rest periods, including failure to pay meal and rest period premium pay, (d) failure to timely pay all wages due upon separation, (e) failure to timely pay all wages due during employment, (f) failure to provide compliant wage statements, (g) failure to keep requisite payroll records and timely provide personnel and payroll records in response to employee requests, (h) failure to reimburse business expenses, (i) failure to provide paid sick leave as required by California Labor Code section 245, *et seq.*, and (j) failure to pay all accrued paid time off to employees upon separation of employment as required by California Labor Code section 227.3, which occurred during the Class Period. The release shall include all Federal Fair Labor Standards Act claims which could have been brought based on the facts pleaded in the Operative Complaint or any of the Complaints in any of the Actions. Except as set forth in Section 5.3 of the Agreement, Participating Class Members do not release any other claims, including claims for wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, or workers' compensation or claims based on events occurring outside the Class Period.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and Sodexo has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against Sodexo, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the class settlement, cannot sue, continue to sue or participate in any other PAGA claim against Sodexo or its related entities based on the PAGA Period facts alleged in the Actions and resolved by this settlement.

    The Aggrieved Employees' Release is as follows:

    All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, administrators, successors and assigns, the Released Parties from all claims for PAGA Penalties alleged in the Operative Complaint or any of the Complaints in any of the Actions or any of the PAGA Notices, and claims that reasonably could have been alleged based on the claims, facts and allegations asserted in the Operative Complaint or any of the PAGA Notices, that are alleged to have occurred during the PAGA Period, including but not limited to any and all claims involving any alleged (a) failure to pay wages for all time worked, including failure to compensate for alleged "off the clock" work (including alleged "time shaving" due to rounding), failure to pay minimum wage, and failure to pay overtime, (b) failure to pay overtime and meal/rest period premium pay at the regular rate of pay, (c) failure to provide compliant meal and rest periods, including failure to pay meal and rest period premium pay, (d) failure to timely pay all wages due upon separation, (e) failure to timely pay all wages due during employment, (f) failure to provide compliant wage statements, (g) failure to keep requisite payroll records and timely provide personnel and payroll records in response to employee requests, (h) failure to reimburse business expenses, (i) failure to provide paid sick leave as required by California Labor Code section 245, *et seq.*, and (j) failure to pay all accrued paid time off to employees upon separation of employment as required by California Labor Code section 227.3, which occurred during the PAGA Period.

IV. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate individual class payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member. Any Participating Class Member whose employment with Sodexo terminated between September 11, 2021, and the date Preliminary Approval is granted will have three Workweeks added to their total number of Workweeks worked during the Class Period.

2. Individual PAGA Payments. The Administrator will calculate individual PAGA payments by (a) dividing $75,000 by the total number of PAGA Period pay periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period pay periods worked by each individual Aggrieved Employee.

3. Workweek/PAGA Pay Period Challenges. The number of Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Sodexo's records, is stated on the first page of this notice. You have until _____ to challenge the number of Workweeks and/or PAGA Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section IX of this notice has the Administrator's contact information.

   You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept Sodexo's calculation of Workweeks based on Sodexo's records 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. The Administrator will resolve Workweek challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and Sodexo's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

V. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the individual class payment and the individual PAGA payment (if any).

2. Aggrieved Employees (including those who are Non-Participating Class Members). The Administrator will send, by U.S. mail, a single individual PAGA payment check to every Aggrieved Employee who opts out of the class settlement.

   Your check will be sent to the same address as in this notice. If you change your address, be sure to notify the Administrator as soon as possible. Section IX of this notice has the Administrator's contact information.

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

To opt out of the class action settlement, submit a written and signed letter with your name, present address, telephone number and a simple statement that you do not want to participate in the settlement. The Administrator will exclude you based on any writing communicating

your request be excluded. Be sure to personally sign your request, identify the Actions as *Brianna Taylor and Luis Garcia v. SodexoMagic, LLC, et al.*, Case No. 24STCV23503, and include your identifying information (full name, address, telephone number, approximate dates of employment and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **You must send your request to be excluded to the Administrator by _____, or it will be invalid.** Section IX of the notice has the Administrator's contact information.

VII. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the settlement. Before deciding whether to object, you may wish to see what Plaintiffs and Defendants are asking the Court to approve. At least _____days before the _____final approval hearing, Class Counsel and/or Plaintiffs will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed settlement is fair and states (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as class representative service awards. Upon reasonable request, Class Counsel (whose contact information is in Section IX of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Court's website.

A Participating Class Member who disagrees with any class action component of the settlement or the Motion for Final Approval may wish to object. **The deadline for sending written objections to the Administrator is _____**. Be sure to tell the Administrator what you object to, why you object and any facts that support your objection. Make sure you identify the Actions as *Brianna Taylor and Luis Garcia v. SodexoMagic, LLC, et al.*, Case No. 24STCV23503,and include your name, current address, telephone number and approximate dates of employment for Sodexo and sign the objection. Section IX of this notice has the Administrator's contact information.

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. See Section VIII of this notice (immediately below) for specifics regarding the final approval hearing.

VIII. CAN I ATTEND THE FINAL APPROVAL HEARING?

You can, but don't have to, attend the final approval hearing on _____at _____ in Department 6 of the Superior Court of Los Angeles County, located at 312 North Spring Street, Los Angeles, CA 90012. 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 Class Counsel, Plaintiffs and the Administrator. The Court will invite comment from objectors, Class Counsel and defense counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via LACourtConnect (https://www.lacourt.org/lacc/). Check the Court's website for the most current information.

It's possible the Court will reschedule the final approval hearing. You should contact Class Counsel or the Court's website to verify the date and time of the final approval hearing.

IX. HOW CAN I GET MORE INFORMATION?

The settlement agreement sets forth everything Sodexo and Plaintiffs have promised to do under the proposed settlement. To read the settlement agreement, the judgment or any other settlement documents, telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to https://www.lacourt.ca.gov/pages/lp/access-a-case/tp/find-case-information/cp/os-civil-case-access h\ and entering the Case Number for the Action, Case No. 24STCV23503. You can also make an appointment to personally review court documents in the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

DO NOT TELEPHONE THE COURT TO OBTAIN INFORMATION

ABOUT THE SETTLEMENT

Class Counsel:

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Harout Messrelian (SBN 272020)
hm@messrelianlaw.com
101 N. Brand Blvd., Suite 1450
Glendale, CA 91203
Tel: (818) 484-6531

Settlement Administrator:

Name of Company: _____

Email Address: _____

Mailing Address: _____

Telephone: _____

Fax Number: _____

X. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

XI. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.

eSignature Details

Signer ID:	**nj5FJYv1NxTZjetFoW3Fnw5d**
Signed by:	CESAR VELEZ CERNA
Sent to email:	cesarfvelezcerna@gmail.com
IP Address:	172.56.177.97
Signed at:	Nov 3 2026, 11:26 am PST