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Attorneys for Plaintiff DIANNA FLORES,
individually, and on behalf of other similarly
situated employees and aggrieved employees
pursuant to the California Private Attorneys
General Act

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

DIANNA FLORES, individually, and on behalf of
other similarly situated employees and aggrieved
employees pursuant to the California Private
Attorneys General Act,

Plaintiff,
vs.

CAPITOL DISTRIBUTION COMPANY LLC dba
CAPITOL FOOD COMPANY; and DOES 1
through 25, inclusive,

Defendants.

Case No.: 24STCV20477

Honorable Theresa M. Traber
Department 1

**FURTHER SUPPLEMENTAL
DECLARATION OF ALEXANDRA ROSE
IN SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Date: February 19, 2026
Time: 4:00 p.m.
Department: 1

Complaint Filed: August 13, 2024
FAC Filed: August 15, 2025
Trial Date: Not Set

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1. I am an attorney duly licensed to practice law in all Courts of the State of California. I am a member of Blackstone Law, APC (“Class Counsel”), attorneys of record for Plaintiff Diana Flores (“Plaintiff”). I have personal knowledge of the facts contained herein, and, if called to testify, I could and would competently do so.

3. On February 18, 2026, the Parties fully executed the Settlement Agreement. A true and correct copy of the fully executed Settlement Agreement is attached hereto as **Exhibit 1**.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Alexandra Rose

EXHIBIT 1

1 **FIRST AMENDED JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT**

2 This First Amended Joint Stipulation of Class Action and PAGA Settlement (“Settlement,”
3 “Agreement,” or “Settlement Agreement”) is made and entered into by and between Plaintiff Dianna
4 Flores (“Plaintiff” or “Class Representative”), individually, and on behalf of all others similarly
5 situated and on behalf of the State of California with respect to aggrieved employees, and Defendant
6 Capitol Distribution Company LLC dba Capitol Food Company (“Defendant”) (together, Plaintiff and
7 Defendant are referred to as “Parties” and individually as “Party”).

8 This Settlement Agreement shall be binding on Plaintiff, Settlement Class Members (as
9 defined herein), the State of California as to the employment of PAGA Employees (as defined herein),
10 and Defendant, subject to the terms and conditions hereof and the approval of the Court.

11 Pursuant to Paragraph 49 of the Joint Stipulation of Class Action and PAGA Settlement which
12 was executed on August 11, 2025 (“Original Agreement,”), the Original Agreement is hereby replaced
13 and supplanted in its entirety by this instrument.

14 **RECITALS**

15 1. On August 6, 2024, Plaintiff provided written notice to the Labor and Workforce
16 Development Agency (“LWDA”) by online submission and to Defendant by U.S. Certified Mail,
17 pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor
18 Code alleged to have been violated by Defendant (“PAGA Letter”).

19 2. On August 13, 2024, Plaintiff filed a Class Action Complaint in the action entitled
20 *Dianna Flores v. Capitol Distribution Company LLC dba Capitol Food Company*, Los Angeles
21 County Superior Court Case No. 24STCV20477 (“Action”), thereby commencing a putative class
22 action against Defendant.

23 3. On October 14, 2024, Plaintiff filed a Complaint for Enforcement Action Under the
24 Private Attorneys General Act, Cal. Labor Code §§ 2698 *Et Seq.* in the action entitled *Dianna Flores*
25 *v. Capitol Distribution Company LLC dba Capitol Food Company*, Los Angeles County Superior
26 Court Case No. 24STCV26687 (“PAGA Action”), which alleged one cause of action under the Private
27 Attorneys General Act of 2004 pursuant to California Labor Code Section 2698 *et seq.* (“PAGA”)
28 against Defendant. Together, the Action and the PAGA Action shall be referred to as the “Actions”.

1 4. On August 15, 2025, Plaintiff filed a First Amended Class and Representative Action
2 Complaint (“Operative Complaint”) in the Action, which added the PAGA claims alleged in the
3 PAGA Action

4 5. On August 19, 2025, the PAGA Action was dismissed without prejudice.

5 6. The Operative Complaint alleges eleven (11) causes of action for violations of the
6 California Labor Code for failure to pay minimum wages, failure to pay overtime wages, failure to
7 provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant
8 rest periods and premium payments in lieu thereof, failure to timely pay wages during employment,
9 failure to provide one day’s rest in seven, failure to provide compliant wage statements, failure to
10 timely pay wages upon termination, and failure to reimburse necessary business expenses, for
11 violations of California Business & Professions Code Section 17200, *et seq.* based on the
12 aforementioned California Labor Code violations, and for civil penalties under PAGA based on the
13 aforementioned California Labor Code violations.

14 7. Defendant denies all material allegations set forth in the Actions, denies any failure to
15 comply with the laws identified in the Operative Complaint and denies any and all liability for the
16 causes of action alleged, and has asserted numerous affirmative defenses. Notwithstanding, in the
17 interest of avoiding further litigation, Defendant desires to fully and finally settle the Actions, Released
18 Class Claims (as defined herein), and Released PAGA Claims (as defined herein).

19 8. Class Counsel diligently investigated the class and PAGA claims against Defendant,
20 including any and all applicable defenses and the applicable law. The investigation included, *inter*
21 *alia*, the exchange of information, data, including time and pay data, and documents, and review of
22 corporate policies and practices. The Parties have engaged in sufficient informal discovery and
23 investigation to assess the relative merits of the claims and contentions of the Parties.

