

1 Karen I. Gold (State Bar No. 258360)
kgold@blackstonepc.com
2 Sara Pezeshkpour (State Bar No. 260240)
spezeshkpour@blackstonepc.com
3 Noam Reiffman (State Bar No. 299446)
nreiffman@blackstonepc.com
4 Marissa A. Mayhood (State Bar No. 334376)
mmayhood@blackstonepc.com
5 Alexandra Rose (State Bar No. 329407)
arose@blackstonepc.com
6 **BLACKSTONE LAW, APC**
7 8383 Wilshire Boulevard, Suite 745
8 Beverly Hills, California 90211
9 Tel: (310) 622-4278 / Fax: (855) 786-6356

10 Attorneys for Plaintiffs Ariana Crisafulli
and Gina Marie Giovacchini and the Class

11
12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **FOR THE COUNTY OF SONOMA**

14 ARIANA CRISAFULLI, individually, and on
behalf of other similarly situated employees,
15 and GINA MARIE GIOVACCHINI,
individually, and on behalf of aggrieved
16 employees pursuant to the California Private
Attorneys General Act,

17
18 Plaintiffs,

19 vs.

20 SONOMA MEDIA INVESTMENTS, LLC;
and DOES 1 through 25, inclusive,

21 Defendants.
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Case No. 24CV05458

Honorable Patrick Broderick
Department 16

**DECLARATION OF AMANDA
HOWARD OF ILYM GROUP, INC.
REGARDING CORRECTIVE MAILING**

1 I, Amanda Howard, declare as follows:

2 1. I am a resident of the United States of America and am over the age of 18. I am a
3 Case Manager for ILYM Group, Inc., (herein after referred to as “ILYM Group”), the professional
4 settlement services provider who has been retained by the Parties’ Counsel and subsequently
5 appointed by the Court to serve as the Settlement Administrator for the above captioned, *Crisafulli,*
6 *et al. v. Sonoma Media Investments, LLC* matter. I am authorized to make this declaration on behalf
7 of ILYM Group and myself. I have personal knowledge of the facts herein, and, if called upon to
8 testify, I could and would testify competently to such facts.

9 2. ILYM Group has extensive experience in administering Class Action Settlements,
10 including direct mail services, database management, claims processing and settlement fund
11 distribution services for Class Actions ranging in size from 26 to 4.5 million Settlement Class
12 Members.

13 3. ILYM Group was engaged by the Parties’ Counsel and subsequently approved and
14 appointed by the Court to provide notification services and settlement administration, pursuant to
15 the terms of the Settlement, in the above referenced Action. Duties performed to-date and to be
16 performed after Final Approval of the Settlement is granted, include: (a) translating the mailing
17 documents into Spanish; (b) printing and mailing the *Notice of Class Action and PAGA Settlement*,
18 in both English and Spanish (referred to as “Class Notice”); (c) receiving and processing Requests
19 for Exclusion, Notices of Objection, and Workweeks Disputes; (d) establishing a QSF account and
20 calculating individual settlement award amounts; (e) processing and mailing settlement award
21 checks; (f) handling tax withholdings as required by the Settlement and the law; (g) preparing,
22 issuing and filing tax returns and other applicable tax forms; (h) handling the distribution of any
23 unclaimed funds pursuant to the terms of the Settlement; and (i) performing other tasks as the
24 Parties mutually agree to and/or the Court orders ILYM Group to perform.

25 4. On August 20, 2026, ILYM Group was informed that the Court approved a 15-day
26 supplemental notice period to mail corrective notices to all Class Members with their corrected
27 Workweeks and PAGA Workweeks and estimated payments, and that provides fifteen (15)
28 calendar days to dispute their corrected Workweeks and PAGA Workweeks.

1 5. On August 20, 2026, ILYM Group received the corrected Class List file from
2 Defendant's Counsel, which contained the full name, social security number, last known mailing
3 address, number of Workweeks, and number of PAGA Workweeks for each Class Member and
4 PAGA Employee. The Class List was uploaded to our database and checked for duplicates and
5 other possible discrepancies. The Class List contained unique records for 157 individuals identified
6 as Class Members who worked a total of 13,224 Workweeks. Accordingly, the Escalator Clause
7 was not triggered. This corrected Class List corrected the number of Workweeks and PAGA
8 Workweeks assigned to the Class Members.

