

1 TOMAS E. MARGAIN, Bar No. 193555
2 Justice at Work Law Group, LLP
3 1550 The Alameda, Suite 302
4 San Jose, CA 95126
5 Telephone: (408) 317-1100
6 Facsimile: (408) 351-0105
7 Tomas@jawlawgroup.com

8 XIAOMING LIU, Bar No. 328109
9 P.O. Box 582
10 Los Gatos, CA 95031
11 Telephone: (408) 476-9389
12 lawyerming@outlook.com

13 Attorneys for Plaintiffs
14 ANGEL BRAVO and PABLO FLORES

15 **CALIFORNIA SUPERIOR COURT**
16 **IN AND FOR THE COUNTY OF SANTA CLARA**

17 ANGEL BRAVO and PABLO FLORES

18 Plaintiffs,

19 V.

20 GALLAHER COMPANY AND ROBERT
21 JOHN GALLAHER AND DOES 1
22 THROUGH 50.

23 Defendants.

Case No: 21CV381912

**SECOND SUPPLEMENTAL DECLARATION
OF TOMAS E. MARGAIN IN SUPPORT OF
PLAINTIFF'S MOTION FOR APPROVAL OF
PAGA SETTLEMENT**

Date: November 20, 2024

Time: 1:30 p.m.

Dept: 19

Judge: Hon. Theodore C. Zaner

1 I, Tomas E. Margain, declare as follows:

2 1. I am an attorney licensed to practice law in California and one of the attorneys for
3 Plaintiffs in this matter. I have personal knowledge of the facts set forth in this declaration, and,
4 if called as a witness, I could and would testify thereto.

5 2. The Court continued the matter from October 23, 2023 to November 20, 2024, to
6 have Plaintiffs resubmit a Public PAGA settlement with the parties ability to submit a
7 confidential individual agreement for Court review in camera.

8 3. Attached as Exhibit A is a true and correct copy of the \$65,000 PAGA settlement,
9 for which approval is sought, which has also been lodged with the State of California Labor and
10 Workforce Development Agency (LWDA). Today, on November 15, 2024, I personally
11 uploaded this agreement to the LWDA PAGA website with reference to the LWDA case number
12 on November 12, 2024 along with this declaration.

13 4. The agreement references \$25,000 in fees and costs which would be paid from the
14 Confidential individual agreement which I will submit for an *in camera* review.

15 5. The PAGA approval motion had requested fees and costs of \$44,400.00 and a
16 PAGA payment of \$43,600. This was made in the context of a larger settlement, submitted *in*
17 *camera*, which the Court still had issues with as for being confidential in nature.

18 6. The revised settlement agreement calls for a PAGA settlement of \$65,000.00, from
19 which \$19,200 in fees and costs would be sought, which would result in a net \$45,800 settlement
20 to the PAGA claim, after fees.

21 7. The third-party administrator has already provided a quote for distribution, and
22 gave a discount of \$200, to reach the \$2,000 allocated budget.

23 8. The PAGA settlement would net the LWDA and aggrieved workers \$43,800 after
24 fees and costs and administration costs.

25 9. I do want to address the valuation, without too much repetition of my previous
26 declarations to put the above in context. Plaintiffs received data for 91 workers which was used
27 to audit 1,292 PAGA periods for an average of 14.2 violations per worker from the one-year
28 PAGA lookback period to June 20, 2021 for mediation. In the mediation process, two sessions

1 and phone conferences with counsel to go over data, it was determined that there would only be a
2 potential fourteen (14) additional workers who could have used their vehicles to purchase
3 materials. This formed the basis of the 199 projected PAGA pay periods at issue involving the
4 affected workers and projected average.

5 10. Once the data and actual workers were assembled, it was determined that there are
6 only thirteen (13) workers plus the three (3) Plaintiffs for a total of sixteen (16) PAGA aggrieved
7 workers, one less, but a total of 429 actual pay periods.

8 11. In my supplemental declaration I addressed that the maximum exposure, based on
9 the 429 periods, and PAGA workers was **\$729,150.00** breaking down each potential Labor Code
10 penalty by Code section number even though they penalized the same payroll practice.