24 9. On June 11, 2025, the Parties participated in mediation with Monique Ngo-Bonnici,
25 Esq. (the “Mediator”), a respected mediator of complex wage and hour actions, and with the assistance
26 of the Mediator’s evaluations, the Parties reached the settlement that is memorialized herein. The
27 Parties’ settlement discussions were conducted at arms’ length, and the Settlement is the result of an
28 informed and detailed analysis of Defendant’s potential liability and exposure in relation to the costs

and risks associated with continued litigation. Based on Class Counsel's investigation and evaluation, Class Counsel believes that the settlement with Defendant for the consideration and on the terms set forth in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Class Members, State of California, and PAGA Employees in light of all known facts and circumstances, including the risk of significant delay and uncertainty associated with litigation and various defenses asserted by Defendant.

10. The Parties expressly acknowledge that this Settlement Agreement is entered into solely for the purpose of compromising significantly disputed claims and that nothing herein is an admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is not approved, it will be of no force or effect, and the Parties shall be returned to their original respective positions.

DEFINITIONS

11. The following definitions are applicable to this Settlement Agreement. Definitions contained elsewhere in this Settlement Agreement will also be effective.

a. "Attorneys' Fees and Costs" means attorneys' fees approved by the Court for Class Counsel's litigation and resolution of the Actions and all actual costs and expenses incurred and to be incurred by Class Counsel in connection with the Actions, as set forth in Paragraph 14.

b. "Class" or "Class Member(s)" means all current and former non-exempt employees (excluding drivers) who worked for Defendant in the State of California at any time during the Class Period.

c. "Class Counsel" means Jonathan M. Genish, Barbara DuVan-Clarke, P.J. Van Ert, Danielle Ling GruppChang, and Alexandra Rose of Blackstone Law, APC, who will seek to be appointed counsel for the Class.

d. "Class List" means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security number; (4) and number of Workweeks and Pay Periods.

e. “Class Notice” means the Notice of Class Action Settlement, substantially in the form attached hereto as “**Exhibit A**.”

f. “Class Period” means the period from August 13, 2020 to March 22, 2025.

g. “Class Settlement” means the settlement and resolution of all Released Class Claims.

h. “Court” means the Superior Court of the State of California for the County of Los Angeles.

i. “Defendant’s Counsel” means Dina S. Glucksman, Leslie H. Joyner, and Emilie MacLean of Gordon Rees Scully Mansukhani, LLP.

j. “Dispute” means a letter submitted by a Class Member disputing the number of Workweeks and/or Pay Periods which have been credited to them, which must: (a) contain the case name and number of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and the last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class Member disputes the number of Workweeks and/or Pay Periods credited to the Class Member and what the Class Member contends is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

k. “Effective Date” means the following: (i) if no Settlement Class Member objects to the Class Settlement, then the Effective Date will be the date of Final Approval; or (ii) if any Settlement Class Member objects to the Class Settlement, the Effective Date will be the sixty-first (61st) calendar day after the date of Final Approval, provided no appeal is initiated by an objector; or (iii) if a timely appeal is initiated by an objector, then the Effective Date will be the day after final resolution of that appeal (including any requests for rehearing and/or petitions for certiorari), resulting in final judicial approval of the Settlement.

l. “Employer Taxes” means the employer’s share of taxes and contributions in connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant in addition to the Gross Settlement Amount.

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m. “Enhancement Payment” means the amount to be paid to Plaintiff, in recognition of her effort and work in prosecuting the Actions on behalf of Class Members and PAGA Employees, and general release of claims, as set forth in Paragraph 15.

n. “Final Approval” means the determination by the Court that the Settlement is fair, reasonable, and adequate, and entry of the Final Approval Order and Judgment based thereon.

o. “Final Approval Hearing” means the hearing at which the Court will consider and determine whether the Settlement should be granted Final Approval.

p. “Final Approval Order and Judgment” means the order granting final approval of the Settlement and entering judgment thereon, in a form and content mutually agreed to by the Parties, and subject to approval by the Court.

q. “Gross Settlement Amount” means the amount of Four Hundred Fifty Thousand Dollars and Zero Cents (\$450,000.00) to be paid by Defendant in full satisfaction of the Actions, Released Class Claims, and Released PAGA Claims, which includes all Attorneys’ Fees and Costs, Enhancement Payment, PAGA Amount, Settlement Administration Costs, and Net Settlement Amount to be paid to the Settlement Class Members. Defendant shall pay the Employer Taxes separately and in addition to the Gross Settlement Amount. The Gross Settlement Amount is non-reversionary; no portion of the Gross Settlement Payment will return to Defendant.

r. “Individual PAGA Payment” means the *pro rata* share of the PAGA Employee Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be calculated in accordance with Paragraph 20.

s. “Individual Settlement Payment” means the net payment of each Settlement Class Member’s Individual Settlement Share, after reduction for the employee’s share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share, as provided in Paragraph 21.

t. “Individual Settlement Share” means the *pro rata* share of the Net Settlement Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated in accordance with Paragraph 19.