9 6. On August 27, 2026, the *Corrective Notice of Class Action and PAGA Settlement*
10 was mailed, in both English and Spanish, via U.S First Class Mail, to all 157 individuals contained
11 in the Class List. Attached hereto, as **Exhibit A**, is a true and correct copy of the mailed Corrective
12 Notice.

13 7. As of the date of this declaration, ILYM Group has not received any Workweeks
14 Disputes. The updated Response Deadline for Workweeks Disputes was September 11, 2026.

15 8. As previously reported, ILYM Group did not receive any Requests for Exclusion or
16 Notices of Objection. The Response Deadline for Requests for Exclusion and Notices of Objection
17 was June 18, 2026.

18 9. The Net Settlement Amount available to Settlement Class Members is estimated to
19 be \$154,900.00 and was calculated by subtracting the requested attorneys' fees \$122,500.00, the
20 requested amount for litigation costs and expenses \$25,000.00, the requested Enhancement
21 Payments \$15,000.00 (\$7,500 for each), the requested Settlement Administration Costs \$7,600.00,
22 and the PAGA Amount \$25,000.00 from the Gross Settlement Amount \$350,000.00.

23 10. As of this date, there are 157 Class Members who did not submit a timely and valid
24 Request for Exclusion and are therefore deemed to be Settlement Class Members, representing
25 100% of the Class, who worked 13,224 Workweeks during the Class Period.

26 11. The *highest* Individual Settlement Share to a Settlement Class Member is currently
27 estimated to be approximately \$2,764.40, the *average* Individual Settlement Share is currently
28 estimated to be approximately \$986.62, and the *lowest* Individual Settlement Share is currently

1 estimated to be approximately \$11.71. These amounts are subject to employee-side tax and
2 withholdings.

3 12. Pursuant to the Agreement, 35% of the PAGA Amount (\$8,750.00) will be allocated
4 to PAGA Employees regardless of whether he or she opted out of the Class Settlement; PAGA
5 Employees cannot opt out of the PAGA Settlement. There are 73 PAGA Employees who worked
6 3,828 PAGA Workweeks during the PAGA Period.

7 13. The *highest* Individual PAGA Payment to a PAGA Employee is currently estimated
8 to be approximately \$182.86, the *average* Individual PAGA Payment is currently estimated to be
9 approximately \$119.86, and the *lowest* Individual PAGA Payment is currently estimated to be
10 approximately \$4.57.

11 14. ILYM Group's increase of costs to conduct the supplemental notice procedure was
12 \$350.00. Accordingly, ILYM Group's total fees and costs for services in connection with the
13 administration of this Settlement, which includes fees and costs incurred to-date, as well as
14 anticipated fees and costs for completion of the settlement administration, are \$7,600.00. ILYM
15 Group's work in connection with this matter will continue with the calculation of the settlement
16 award payments, issuance and mailing of the settlement award checks, the necessary tax filing and
17 reporting on such payments, and any other tasks that the Parties mutually agree to and/or the Court
18 orders ILYM Group to perform. Attached hereto, as **Exhibit B**, is a true and correct copy of ILYM
19 Group's updated quote.

20
21 I declare under penalty of perjury under the laws of the State of California and the United
22 States that the foregoing is true and correct to the best of my knowledge and that this Declaration
23 was executed this 23rd day of September 2026, at Tustin, California.

24
25
26 
27 AMANDA HOWARD
28

EXHIBIT “A”

CORRECTIVE NOTICE OF CLASS ACTION AND PAGA SETTLEMENT

Ariana Crisafulli, et al. v. Sonoma Media Investments, LLC

Superior Court of California for the County of Sonoma, Case No. 24CV05458

Dear «First_Name» «Last_Name»:

You recently received a Notice of Class Action and PAGA Settlement regarding the above-referenced matter. That notice included an estimated number of workweeks attributed to you for purposes of the settlement.

Please be advised that the prior notice did not contain your correct workweek count. Accordingly, you should disregard the prior notice.

This is a corrected notice reflecting your accurate workweek count. This corrected notice replaces the prior notice and should be used for all purposes relating to the settlement, including reviewing your estimated settlement share and any applicable deadlines.