11 12. Based on the PAGA settlement of \$65,000, the valuation number over 429 payroll
12 periods is \$151.52.

13 13. Based on the net PAGA settlement of \$45,800, after fees and costs, the valuation
14 number over 429 payroll periods is \$106.76.

15 14. I believe the better analysis is to see the PAGA settlement valuation with the total
16 that includes fees and costs or \$151.52 per pay period.

17 15. The fees and costs requested of \$19,200 is 29.54% of the \$65,000 amount.

18 16. Again, I am still of the opinion that the PAGA settlement is fair, an excellent
19 result, and should be approved.

20
21 I declare under penalty of perjury pursuant to the laws of the United States that the
22 foregoing is true and correct, executed on November 15, 2024 in Santa Clara County , California.

23 *Tomas Margain*

24 _____
Tomas E. Margain

EXHIBIT A

PAGA SETTLEMENT AND RELEASE AGREEMENT

PARTIES

This Settlement and Release Agreement (“Settlement Agreement” or “Agreement”) is made by and between and amongst ANGEL BRAVO, PABLO FLORES and ALEJANDRO MARTINEZ AKA JAVIER MARTINEZ (collectively “Plaintiffs”) on the one hand and GALLAHER COMPANY AND ROBERT JOHN GALLAHER (collectively, “Defendants”) on the other hand. Throughout this Settlement Agreement, Plaintiffs and Defendants shall be collectively referred to as “the Parties.”

RECITALS

WHEREAS, Plaintiffs allege that Defendants caused Plaintiffs injury and damage during, and pertaining to their employment by Defendants and that Defendants failed to abide by employment laws, statutes and ordinances;

WHEREAS, Plaintiffs filed claims under the California Labor Code both as to their individual rights and claims and as a Private Attorney General Claim under Cal. Lab. Code § 2698 *et seq.* (PAGA claims) and this settlement seeks to resolve PAGA claims while Plaintiffs’ individual claims, except their individual PAGA claims, and any claims that Plaintiffs may have contemplated have been resolved by a separate Confidential settlement agreement.

WHEREAS, on or about September 7, 2021, BRAVO and FLORES filed a First Amended Complaint for Damages and Equitable Relief against DEFENDANTS with the California Superior Court in and for the County of Santa Clara, Case No. 21CV381912 alleging the following causes of action: (1) Unpaid Wages, Violation of IWC Orders 16-2001 and Labor Code §§ 200, *et seq.*, 204, 223, 226.2, 1194; (2) Overtime Wages, Violation of Wage Orders and Labor Code §§ 510 and 1194; (3) Failure to Provide Accurate Itemized Wage Statements, Violation of Labor Code § 226; (4) Failure to Pay All Wages Due Upon Termination (Labor Code §§ 201-203); (5) Failure to Reimburse Expenses (Labor Code §2802); (6) Unfair Business Practices, Violation of Unfair Competition Law, Business & Professions Code §§ 17200, *et seq.*; and (7) PAGA violations (Labor Code §§ 2698 *et seq.* and 558 (the “Action”));

WHEREAS, Defendants deny any and all wrongdoing, deny that Plaintiffs’ claims could properly be maintained as a PAGA representative action, and deny any and all liability related to Plaintiffs’ employment with Defendants;

WHEREAS, following the filing of the FAC, it was agreed that the Parties would engage in mediation that would include MARTINEZ as a party to the matter without having to name MARTINEZ in the FAC;

WHEREAS, ANGEL BRAVO, PABLO FLORES and ALEJANDRO MARTINEZ AKA JAVIER MARTINEZ have entered into Confidential individual settlement agreements covering their individual non PAGA claims including a total of \$25,000 in fees and costs.