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u. “LWDA Payment” means the amount of Fourteen Thousand Six Hundred Twenty-Five Dollars and Zero Cents (\$14,625.00), i.e., 65% of the PAGA Amount, that the Parties have agreed to pay to the LWDA under the PAGA Settlement, as set forth in Paragraph 16.

v. “Net Settlement Amount” means the portion of the Gross Settlement Amount that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount less the Court-approved Attorneys’ Fees and Costs, Enhancement Payment, PAGA Amount, and Settlement Administration Costs.

w. “Notice of Objection” means a Settlement Class Member’s written objection to the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the objector’s full name, signature, address, telephone number, and the last four (4) digits of the objector’s Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

x. “PAGA Amount” means the allocation of Twenty-Two Thousand Five Hundred Dollars and Zero Cents (\$22,500.00) from the Gross Settlement Amount for the PAGA Settlement. Sixty-five percent (65%) of the PAGA Amount, or \$14,625.00, will be paid to the LWDA (i.e., the LWDA Payment) and the remaining thirty-five percent (35%), or \$7,875.00, will be distributed to the PAGA Employees (i.e., the PAGA Employee Amount).

y. “PAGA Employee(s)” means all current and former non-exempt employees (excluding drivers) who worked for Defendant in the State of California at any time during the PAGA Period.

z. “PAGA Employee Amount” means the amount of Seven Thousand Eight Hundred Seventy-Five Dollars and Zero Cents (\$7,875.00), i.e., 35% of the PAGA Amount, to be distributed to PAGA Employees on a *pro rata* basis based on their Pay Periods.

aa. “PAGA Period” means the period from August 6, 2023 to March 22, 2025.

bb. “PAGA Settlement” means the settlement and resolution of all Released PAGA Claims.

cc. “Pay Periods” means the number of pay periods each PAGA Employee worked for Defendant as a non-exempt employee in California during the PAGA Period.

dd. “Preliminary Approval” means the date on which the Court enters the Preliminary Approval Order.

ee. “Preliminary Approval Order” means the order granting preliminary approval of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by the Court.

ff. “Released Class Claims” means any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys’ fees, damages, or causes of action which were alleged or which could have been reasonably alleged based on the factual allegations in the Operative Complaint, arising during the Class Period under any federal, state, or local law, which shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide one day’s rest in seven, provide accurate wage statements, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 551, 552, 1194, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, California Business and Professions Code sections 17200, *et seq.*, and all claims for attorneys’ fees and costs and statutory interest in connection therewith.

gg. “Released PAGA Claims” means any and all claims arising from any of the factual allegations in the PAGA Letter and the Operative Complaint, arising during the PAGA Period, for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which shall specifically include claims for Defendant’s alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide one day’s rest in seven, provide compliant wage statements, maintain complete and accurate payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 551, 552, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and the

1 applicable Industrial Welfare Commission Wage Order, and all claims for attorneys' fees and costs in
2 connection therewith.

3 hh. "Released Parties" means Defendant and its current and former officers,
4 directors, members, attorneys, insurers, shareholders, representatives, and agents during the Class
5 Period and their respective parents, subsidiaries, affiliates, predecessors, successors, and assigns.

6 ii. "Request for Exclusion" means a letter submitted by a Class Member indicating
7 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
8 of the Action; (b) contain the Class Member's full name, signature, address, telephone number, and
9 last four (4) digits of the Class Member's Social Security number; (c) clearly state that the Class
10 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
11 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

12 jj. "Response Deadline" means the deadline by which Class Members must submit
13 a Request for Exclusion, Notice of Objection, and/or Dispute, which shall be the date that is forty-five
14 (45) calendar days from the initial mailing of the Class Notice by the Settlement Administrator to
15 Class Members, unless the 45th day falls on a Sunday or Federal holiday, in which case the Response
16 Deadline will be extended to the next day on which the United States Postal service is open. The
17 Response Deadline may also be extended by express agreement between Class Counsel and
18 Defendant's Counsel. In the event that a Class Notice is re-mailed to a Class Member, the Response
19 Deadline for that Class Member shall be extended fifteen (15) calendar days from the original
20 Response Deadline.

21 kk. "Settlement Administrator" means CPT Group, Inc., or any other third-party
22 class action settlement administrator agreed to by the Parties and approved by the Court for purposes
23 of administering the Settlement. The Parties and their counsel each represent that they do not have
24 any financial interest in the Settlement Administrator or otherwise have a relationship with the
25 Settlement Administrator that could create a conflict of interest.

26 ll. "Settlement Administration Costs" means the costs payable from the Gross
27 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in
28 Paragraph 17.

mm. “Settlement Class” or “Settlement Class Member(s)” means all Class Members who do not submit a timely and valid Request for Exclusion.

nn. “Workweeks” means the number of weeks each Class Member worked for Defendant as a non-exempt employee in California during the Class Period.

CLASS CERTIFICATION

12. For the purposes of this Settlement only, the Parties stipulate to the certification of the Class.

13. The Parties agree that certification for the purpose of settlement is not an admission that certification is proper under Section 382 of the California Code of Civil Procedure. Should, for whatever reason, the Court not grant Final Approval, the Parties’ stipulation to class certification as part of the Settlement shall become null and void ab initio and shall have no bearing on, and shall not be admissible in connection with, the issue of whether or not certification would be inappropriate in a non-settlement context.

TERMS OF THE AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants, promises, and agreements set forth herein, the Parties agree, subject to the Court’s approval, as follows:

14. Attorneys’ Fees and Costs. Defendant agrees not to oppose or impede any application or motion by Class Counsel for attorneys’ fees in the amount up to thirty-five (35%) of the Gross Settlement Amount (i.e., \$157,500.00) and reimbursement of actual costs and expenses associated with Class Counsel’s litigation and settlement of the Actions, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00), both of which will be paid from the Gross Settlement Amount. These amounts will cover any and all work performed and any and all costs incurred by Class Counsel in connection with the litigation of the Actions, including without limitation all work performed and costs incurred to date, and all work to be performed and all costs to be incurred in connection with obtaining the Court’s approval of this Settlement Agreement, including any objections raised and any appeals necessitated by those objections. Class Counsel shall be solely and legally responsible for correctly characterizing this compensation for tax purposes and for paying any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form 1099 to Class Counsel

1 for the Attorneys' Fees and Costs. Any portion of the requested Attorneys' Fees and Costs that is not
2 awarded by the Court to Class Counsel shall be reallocated to the Net Settlement Amount for the
3 benefit of the Settlement Class Members.