A. Your Workweeks and PAGA Workweeks (if applicable) Based on Defendant's Records

According to Defendant's records:

- **From September 12, 2020 through March 15, 2025 (i.e., the Class Period), you are credited as having worked «Class_Work_Weeks» Workweeks.**
- **From September 12, 2023 through March 15, 2025 (i.e., the PAGA Period), you are credited as having worked «PAGA_Workweeks» PAGA Workweeks.**

If you wish to dispute the Workweeks and/or PAGA Workweeks credited to you, you must submit your dispute in writing to the Settlement Administrator ("Workweeks Dispute"). The Workweeks Dispute must: (a) contain the case name and number of the Action (*Crisafulli v. Sonoma Media Investments, LLC*, Case No. 24CV05458); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or PAGA Workweeks credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before September 11, 2026**.

B. Your Estimated Individual Settlement Share and Individual PAGA Payment (if applicable)

As explained above, your estimated Individual Settlement Share and Individual PAGA Payment (if applicable) is based on the number of Workweeks and PAGA Workweeks (if applicable) credited to you.

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$«Estimated_Individual_Class_Award».

The Individual Settlement Share is subject to reduction for the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$«Estimated_Individual_PAGA_Award».

The settlement approval process may take multiple months. Your Individual Settlement Share and Individual PAGA Payment (if applicable) reflected in this Class Notice is only an estimate. Your actual Individual Settlement Payment and Individual PAGA Payment (if applicable) may be higher or lower.

If you have any questions regarding the corrected notice, your workweek count, or the settlement, please contact the Settlement Administrator using the contact information provided below.

Sincerely,

ILYM Group, Inc.

P.O. Box 2031

Tustin, CA 92781

Questions? Call the Settlement Administrator Toll Free at 1-(888) 250-6810

AVISO CORRECTIVO SOBRE LA DEMANDA COLECTIVA Y EL ACUERDO PAGA

Ariana Crisafulli, et al. v. Sonoma Media Investments, LLC

Tribunal Superior de California para el Condado de Sonoma, Caso No. 24CV05458

Estimado(a) «First_Name» «Last_Name»:

Recientemente recibió un Aviso de Demanda Colectiva y un Acuerdo PAGA con respecto al asunto mencionado anteriormente. Ese aviso incluía un número estimado de semanas laborales atribuidas a usted para los fines del acuerdo.

Tenga en cuenta que el aviso previo no contenía su recuento correcto de semanas laborales. En consecuencia, debe ignorar el aviso previo.

Este es un aviso corregido que refleja su conteo exacto de semanas laborales. Este aviso corregido reemplaza el aviso previo y debe usarse para todos los fines relacionados con el acuerdo, incluida la revisión de su parte estimada del acuerdo y los plazos aplicables.

C. Sus Semanas Laborales y Semanas Laborales PAGA (si corresponde) basadas en los registros del Demandado

Según los registros del Demandado:

- **Desde el 12 de septiembre de 2020 hasta el 15 de marzo de 2025 (es decir, el Período del Colectivo), se le acredita haber trabajado «Class_Work_Weeks» Semanas Laborales.**
- **Desde el 12 de septiembre de 2023 hasta el 15 de marzo de 2025 (es decir, el Período PAGA), se le acredita haber trabajado «PAGA_Workweeks» Semanas Laborales PAGA.**

Si desea disputar las Semanas Laborales y/o Semanas Laborales PAGA que se le acrediten, debe presentar su disputa por escrito al Administrador del Acuerdo ("Disputa de las Semanas Laborales"). La Disputa de las Semanas Laborales debe: (a) contener el nombre del caso y el número de la Demanda (*Crisafulli v. Sonoma Media Investments, LLC*, Caso No. 24CV05458); (b) contener su nombre completo, firma, dirección, número de teléfono y los últimos cuatro (4) dígitos de su número de Seguro Social; (c) indicar claramente qué disputa el número de Semanas Laborales y/o Semanas Laborales PAGA acreditadas a usted y lo que afirma es el número correcto; y (d) ser devuelto por correo al Administrador del Acuerdo a la dirección especificada que figura en la Sección IV.B a continuación, con matasellos del **11 de septiembre de 2026 o antes**.

D. Su Parte Individual Estimada del Acuerdo y el Pago Individual de PAGA (si corresponde)

Como se explicó anteriormente, su Parte Individual del Acuerdo estimada y el Pago Individual PAGA (si corresponde) se basan en el número de Semanas Laborales y Semanas Laborales PAGA (si corresponde) acreditadas a usted.