WHEREAS, there are Sixteen (16) PAGA Pool Members (Thirteen plus the three workers who participated in this litigation) covering the period from March 11, 2020, to June 20, 2021, the

date that the Parties agree that Defendants altered their mileage and shopping policy and practices. (“PAGA Pool Period”);

WHEREAS, the settlement resolves PAGA claims for the entire period encompassed by the Action, from March 11, 2020, to the date of Court approval (“PAGA Period”), but because the period of alleged violations ceased, in accordance with this agreement, as a result of certain actions taken by Defendant on June 20, 2021, at the latest, the fairest distribution to PAGA Pool Members, who are limited to that time period, is to determine employee share by reference only to the pay periods within the timeframe from March 11, 2020, to June 20, 2021, which has been defined herein as the PAGA Pool Period, because including pay periods after June 20, 2021, in determining distribution would dilute compensation for pay periods within the PAGA Pool Period time frame in favor of pay periods after June 20, 2021, for which no violations are presumed to have occurred.

WHEREAS, there exists a bona fide dispute as to whether any amount of penalties are due from Defendants to any PAGA Pool Members or to the Labor & Workforce Development Agency (“LWDA”); and

WHEREAS, the Parties seek to resolve, without any admission of liability to the PAGA Cause of action as contained in the LWDA Notice (also referred to as “PAGA Notice”) and First Amended Complaint;

NOW, THEREFORE, in consideration of the covenants and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties to this Agreement agree as follows:

AGREEMENT

1. **Recitals Incorporated.** The Recitals above are incorporated into this Settlement Agreement as if set forth in full.
2. **Effective Date.** This Settlement Agreement shall be deemed effective on the date it is executed. However, the settlement pertaining to the PAGA remedies and review of the Attorneys’ Fees and Costs shall only be deemed effective when (a) the Court enters a Judgment on its Order Approving the PAGA Settlement and (b) the Judgment is final.
3. **Settlement Payment.** Defendants agree to pay SIXTY-FIVE THOUSAND DOLLARS (\$65,000.00) (“Settlement Amount”) for settlement of the PAGA Claims, subject to Court approval. The Settlement Amount includes costs and fees, including the Plaintiffs’ Counsel Award, Settlement Administrator Expenses, and PAGA Amount for distribution to the LWDA as follows:
 - a. Attorneys’ fees and costs up to \$19,200. Plaintiffs’ Counsel agrees not to seek an award of attorneys’ fees from the Court in excess of \$19,200 of the Settlement Amount but acknowledges that they will be receiving \$25,000 in attorneys’ fees and costs as part of the Individual Settlements contingent upon approval of this settlement agreement. Defendants agree not to oppose a request for attorneys’ fees and reasonable costs and expenses incurred up to \$19,200 (the “Plaintiffs’ Counsel Award”). Any amount awarded as the Plaintiffs’

Counsel Award shall be inclusive of any and all amounts due to or claimed by any and all counsel representing Plaintiffs. Released Parties and PAGA Pool Members shall have no obligation regarding or liability for allocation or payment of the Plaintiffs' Counsel Award;