4 15. Enhancement Payment. Defendant agrees not to oppose or impede any application or
5 motion by Plaintiff for an Enhancement Payment in the amount up to Ten Thousand Dollars and Zero
6 Cents (\$10,000.00). The Enhancement Payment, which will be paid from the Gross Settlement
7 Amount, subject to Court approval, will be in addition to their Individual Settlement Payment as a
8 Settlement Class Member and Individual PAGA Payment as a PAGA Employee. Plaintiff shall be
9 solely and legally responsible for correctly characterizing this compensation for tax purposes and for
10 paying any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form
11 1099 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement Payment
12 that is not awarded by the Court to Plaintiff shall be reallocated to the Net Settlement Amount for the
13 benefit of the Settlement Class Members.

14 16. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
15 Twenty-Two Thousand Five Hundred Dollars and Zero Cents (\$22,500.00) shall be allocated from
16 the Gross Settlement Amount toward penalties under the Private Attorneys General Act, California
17 Labor Code Section 2698, *et seq.* (i.e., the PAGA Amount), of which sixty-five percent (65%), or
18 \$14,625.00, will be paid to the LWDA (i.e., the LWDA Payment) and thirty-five percent (35%), or
19 \$7,875.00, will be distributed to PAGA Employees (i.e., the PAGA Employee Amount) on a *pro rata*
20 basis, based on the total number of Pay Periods worked by each PAGA Employee during the PAGA
21 Period (i.e., the Individual PAGA Payments).

22 17. Settlement Administration Costs. The Settlement Administrator will be paid for the
23 reasonable costs of administration of the Settlement and distribution of payments under the Settlement,
24 which is currently estimated not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00). These
25 costs, which will be paid from the Gross Settlement Amount, subject to Court approval, will include,
26 *inter alia*, translating the Class Notice to Spanish, printing, distributing, and tracking Class Notices
27 and other documents for the Settlement, calculating and distributing payments due under the
28 Settlement, issuing of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings,

and remittances, providing necessary reports and declarations, and other duties and responsibilities set forth herein to process the Settlement, and as requested by the Parties. To the extent the actual Settlement Administrator's costs are greater than the estimated amount stated herein, such excess amount will be deducted from the Gross Settlement Amount, subject to approval by the Court. Any portion of the estimated, designated, and/or awarded Settlement Administration Costs which are not in fact required to fulfill payment to the Settlement Administrator to undertake the required settlement administration duties shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

18. Workweeks. Defendant has represented there are 16,294 Workweeks during the Class Period. If the total number of Workweeks worked by the Class Members during the Class Period actually exceeds 16,294, then Plaintiff has the option to terminate the Settlement.

19. Individual Settlement Share Calculations. Individual Settlement Shares will be calculated and apportioned from the Net Settlement Amount based on the Class Members' number of Workweeks, as follows:

a. After Preliminary Approval, the Settlement Administrator will divide the Net Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value to yield each Class Member's estimated Individual Settlement Share that the Class Member may be entitled to receive under the Class Settlement.

b. After Final Approval, the Settlement Administrator will divide the final Net Settlement Amount by the Workweeks of all Settlement Class Members to yield the "Final Workweek Value," and multiply each Settlement Class Member's individual Workweeks by the Final Workweek Value to each Settlement Class Member's final Individual Settlement Share.

20. Individual PAGA Payment Calculations. Individual PAGA Payments will be calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees' number of Pay Periods, as follows: The Settlement Administrator will divide the PAGA Employee Amount, i.e., 35% of the PAGA Amount, by the Pay Periods of all PAGA Employees to yield the "Pay Period Value," and multiply each PAGA Employee's individual Pay Periods by the Pay Period

1 Value to yield each PAGA Employee's Individual PAGA Payment.

2 21. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each
3 Individual Settlement Share will be allocated as follows: twenty percent (20%) wages and eighty
4 percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will be
5 reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages
6 will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement
7 Administrator will withhold the employee's share of taxes and withholdings with respect to the wages
8 portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their
9 Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes
10 and withholdings). The Employer Taxes will be paid separately and in addition to the Gross
11 Settlement Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%)
12 penalties and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

13 22. Administration of Taxes by the Settlement Administrator. The Settlement
14 Administrator will be responsible for issuing to Plaintiff, Settlement Class Members, PAGA
15 Employees, and Class Counsel any tax forms (i.e., IRS Forms W-2, IRS Forms 1099, etc.) as may be
16 required by law for all amounts paid pursuant to this Settlement Agreement. The Settlement
17 Administrator will also be responsible for calculating the Employer Taxes and forwarding all payroll
18 taxes and other legally required withholdings to the appropriate government authorities.

19 23. Tax Liability. Plaintiff, Class Counsel, Defendant, and Defendant's Counsel do not
20 intend anything contained in this Settlement Agreement to constitute advice regarding taxes or
21 taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiff, Settlement
22 Class Members, and PAGA Employees are not relying on any statement, representation, or calculation
23 by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff, Settlement
24 Class Members, and PAGA Employees understand and agree that Plaintiff, Settlement Class
25 Members, and PAGA Employees will be solely responsible for the payment of any taxes and penalties
26 assessed on the payments described in this Settlement Agreement. Plaintiff, Settlement Class
27 Members, and PAGA Employees should consult with their tax advisors concerning the tax
28 consequences of any payment they receive under the Settlement.