Según los términos del Acuerdo, su Parte Individual del Acuerdo se estima en \$«Estimated_Individual_Class_Award».

La Parte Individual del Acuerdo está sujeta a la reducción de la parte de impuestos y retenciones del empleado con respecto a la parte salarial de la Parte Individual del Acuerdo.

Según los términos del Acuerdo, su Pago Individual PAGA se estima en \$«Estimated_Individual_PAGA_Award».

El proceso de aprobación del acuerdo puede tardar varios meses. Su Parte Individual en el Acuerdo y el Pago Individual de PAGA (si corresponde), reflejados en este Aviso Colectivo, son solo un estimado. Su Pago Individual del Acuerdo real y/o Pago Individual PAGA (si corresponde) puede ser mayor o menor.

Si tiene alguna pregunta sobre el aviso corregido, el conteo de sus semanas laborales o el acuerdo, comuníquese con el Administrador del Acuerdo utilizando la información de contacto que se proporciona a continuación.

Atentamente,

ILYM Group, Inc.

Apartado Postal 2031

Tustin, CA 92781

¿Preguntas? Llame gratis al Administrador del Acuerdo al: 1-(888) 250-6810

Crisafulli, et al. v. Sonoma Media Investments, LLC

c/o ILYM Group, Inc.

P.O. Box 2031

Tustin, CA 92781

«ILYMID

QR

Code»

ILYM ID: «ILYMID» «Piece_Number»

«First_Name» «Last_Name»

«Address_1»

«City», «State» «Zip_Code»

EXHIBIT “B”

ILYM | GROUP, Inc.

CLASS ACTION ADMINISTRATION

Case Name: Crisafulli & Giovacchini v. Sonoma Media Sonoma Media Investments, LLC

Wednesday, January 22, 2025

Requesting Attorney:

Marissa Mayhood
Blackstone Law, APC
mmayhood@blackstonepc.com
310.622.4278

ILYM Group Contact:

Lisa Mullins
ILYM Group, Inc.
Lisa@ilymgroup.com
714.878.8836

Estimate For Administrative Solutions: Class & PAGA

KEY ASSUMPTIONS	
Total Number of Class Members	154
Estimated Percentage of Remails	15%
Certified Spanish Translation	Yes
ILYM Group Static Website	Yes
Case Duration (Years)	1

Summary of ILYM Group, Inc.'s Fees & Expenses

Case Startup:	\$325.00
Project Management:	\$2,695.00
Notification & Mailing:	\$877.80
Distribution (Includes EIN, Bank Acct * /QSF Setup):	\$2,687.20
Case Conclusion:	\$1,015.00

All-In/Capped ILYM Fees & Expenses: \$7,600.00

ILYM | GROUP, Inc.

CLASS ACTION ADMINISTRATION

Case Name: Crisafulli & Giovacchini v. Sonoma Media Sonoma Media Investments, LLC

Wednesday, January 22, 2025

Requesting Attorney's Name: Marissa Mayhood

Activity	Rate Type	Unit Cost	Volume	Amount
CASE STARTUP				
Initial Setup - Import and Formatting of Data*	Hourly	\$150.00	1	\$150.00
Programming of Class Database	Hourly	\$175.00	1	\$175.00
<i>*ILYM assumes that data will be in a standard format. Client will be notified immediately if not in standard format to correct data or ILYM can convert to standard format @ \$150.00 per hour.</i>				
Subtotal				\$325.00

PROJECT MANAGEMENT				
Project Manager (Case notification and maintenance)	Hourly	\$120.00	3	\$360.00
Staff Hours for Processing Returned Mail	Hourly	\$70.00	1	\$70.00
Staff Hours for Processing Opt-Outs, Disputes & Objection(s)	Hourly	\$70.00	1	\$70.00
Report Processing	Hourly	\$70.00	1	\$70.00
Certified Spanish Translation	Flat Fee	\$1,250.00	1	\$1,250.00
ILYM Group Static Website	Flat Fee	\$750.00	1	\$750.00
NCOA	Flat Rate	\$50.00	1	\$50.00
Toll Free Customer Service Representative	Flat Fee	\$75.00	1	\$75.00
Weekly Reports	Flat Rate	\$750.00	1	Waived
Subtotal				\$2,695.00

NOTIFICATION & MAILING				
Fulfillment of Notice, English & Spanish	Per Piece	\$1.50	154	\$231.00
USPS First Class Postage	Per Piece	\$0.75	154	\$115.50
Corrective Mailing	Per Piece	\$1.50	154	\$231.00
USPS First Class Postage	Per Piece	\$0.75	154	\$115.50
Re-Mails (Forward/Skip trace Undeliverables)	Per Piece	\$2.00	31	\$61.60
Storage, Photocopies, Deliveries	Flat Fee	\$123.20	1	\$123.20
Subtotal				\$877.80

ILYM | GROUP, Inc.