- b. "Settlement Administrator Expenses" means the amount to be paid to the Settlement Administrator solely from the Total Settlement Amount, including the total costs, expenses, and fees of the Settlement Administrator. The amount is not to exceed Two Thousand Dollars (\$2,000). Upon approval by the Court, Defendants will tender a check in payment of Settlement Administrator Expenses in the amount of Two Thousand Dollars (\$2,000). If the Settlement Administrator's expenses are less than \$2,000, the balance of such funds shall be included in the amount to be distributed to the Settlement Pool; and
 - c. "Net PAGA Amount" means the total amount of PAGA civil penalties to be paid from the Total Settlement Amount. The Net PAGA Amount is anticipated to be Forty-Three Thousand, Eight Hundred Dollars (\$43,800.00). That figure is based on the aforementioned projected administration cost of \$2,000.00 and shall be equal to the portion of the Total Settlement Amount after the payment of the Plaintiffs' Counsel Award and the Settlement Administrator Expenses. Of the Net PAGA Amount, Seventy-Five percent (75%) shall be paid to the California Labor and Workforce Development Agency and Twenty Five percent (25%) shall be paid to PAGA Pool Members pro rata (based on the number of pay periods a PAGA Pool Member worked during the "PAGA Pool Period" as compared to the total number of pay periods worked by all PAGA Pool Members during that same time period) and considered penalties for tax reporting purposes. Each PAGA Pool Member's pro rata payment is an "Individual Settlement Payment." Based on the \$43,800.00 estimate, this will require Thirty-Two Thousand, Eight Hundred Fifty Dollars (\$32,850.00, or 75% of the Net PAGA Amount) to be distributed to the LWDA and Ten Thousand, Nine Hundred Dollars (\$10,950.00, or 25% of the Net PAGA Amount) to be distributed to PAGA Pool Members.
4. **Payments.** The foregoing payments of the Total Settlement Amount shall be mailed to the Third-Party Administrator ("Administrator) within thirty (30) days following the date of the Order approving the settlement. Has been entered by the Court. The Administrator will process the payments. Payment of the foregoing payments from Defendants to the Administrator is contingent upon Defendants' receipt of W-9 forms from Plaintiffs and Plaintiffs' counsel. Plaintiffs shall get at least two bids but no more than three bids to select the Administrator. It shall be the Administrator's responsibility to accept deposits on behalf of the Parties and Pool members (the "Settlement Trust Fund") and make payments as described above and as contained in the section addressing the administration of PAGA funds.
 5. **Timing of Payments.** The above payments shall be made to the Third-Party Administrator to be held in trust. The total consideration for the Settlement from Defendants is the Total Settlement Amount, Sixty-Five Thousand Dollars (\$65,000.00), to be made 30 days after the Order approving the settlement. This is an "all in" number that includes, without limitation, Plaintiffs' Counsel Award from this Agreement, Settlement Administrator Expenses and the Net PAGA Amount, and all claims for interests, fees, and costs. Under no circumstances shall Defendants be required to pay anything more than the Settlement Amount. In no event shall Defendants be liable for making any payments under this Settlement Agreement, or for

providing any relief to PAGA Pool Members, before the deadlines set forth in this Agreement. The Parties agree that the entire amount of the Net PAGA Amount shall be distributed to the PAGA Pool Members.

6. **Taxes.** PAGA Pool Members shall be solely and exclusively responsible for the payment of any and all applicable taxes relating to their payments received pursuant to this Agreement. PAGA Pool Members shall defend, indemnify, and hold Defendants harmless from any tax liabilities, claims, demands, deficiencies, levies, assessments, executions, judgments or recoveries by any governmental entity against Defendants or any of their owners/employees arising out of or related to the payments made pursuant to this Agreement, including assessments for unpaid or delinquent taxes, assessments for Defendants' failure to withhold any amount from the payments called for herein, interest, and penalties. Defendants agree to provide PAGA Pool Members with any relevant information and documents Plaintiffs may need to address any tax assessments or related liabilities that may be imposed against PAGA Pool Members by any federal, state, or local authority on account of the payments made pursuant to this Agreement.
7. **Defendants' Duties to Provide Information.** Within 20 days of the Court's order approving this Settlement Agreement, Defendants shall provide to the Third-Party Administrator a list containing 1) The names of the sixteen (16) PAGA Pool Members during the PAGA Pool Period; 2) the sixteen (16) PAGA Pool Members' last known addresses; 3) the number of pay periods each PAGA Pool Member worked during the PAGA Pool Period ; 4) the SSN or TIN utilized to pay each PAGA Pool Member. Defendants may identify the address of Plaintiffs' counsel as the address for the three (3) individual Plaintiffs.
8. **DISTRIBUTION OF FUNDS TO PARTIES:**
 - a. Upon receipt of the funds, the Third-Party Administrator shall release all payments held in trust that are earmarked for Plaintiffs, their counsel, the LWDA and the PAGA Pool Members in the following order.
 - i. Plaintiffs' MISC 1099 payments.
 - ii. Plaintiffs' Counsel's fees and costs as awarded by the Court.
 - iii. The PAGA payments to the LWDA and PAGA Pool members.
9. **Dismissal of Entire Action.** In exchange for the foregoing consideration set forth in Sections 3 through 7, above, Plaintiffs agree to do the following:
 - i. Upon approval by the Court of the settlement of the PAGA Claims, Plaintiffs will immediately dismiss with prejudice the entire Action filed in the Superior Court of the State of California, County of Santa Clara, Case # 21CV381912; and
 - ii. Plaintiffs will release Defendants from any and all claims, as described in paragraphs 10 through 15 *infra*, Plaintiffs have against Defendants and the Releasees, defined *infra*.