1 24. Circular 230 Disclaimer. EACH PARTY TO THIS SETTLEMENT AGREEMENT
2 (FOR PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY
3 TO THIS SETTLEMENT AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN
4 “OTHER PARTY”) ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS
5 SETTLEMENT AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE
6 BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISORS, IS
7 OR WAS INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE
8 CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE
9 MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART
10 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY
11 UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE
12 (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS SETTLEMENT AGREEMENT, (B)
13 HAS NOT ENTERED INTO THIS SETTLEMENT AGREEMENT BASED UPON THE
14 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
15 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
16 DISCLOSURE BY ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY TO AVOID ANY
17 TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO
18 ATTORNEY OR ADVISOR TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION
19 THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY’S OR ADVISOR’S
20 TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY
21 BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX
22 TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY
23 TRANSACTION CONTEMPLATED BY THIS SETTLEMENT AGREEMENT.

24 25. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the
25 Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually
26 are issued to the payee. It is expressly understood and agreed that payments made under this
27 Settlement shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Employee
28 to additional compensation or benefits under any new or additional compensation or benefits, or any

bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period, nor will it entitle Plaintiff, Settlement Class Members, or any PAGA Employee to any increased retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding any contrary language or agreement in any benefit or compensation plan document that might have been in effect during the Class Period).

26. Duties of the Parties with Respect to Obtaining Preliminary Approval of the Settlement.

Plaintiff will obtain a hearing date from the Court for Plaintiff's motion for preliminary approval of the Settlement, which Class Counsel will be responsible for drafting, and submit this Settlement Agreement to the Court in support of said motion. Class Counsel will provide Defendant's Counsel a draft of the preliminary approval motion before filing it with the Court. Defendant agrees not to oppose the motion for preliminary approval of the Settlement consistent with this Settlement Agreement. By way of said motion, Plaintiff will apply for the entry of the Preliminary Approval Order seeking the following:

- a. Conditionally certifying the Class for settlement purposes only;
- b. Granting Preliminary Approval of the Settlement;
- c. Preliminarily appointing Plaintiff as the representative of the Class;
- d. Preliminarily appointing Class Counsel as counsel for the Class;
- e. Approving as to form and content, the mutually-agreed upon and proposed Class Notice and directing its mailing by First Class U.S. Mail;
- f. Approving the manner and method for Class Members to request exclusion from or object to the Class Settlement as contained herein and within the Class Notice; and
- g. Scheduling a Final Approval Hearing at which the Court will determine whether Final Approval of the Settlement should be granted.

27. Notice of Settlement to the LWDA. Pursuant to California Labor Code § 2699(s)(2), Class Counsel shall notify the LWDA of the Settlement.

28. Delivery of Class List. Within thirty (30) calendar days of Preliminary Approval, Defendant will provide the Class List to the Settlement Administrator. To protect Class Members' privacy rights, the Settlement Administrator must maintain the Class List in confidence, use the Class

1 List only for purposes of this Settlement and for no other purpose, and restrict access to the Class List
2 to Settlement Administrator employees who need access to the Class List to effect and perform under
3 this Agreement.

4 29. Notice by First-Class U.S. Mail.

5 a. Within seven (7) calendar days after receiving the Class List from Defendant,
6 the Settlement Administrator will perform a search based on the National Change of Address Database
7 or any other similar services available, such as provided by Experian, for information to update and
8 correct for any known or identifiable address changes, and will mail a Class Notice in English and
9 Spanish (in the form attached as **Exhibit A** to this Settlement Agreement) to all Class Members via
10 First-Class U.S. Mail, using the most current, known mailing addresses identified by the Settlement
11 Administrator.

12 b. Any Class Notice returned to the Settlement Administrator as undeliverable on
13 or before the Response Deadline will be sent promptly via First-Class U.S. Mail to the forwarding
14 address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on
15 the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly
16 attempt to determine the correct address using a skip-trace or other search, using the name, address,
17 and/or Social Security number of the Class Member, and perform a single re-mailing within five (5)
18 calendar days.

19 c. Compliance with the procedures described herein above shall constitute due and
20 sufficient notice to Class Members of the Settlement and shall satisfy the requirements of due process.
21 Nothing else shall be required of or done by the Parties, Class Counsel, or Defendant's Counsel to
22 provide notice of the Settlement.

23 30. Disputes Regarding Workweeks and/or Pay Periods. Class Members will have an
24 opportunity to dispute the number of Workweeks and/or Pay Periods which have been credited to
25 them, as reflected in their respective Class Notices, by submitting a timely and valid Dispute to the
26 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
27 postmark on the return mailing envelope will be the exclusive means to determine whether a Dispute
28 has been timely submitted. Absent evidence rebutting the accuracy of Defendant's records and data

1 as they pertain to the number of Workweeks and/or Pay Periods to be credited to a disputing Class
2 Member, Defendant's records will be presumed to be correct and determinative of the dispute.
3 However, if a Class Member produces information and/or documents to the contrary, the Settlement
4 Administrator will evaluate the materials submitted by the Class Member and the Settlement
5 Administrator will resolve and determine the number of eligible Workweeks and/or Pay Periods that
6 the disputing Class Member should be credited with under the Settlement. The Settlement
7 Administrator's decision on such disputes will be final and non-appealable.