CLASS ACTION ADMINISTRATION

Case Name: Crisafulli & Giovacchini v. Sonoma Media Sonoma Media Investments, LLC

Wednesday, January 22, 2025

Requesting Attorney's Name: Marissa Mayhood

Activity	Rate Type	Unit Cost	Volume	Amount
DISTRIBUTION (Includes EIN, Bank Acct * /QSF Setup)				
Distribution Setup & Management	Hourly	\$150.00	2	\$300.00
Account Reconciliation & Distribution Reporting	Hourly	\$125.00	2	\$250.00
Check, Stub & Release - Print & Mail (W2/1099)	Per Check	\$1.00	154	\$154.00
USPS First Class Postage	Per Piece	\$0.65	154	\$100.10
Re-Mails (Forward/Skip trace Undeliverables up to 10%)	Per Piece	\$1.50	15	\$23.10
Preparation of Taxes	Hourly	\$120.00	3	\$360.00
Annual Filing of Tax Return	Per Year	\$1,500.00	1	\$1,500.00

**Additional Bank fees may apply*

Subtotal **\$2,687.20**

CASE CONCLUSION				
Data Manager Final Reporting	Hourly	\$100.00	1	\$100.00
Project Manager Final Reporting	Hourly	\$120.00	2	\$240.00
Process Unclaimed Funds to the State	Flat Fee	\$550.00	1	\$550.00
Declaration	Hourly	\$125.00	1	\$125.00

Subtotal **\$1,015.00**

All-In/Capped ILYM Fees & Expenses: \$7,600.00

ILYM Group's Terms and Conditions

All services to be provided by ILYM Group, Inc. (hereinafter, "ILYM") to Client shall be subject to the following terms and conditions:

Services: Subject to the terms hereof, ILYM agrees to provide the Client with Administration Services (hereinafter, "services") as specified in the Proposal provided to Client to which these Terms and Conditions are attached. The estimate is in good faith and does not cover any applicable taxes and fees. The estimate does not make provision for any services or class members/size not delineated in the request for proposal or stipulations. Such services do not in any way constitute legal services or advice. ILYM is performing its services as an Independent Contractor and neither it nor its employees shall be deemed to be employees of the Client.

Mailing and Data Conversion: ILYM's database administration assumes the Client will provide complete data that includes all information required to send notifications and complete the administration process. Data must be provided in a complete, consistent, standardized electronic format. ILYM's standard format is Microsoft Excel, however, ILYM may accept other formats at its discretion. Further developments or enhancements to non-standardized data will be billed to Client by ILYM on a time and materials basis, according to ILYM's Standard Rates.

Charges for Services: Charges to the Client for services shall be on a time and materials basis at our prevailing rates, as the same may change from time to time. Any fee estimates set forth in the proposal are estimates only, based on information provided by Client to ILYM. Actual fees charged by ILYM to Client may be greater or less than such estimate, and Client shall be responsible for the payment of all such charges and expenses in accordance with Section 5 hereof. Charges incurred related to resolving post distribution withholdings and related corrective files due to voids and re-issues of payments and related correspondence with state and federal taxing authorities will not be charged to the Client to the extent that funds are received from the taxing authorities offset these charges. ILYM may derive financial benefits from financial institutions in connection with the deposit and investment of settlement funds with such institutions, including without limitation, discounts on eligible banking services and fees, and loans at favorable rates.

Indemnification: Client will indemnify and hold ILYM (and the officers, employees, affiliates and agents harmless against any Losses incurred by ILYM, arising out of, in connection with, or related to (i) any breach of the terms by Client; (ii) the processing and handling of any payment by ILYM in accordance with Client's instructions, including without limitation, the imposition of any stop payment or void payment on any check or the wrongful dishonor of a check by ILYM pursuant to Client's instructions.