10. **Release of PAGA Claim.**

Plaintiffs and their respective former and present spouses, representatives, agents, attorneys (including PAGA Counsel), heirs, administrators, successors, and assigns generally, release and discharge, under the Private Attorney Generals Act, Released Parties from all claims, transactions, or occurrences that occurred during the PAGA Period including, but not limited to, all claims that were, or reasonably could have been alleged, based on the facts contained in the Operative Complaint and the PAGA Notice ("Plaintiffs' Release"). Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

11. **Plaintiffs' Waiver of Rights Under California Civil Code Section 1542.** For purposes of Plaintiffs' Release in this PAGA settlement and in the accompanying contingent individual settlement, Plaintiffs expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release, and that if known by him or her would have materially affected his or her settlement with the debtor or Released Party.

Again, based on the nature of the Individual Confidential Settlement being contingent on the approval of this PAGA settlement, if this settlement is approved, Plaintiffs are entering into a general release of claims.

12. **Release by PAGA Pool Members.** All PAGA Pool Members are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Action and any PAGA Notice.
13. **Release by PAGA Counsel.** Other than as expressly set forth herein, PAGA Counsel release on behalf of their present and former attorneys, employees, agents, successors and assigns the Released Parties from all claims for PAGA Fees incurred in connection with the Action and the PAGA Period facts stated in the Action and any PAGA Notice.
14. **Waiver of Legal Action Arising From Agreement.** Plaintiffs agree never to commence, prosecute, or cause, permit, advise, or assist to be commenced or prosecuted, any action or proceeding against Defendants, including but not limited to any action or proceeding based upon any claims, demands, causes of action, obligations, damages or liabilities which are released pursuant to this Agreement, except as prohibited by law. Plaintiffs warrant that Plaintiffs do not have any pending claims, suits or charges against Defendants other than the Action.

15. Contingent Nature of PAGA and Attorneys' Fee and Costs Subject to Court Approval.

Plaintiffs and Defendants both acknowledge that the terms of settlement outlined herein are subject to Court approval under California *Labor Code* § 2699 *et seq.* The parties agree that this settlement shall be presented to the Court for approval.

16. Motion for Court Approval. Plaintiffs will prepare and file a noticed Motion for Approval of Settlement of PAGA Claims along with a proposed order after all Parties execute the Settlement Agreement. Defendants will cooperate with Plaintiffs in preparation and submission of the Motion for Approval of Settlement of PAGA Claims as necessary. Plaintiffs will request entry of an order that accomplishes the following:

- a. approves this Agreement;
- b. approves the amount of the Net Settlement to be allocated to the LWDA and Aggrieved Employees;
- c. approves Plaintiffs' counsel's request for reasonable attorneys' fees, litigation costs, and administration fees, as set forth in this Agreement;
- d. provides that the Court shall retain continuing jurisdiction over Plaintiffs, Aggrieved Employees, Defendants, and the LWDA to enforce this Agreement;
- e. enters Judgment in accordance with the terms of this Agreement which includes dismissal of the Action with prejudice.