8 31. Requesting Exclusion from the Class Settlement. Any Class Member wishing to be
9 excluded from the Class Settlement must submit a timely and valid Request for Exclusion to the
10 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
11 postmark on the return mailing envelope will be the exclusive means to determine whether a Request
12 for Exclusion has been timely submitted. The Settlement Administrator will certify jointly to Class
13 Counsel and Defendant's Counsel the number of timely and valid Requests for Exclusion that are
14 submitted, and also identify the individuals who have submitted a timely and valid Request for
15 Exclusion in a declaration that is to be filed with the Court in advance of the Final Approval Hearing.
16 At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members
17 to request exclusion from the Class Settlement. Any Class Member who submits a Request for
18 Exclusion is prohibited from making any objection to the Class Settlement. Any Class Member who
19 submits a timely and valid Request for Exclusion will not be bound by the Class Settlement and will
20 not be issued an Individual Settlement Payment. Any Class Member who does not affirmatively
21 request exclusion from the Class Settlement by submitting a timely and valid Request for Exclusion
22 will be bound by all of the terms of the Class Settlement, including and not limited to those pertaining
23 to the Released Class Claims, as well as any judgment that may be entered by the Court if it grants
24 Final Approval to the Settlement. Notwithstanding the above, all PAGA Employees will be bound to
25 the PAGA Settlement and will be issued their Individual PAGA Payment, irrespective of whether they
26 submit a Request for Exclusion.

27 ///

28 ///

1 32. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class
2 Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by
3 mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing
4 envelope will be the exclusive means to determine whether a Notice of Objection has been timely
5 submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's
6 Counsel the number of Notices of Objection that are submitted (specifying which ones were timely
7 and complete and which were not), and also attach them to a declaration that is to be filed with the
8 Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel
9 seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or
10 appeal from the Final Approval Order and Judgment. Settlement Class Members, individually or
11 through counsel, may also present their objection orally at the Final Approval Hearing, regardless of
12 whether they have submitted a Notice of Objection.

13 33. Reports by the Settlement Administrator. The Settlement Administrator shall provide
14 weekly reports to counsel for the Parties providing: (a) the number of undeliverable and re-mailed
15 Class Notices; (ii) the number of Class Members who have submitted Disputes; (iii) the number of
16 Class Members who have submitted Requests for Exclusion; and (iv) the number of Settlement Class
17 Members who have submitted Notices of Objection. Additionally, the Settlement Administrator will
18 provide to counsel for the Parties any updated reports regarding the administration of the Settlement
19 Agreement as needed or requested, and immediately notify the Parties when it receives a request from
20 an individual or any other entity regarding inclusion in the Class and/or Settlement or regarding a
21 Dispute.

22 34. Defendant's Right to Rescind. If more than ten percent (10%) of the Class Members
23 submit timely and valid Requests for Exclusion, Defendant may elect to rescind the Settlement
24 Agreement. Defendant must exercise this right of rescission in writing that is provided to Class
25 Counsel within fourteen (14) calendar days of the Settlement Administrator notifying the Parties of
26 the number of Class Members who have submitted timely and valid Requests for Exclusion following
27 the Response Deadline. If Defendant exercises this option, Defendant shall pay any costs of settlement
28 administration owed to the Settlement Administrator incurred up to that date.

1 35. Certification of Completion. Upon completion of administration of the Settlement, the
2 Settlement Administrator will provide a written declaration under oath to certify such completion to
3 the Court and counsel for all Parties.

4 36. Duties of the Parties with Respect to Obtaining Final Approval of the Settlement. After
5 the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final
6 Approval of the Settlement should be granted, along with the amounts properly payable for: (a)
7 Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys'
8 Fees and Costs; (e) Enhancement Payment; and (f) Settlement Administration Costs. The Final
9 Approval Hearing will not be held earlier than thirty (30) calendar days after the Response Deadline.
10 Plaintiff and Class Counsel will be responsible for drafting the motion seeking Final Approval of the
11 Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion
12 before filing it with the Court. By way of said motion, Plaintiff will apply for the entry of the Final
13 Approval Order and Judgment, which will provide for, in substantial part, the following:

14 a. Approval of the Settlement as fair, reasonable, and adequate, and directing
15 consummation of its terms and provisions;

16 b. Certification of the Settlement Class;

17 c. Approval of the application for Attorneys' Fees and Costs to Class Counsel;

18 d. Approval of the application for Enhancement Payment to Plaintiff;

19 e. Directing Defendant to fund all amounts due under the Settlement Agreement
20 and ordered by the Court; and

21 f. Entering judgment in the Action, while maintaining continuing jurisdiction, in
22 conformity with California Rules of Court 3.769 and the Settlement Agreement.

23 37. Funding of the Gross Settlement Amount. No later than twenty (20) business days
24 after the Effective Date, Defendant will deposit the Gross Settlement Amount into a Qualified
25 Settlement Fund ("QSF") within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be
26 established by the Settlement Administrator. Defendant shall provide all information necessary for
27 the Settlement Administrator to calculate necessary payroll taxes including its official name, 8-digit
28 state unemployment insurance tax ID number, and other information requested by the Settlement
Administrator, no later than five (5) business days after the Effective Date.

1 38. Distribution of the Gross Settlement Amount. Within five (5) business days of the
2 funding of the Gross Settlement Amount, the Settlement Administrator will issue the Individual
3 Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees,
4 LWDA Payment to the LWDA, Enhancement Payment to Plaintiff, Attorneys' Fees and Costs to Class
5 Counsel, and Settlement Administration Costs to itself. The Settlement Administrator shall also set
6 aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and
7 timely forward these to the appropriate government authorities.