Payment of Charges: ILYM reserves the right to request payment of postage charges and 50% of the final administration charges at the start of the case. ILYM bills are due upon receipt unless otherwise negotiated and agreed to with the Client. In the event settlement terms provide that ILYM is to be paid out of the Settlement Fund, ILYM will request that Counsel endeavor to make alternate payment arrangements for ILYM charges that are due at the onset of the case. The entire remaining balance is due and payable at the time the Settlement Account is funded by, or no later than the time of disbursement. Decisions of the court and actions of the parties, including disapproval or withdrawal of a settlement, do not affect the Client's liability to ILYM for payment of services. Services are not provided on a contingency fee basis.

Confidentiality: ILYM maintain reasonable and appropriate security measures and safeguards to protect the security and confidentiality of Client data provided to ILYM by Client in connection herewith. Should ILYM ever be notified of any judicial order or other proceedings in which a third party seeks to obtain access to the confidential data created by or for the Client, ILYM will promptly notify the Client, unless prohibited by applicable law. The Client shall have the option to (1) provide legal representation at the Client's expense to avoid such access or (2) promptly reimburse ILYM for any of its costs, including attorneys' fees, reasonably incurred in avoiding, attempting to avoid or providing such access and not paid by the entity seeking the data. If ILYM is required, pursuant to a court order, to produce documents, disclose data, or otherwise act in contravention of the obligations imposed by this Agreement, or otherwise, with respect to maintaining the confidentiality, proprietary nature and secrecy of the produced documents or disclosed data, ILYM will not be liable for breach of said obligation.

Data Rights: ILYM does not convey nor does the Client obtain any right in the programs, system data, or materials utilized or provided by ILYM in the ordinary course of business in the performance of this Agreement.

Document Retention: Unless directed otherwise in writing by Client, ILYM will destroy undeliverable mail on the effective date of the settlement or the date that the disposition of the case is no longer subject to appeal or review, whichever is later. ILYM will maintain claim forms and other correspondence for one year after final distribution of funds or benefits, or until the date that the disposition of the case is no longer subject to appeal or review, whichever is later.

Limitation of damages: ILYM is not responsible to the Client for any special, consequential or incidental damages incurred by Client. Any liability of ILYM to the Client shall not exceed the total amount billed to the Client for the particular services that give rise to any loss.

Termination: The services to be provided under this Agreement may be terminated, at will by the Client upon at least 30 calendar days' prior written notice to ILYM. The Client's obligation to pay for services or projects in progress at the time of notice of withdrawal shall continue throughout that 30 day period. ILYM may terminate this Agreement (i) with 10 calendar days' prior written notice, if the Client is not current in payment of charges or (ii) in any event, upon at least 3 months' prior written notice to the Client.

Notice: Any notice required or permitted hereunder shall be in writing and shall be delivered personally, or sent by registered mail, postage prepaid, or overnight courier service to the permissible officer or principal of ILYM or the Client, as applicable, and shall be deemed given when so delivered personally, or, if mailed, five days after the date of deposit in United States mail, or, if sent by courier, one business day after delivery to such courier service.

Force Majeure: To the extent performance by ILYM of any of its obligations hereunder is substantially prevented by reason of any act of God or by reason of any other matter beyond ILYM's reasonable control, then such performance shall be excused and this Agreement, at ILYM's option, be deemed suspended during the continuation of such condition and for a reasonable time thereafter.

Waiver of Rights: No failure or delay on the part of a party in exercising any right hereunder will operate as a waiver of, or impair, any such right. No single or partial exercise of any such right will preclude any other or further exercise thereof or the exercise of any other right. No waiver of any such right will be effective unless given in a signed writing.

Jurisdiction: The parties hereto submit to the jurisdiction of the Court of the applicable case for purposes of any suit, action or proceeding to enforce any provision of, or based on any right arising out of, this Agreement. The parties hereto hereby waive any objection to the laying of venue of any such suit, action or proceeding in the Court.

Entire Agreement: These terms and conditions and the proposal embody the entire agreement between the parties with respect to the subject matter hereof, and cancels and supersedes all prior negotiations, representations, and agreements related thereto, either written or oral, except to the extent they are expressly incorporated herein. No changes in, additions to, or waivers of, the terms and conditions set forth herein will be binding upon any party, unless approved in writing by such party's authorized representative.