Plaintiffs' counsel shall be responsible for ensuring that at least the following documents are filed with the Court in anticipation of the approval hearing, if any:

- a. A duly noticed motion, accompanying memorandum of points and authorities prepared by Plaintiffs' Counsel, and such other pleadings or other documents as may be necessary for the Court to approve the Agreement.
- b. A [Proposed] Order and Judgment for the Court's signature that (i) approves the Agreement; (ii) approves the amount of the Net Settlement to be allocated to the LWDA and PAGA Pool Members as set forth in this Agreement; (iii) approves Plaintiffs' Counsel's request for reasonable attorneys' fees, litigation costs and administration costs, as set forth in this Agreement; (iv) provides that the Court shall retain continuing jurisdiction over Plaintiffs, PAGA Pool Members, Defendants and the LWDA, to enforce this Agreement; and (v) enters Judgment in accordance with the terms of this Agreement; and (vi) approves dismissal with prejudice of the Action

17. Administration of PAGA Funds. The Administrator, upon Court's approval, shall administer the PAGA claims.

- i. Notice by First-Class Mail. The Third-Party Claims Administrator shall send each PAGA Pool Member their Individual Settlement check corresponding to the portion they are due, a Letter explaining why they are receiving the check and what ITIN or Social Security Number was used and a W-9 Form if they wish to amend the number via First Class mail. The Claims Administrator shall mail the check and notice letter to each PAGA Pool Member's most current mailing address as identified by Defendants.
- ii. Procedure for Undeliverable Notices. Any Notice Packages returned to the Claims Administrator as non-delivered within twenty-one (21) calendar days shall be sent to the

forwarding address affixed thereto. If no forwarding address is affixed or if subsequent notices are returned non-delivered, any remaining funds attributed to civil penalties under *Labor Code* § 2698 *et seq.* shall be and will be donated to the St. Jude's Children's Research Hospital.

- iii. The Administrator shall use the PAGA Pool Members' Information solely for the purpose of giving notice of the Settlement and calculating the Individual PAGA Payments. PAGA Pool Members' Information shall be kept confidential by the Administrator and will not be disclosed to anyone other than as required to report to applicable taxing authorities or as required to carry out the reasonable efforts to identify PAGA Pool Members' Information – pursuant to Defendants' express written authorization – or by order of the Court. Within ten (10) business days after the receipt of the PAGA Pool Members' Information and prior to mailing, the Administrator shall run all the addresses provided in the PAGA Pool Members' Information through the United States Postal Service NCOA database to obtain current address information.
 - iv. Notice Package. The Letter is attached as Exhibit A as well as a W-9 IRS tax form.
 - v. Submission to LWDA. Claims Administrator will submit the Labor and Workforce Development Agency's portion of the PAGA penalties within 30 days after Court approval, whichever is later.
18. **No Admission of Liability.** Parties understand and agree that (a) Parties have entered into this Agreement for the purpose of purchasing peace and to prevent further involvement with the matter, and (b) neither the transfer of any consideration, the doing of any of the acts referred to in this Agreement, nor anything else contained in this Agreement shall be taken or construed to be an admission on the part of any of the Parties of liability on behalf of any of the Parties as to the validity of any of the claims, defenses, or allegations. Nor shall this Settlement Agreement be admissible in any court, administrative agency, or tribunal for any purpose whatsoever, with the sole exception of any proceeding to enforce or interpret the terms of this Settlement Agreement. It is understood that this Settlement Agreement and General Release does not constitute or arise out of any admission of liability or wrongdoing of any party but is a compromise of disputed facts, issues and claims.
19. **Use and Return of PAGA Pool Member Data.** Information provided to PAGA Counsel pursuant to Cal. Evid. Code § 1152, and all copies and summaries of the PAGA Data provided to PAGA Counsel by Defendants' Counsel in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the Administrator discharges its obligation to pay out of all Settlement funds, Plaintiff shall destroy all paper and electronic versions of Aggrieved Employee Data received from Defendants unless, prior to the Administrator's payment of all Settlement Funds, Defendants make a written request to PAGA Counsel for the return, rather than the destruction, of PAGA Pool Members Data.
20. **Voluntarily Entered.** The Parties represent and warrant that this Settlement Agreement is executed voluntarily by the parties and with the full knowledge of the consequences and

implications of the obligations contained herein. Each of the Parties acknowledges that it may hereafter discover facts in addition to or different from those which such Party now believes to be true with respect to the subject matter of the claims released hereunder, but hereby stipulates and agrees that, as set forth herein, they nonetheless have fully, finally and forever released any and all disputes, claims and controversies pertaining in any way to Plaintiffs' employment with Defendants.