8 39. Settlement Checks. The Settlement Administrator will be responsible for undertaking
9 appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way
10 of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the
11 PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the
12 Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA
13 Payment into one check if the intended recipient for both payments is one individual. Settlement Class
14 Members and PAGA Employees are not required to submit a claim to be issued an Individual
15 Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and
16 Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180)
17 calendar days from the date the checks are issued, and thereafter, shall be canceled. Any funds
18 associated with such canceled checks shall be distributed by the Settlement Administrator to the State
19 of California's Unclaimed Property Division in the name of the Settlement Class Member and/or
20 PAGA Employee. The Parties agree that this disposition results in no "unpaid residue" under
21 California Civil Procedure Code Section 384, as the entire Net Settlement Amount will be paid out to
22 Settlement Class Members, whether or not they cash their settlement checks. Therefore, Defendant
23 will not be required to pay any interest on such amounts. The Settlement Administrator shall undertake
24 amended and/or supplemental tax filings and reporting required under applicable local, state, and
25 federal tax laws that are necessitated due to the cancelation of any Individual Settlement Payment
26 and/or Individual PAGA Payment checks. Settlement Class Members whose Individual Settlement
27 Payment checks are canceled shall, nevertheless, be bound by the Class Settlement, and PAGA
28 Employees whose Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the
PAGA Settlement.

1 40. Class Settlement Release. Upon the Effective Date and full funding of the Gross
2 Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally,
3 and forever released, settled, compromised, relinquished, and discharged the Released Parties of all
4 Released Class Claims.

5 41. PAGA Settlement Release. Upon the Effective Date and full funding of the Gross
6 Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all
7 PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised,
8 relinquished, and discharged the Released Parties of all Released PAGA Claims.

9 42. Plaintiff's General Release. Upon the Effective Date and full funding of the Gross
10 Settlement Amount, Plaintiff, individually and on her own behalf, and on behalf of her respective
11 former and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and
12 assigns, will be deemed to have fully, finally, and forever released, settled, compromised, relinquished,
13 and discharged the Released Parties from any and all claims, debts, liabilities, demands, obligations,
14 guarantees, costs, expenses, attorneys' fees, damages, or causes of action of any kind or nature
15 whatsoever, known or unknown, suspected or unsuspected, asserted or unasserted, which Plaintiff, at
16 any time during the Class Period, had or claimed to have or may have. Plaintiff acknowledges that
17 Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now
18 knows or believes to be true but agrees, nonetheless, that this release shall be and remain effective in
19 all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them. It is
20 agreed that this is a general release and is to be broadly construed as a release of all claims, provided
21 that, notwithstanding the foregoing, this Paragraph expressly does not include a release of any claims
22 that cannot be released hereunder by law. Any and all rights granted under any state or federal law or
23 regulation limiting the effect of this Settlement Agreement, including the provisions of Section 1542
24 of the California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California
25 Civil Code reads as follows:

26 **A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR**
27 **OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER**
28 **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.

43. Final Approval Order and Judgment. The Parties shall provide the Settlement Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court, and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the Class will be required.

44. Continued Jurisdiction. After entry of the judgment pursuant to the Settlement, the Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and Section 664.6 of the California Code of Civil Procedure, for purposes of addressing: (a) the interpretation and enforcement of the terms of the Settlement, (b) settlement administration matters, and (c) such post-judgment matters as may be appropriate under court rules or as set forth in this Settlement Agreement.

45. Effects of Termination or Rescission of Settlement. Termination or rescission of the Settlement Agreement shall have the following effects:

a. The Settlement Agreement shall be void and shall have no force or effect, and no Party shall be bound by any of its terms;

b. In the event the Settlement Agreement is terminated, Defendant shall have no obligation to make any payments to any Party, Class Member, or attorney, except that the terminating Party shall pay the Settlement Administrator for services rendered up to the date the Settlement Administrator is notified that the Settlement has been terminated;

c. The Preliminary Approval Order and Final Approval Order and Judgment, including any order certifying the Class, shall be vacated;

d. The Settlement Agreement and all negotiations, statements, and proceedings relating thereto shall be without prejudice to the rights of any of the Parties, all of whom shall be restored to their respective positions in the Action prior to the execution of the Settlement Agreement;

e. Neither this Settlement Agreement, nor any ancillary documents, actions, statements, or filings in furtherance of the Settlement (including all matters associated with the

mediation) shall be admissible or offered into evidence in the Action or any other action for any purpose whatsoever; and

f. Any documents generated to bring the Settlement into effect, will be null and void, and any order or judgment entered by the Court in furtherance of this Settlement Agreement will likewise be treated as void from the beginning.

46. No Prior Assignments. The Parties and their counsel represent, covenant, 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 herein released and discharged.

47. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein. Any exhibits to this Settlement Agreement are an integral part of the Settlement.

48. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the entirety of the Parties' agreement relating to the settlement and transaction completed thereby, and all prior or contemporaneous agreements, understandings, representations, and statements, whether oral or written and whether by a Party or such Party's legal counsel, are merged herein. No other prior or contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties expressly recognize California Civil Code Section 1625 and California Code of Civil Procedure Section 1856(a), which provide that a written agreement is to be construed according to its terms and may not be varied or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic oral or written representations or terms will modify, vary, or contradict the terms of this Settlement Agreement.

49. Interim Stay of Proceedings. The Parties agree to hold in abeyance all proceedings in the Action (including with respect to California Code of Civil Procedure Section 583.310), except such proceedings necessary to implement and complete this Settlement Agreement, pending the Final Approval Hearing to be conducted by the Court.

50. Amendment or Modification. Prior to the filing of the motion for preliminary approval of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement except by written agreement signed by counsel for all Parties. After the filing of the motion for preliminary approval of the Settlement, the Parties may not amend or modify any provision of this

1 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
2 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
3 constitute a waiver of any other provision.

4 51. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
5 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
6 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
7 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
8 effectuate the terms of this Settlement Agreement. The Parties warrant that they understand and have
9 full authority to enter into this Settlement Agreement, and further intend that this Settlement
10 Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible
11 and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation
12 confidentiality provisions that otherwise might apply under state or federal law.

13 52. Signatories. It is agreed that because the members of the Class are so numerous, it is
14 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
15 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
16 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
17 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
18 the same force and effect as if this Settlement Agreement were executed by each Settlement Class
19 Member and PAGA Employee.

20 53. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
21 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

22 54. California Law Governs. All terms of this Settlement Agreement and attached exhibits
23 hereto will be governed by and interpreted according to the laws of the State of California.

24 55. Execution and Counterparts. This Settlement Agreement is subject only to the
25 execution of all Parties. However, this Settlement Agreement may be executed in one or more
26 counterparts. All executed counterparts and each of them, including facsimile, electronic, and scanned
27 copies of the signature page, will be deemed to be one and the same instrument.

28 56. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at

1 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
2 account all relevant factors, present and potential. The Parties further acknowledge that they are each
3 represented by competent counsel and that they have had an opportunity to consult with their counsel
4 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
5 obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement
6 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
7 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

8 57. Invalidity of Any Provision. Before declaring any provision of this Settlement
9 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
10 possible consistent with applicable precedents so as to define all provisions of this Settlement
11 Agreement valid and enforceable.

12 58. Plaintiff's Cooperation. Plaintiff agrees to sign this Settlement Agreement and, by
13 signing this Settlement Agreement, is hereby bound by the terms herein and agrees to fully cooperate
14 to implement the Settlement.

15 59. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
16 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
17 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
18 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines
19 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
20 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;
21 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
22 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
23 construed as an admission or concession by Defendant of any such violations or failures to comply
24 with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement
25 Agreement, this Settlement Agreement and its terms and provisions shall not be offered or received
26 as evidence in any action or proceeding to establish any liability or admission on the part of Defendant
27 or to establish the existence of any condition constituting a violation of, or a non-compliance with,
28 federal, state, local, or other applicable law.

60. Captions. The captions and paragraph numbers in this Settlement Agreement are inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or intent of the provisions of this Settlement Agreement.

61. Mutual Preparation. The Parties have had a full opportunity to negotiate the terms and conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be construed more strictly against one Party than another merely by virtue of the fact that it may have been prepared by counsel for one of the Parties, it being recognized that, because of the arms-length negotiations between the Parties, all Parties have contributed equally to the preparation of this Settlement Agreement.

62. Representation By Counsel. The Parties acknowledge that they have been represented by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and that this Settlement Agreement has been executed with the consent and advice of counsel, and reviewed in full.

63. All Terms Subject to Final Court Approval. All amounts and procedures described in this Settlement Agreement herein will be subject to final Court approval.

64. Notices. All notices, demands, and other communications to be provided concerning the Settlement Agreement shall be in writing and deemed to have been duly given as of the third business day after mailing by First Class U.S. Mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff and Class Counsel:

Jonathan M. Genish

jgenish@blackstonepc.com

Barbara DuVan-Clarke

BDC@blackstonepc.com

P.J. Van Ert

pjvanert@blackstonepc.com

Danielle Ling GruppChang

dgruppchang@blackstonepc.com

Alexandra Rose

arose@blackstonepc.com

BLACKSTONE LAW, APC

8383 Wilshire Boulevard, Suite 745

Beverly Hills, California 90211

Tel: (310) 622-4278 / Fax: (855) 786-6356

To Defendant:
Dina S. Glucksman
dglucksman@grsm.com
Leslie H. Joyner
ljoyner@grsm.com
Emilie MacLean
emaclean@grsm.com

GORDON REES SCULLY MANSUKHANI, LLP

633 West Fifth Street, 52nd Floor
Los Angeles, California 90071
Tel: (213) 576-5000 / Fax: (213) 680-4470

65. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this First Amended Joint Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:
IT IS SO AGREED.

PLAINTIFF DIANNA FLORES

Dated: 02/18/2026

Dianna Flores
Plaintiff Dianna Flores

**DEFENDANT CAPITOL DISTRIBUTION
COMPANY LLC dba CAPITOL FOOD
COMPANY**

Dated: February 12, 2026

DocuSigned by:
John Levi
202A632BC50A136...

Full Name: John Levi

Title: President

On behalf of Defendant Capitol Distribution
Company LLC dba Capitol Food Company

1 **APPROVED AS TO FORM ONLY:**

BLACKSTONE LAW, APC

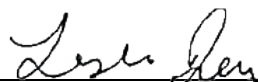
2
3 Dated: 02/18/2026



Alexandra Rose
Attorneys for Plaintiff Dianna Flores
and Proposed Class Counsel

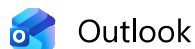
**GORDON REES SCULLY MANSUKHANI,
LLP**

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9 Dated: 2/12/26



Dina S. Gluckman
Leslie H. Joyner
Emilie MacLean
Attorneys for Defendant Capitol Distribution
Company LLC dba Capitol Food Company

EXHIBIT 2



Thank you for your Proposed Settlement Submission

From no-reply@formassembly.com <no-reply@formassembly.com>

Date Wed 2/18/2026 3:30 PM

To Ana Turcios <aturcios@blackstonepc.com>

[External Email].

02/18/2026 03:30:15 PM

Thank you for your submission to the Labor and Workforce Development Agency.

Item submitted: Proposed Settlement

On 02/18/2026 03:30:15 PM your Proposed Settlement was successfully processed for case number LWDA-CM-1043896-24

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: [http://labor.ca.gov/Private Attorneys General Act.htm](http://labor.ca.gov/Private_Attorneys_General_Act.htm)