21. **Right to Counsel.** The Parties represent and warrant that they have had the opportunity to be represented by legal counsel of their choice throughout the negotiations which preceded the execution of this Settlement Agreement, and in connection with the preparation and execution of this Settlement Agreement, and that they have carefully and thoroughly reviewed this Agreement in its entirety with their attorneys or have knowingly and voluntarily waived the right to do so.
22. **Successors and Assigns.** This Agreement shall be binding upon and inure to the benefit of, the Parties hereto and their predecessors, successors, heirs, assigns, past, present or future executors, administrators, trustees, beneficiaries, affiliated and related entities, officers, directors, agents, employees and representatives.
23. **Breach of Agreement.** Any party to this Agreement may bring an action at law for material breach of its terms. Unless otherwise ordered by the Court, only the provisions of this Agreement alleged to have been breached shall be disclosed.
24. **Attorney Fees.** If any additional or further legal proceedings and/or arbitration(s) are necessary by any of the Parties for enforcement of this Agreement or declaration of any rights under the terms of this Agreement, the prevailing party in that litigation and/or arbitration shall be entitled to receive from the other party who opposes such action all costs incurred, including, but not limited to, reasonable attorneys' fees.
25. **Construction.** The Parties have cooperated in the drafting and preparation of this Agreement. The normal rule of construction that any ambiguity or uncertainty in a writing shall be interpreted against the party drafting the writing shall not apply to any action on this Agreement. This Agreement is entered into in the State of California and shall be construed and interpreted in accordance with its laws.
26. **Headings.** The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.
27. **Complete Integration/Modification.** The Parties agree that this Agreement shall not be subject to rescission or modification based on any mistake of fact or law in that there is absolutely no agreement or reservation that is not clearly expressed herein. The Parties further represent and warrant that, except as set forth in this Agreement, they have not relied upon or been induced by any representation, statement or disclosure of any other party but have relied upon their own knowledge and judgment and upon the advice and representation of counsel of their own selection in entering into this Agreement, that they have read and fully understand the terms of this Agreement and are fully advised as to the legal effects thereof. This Settlement Agreement constitutes the full and complete integration of the Parties' agreement with respect

to settlement of the disputes and matters described herein, and all statements, negotiations and/or prior agreements or understandings with respect to these matters are merged herein.

28. **Modification.** This Settlement Agreement may be modified only by a written instrument signed by all of the Parties hereto. No oral modifications shall be effective to vary or alter the terms of this Agreement.
29. **No Waiver.** The failure of a party to insist upon strict adherence to any term of this Settlement Agreement on any occasion shall not be considered a waiver of such party's rights or deprive such party of the right thereafter to insist upon strict adherence to that term or any other term of this Settlement Agreement.
30. **Severability.** In the event that any of the terms of this Agreement are found to be unenforceable by a court of competent jurisdiction, the remainder of this Agreement shall not be affected thereby and shall remain in full force and effect.
31. **Applicable Law.** This Settlement Agreement shall be governed by the laws of the State of California, exclusive of its choice of law rules.
32. **Enforceable Obligations; Court to Maintain Jurisdiction.** When executed, this Agreement will be valid, binding and legally enforceable in accordance with its terms and California Code of Civil Procedure Section 664.6. Pursuant to C.C.P. §664.6, the Parties agree that the Court shall retain jurisdiction over the Parties to enforce the settlement until performance in full of the terms of the Settlement Agreement and if necessary, to enter judgment pursuant to the terms of the Settlement Agreement.
33. **Waiver of Right to Appeal.** Provided the Court's final Judgment is consistent with the terms and conditions of this Agreement, specifically including the Plaintiffs' Counsel Award, the Parties, their respective counsel waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If another party appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.
34. **Cooperation.** The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.
35. **Execution in Multiple Counterparts.** This Settlement Agreement may be executed in multiple counterparts, each of which may be treated as an original document, but all such executed counterparts together shall constitute one and the same instrument. A facsimile or email signature shall be deemed effective as if it were an original signature.

36. **Copies.** Both facsimile and photocopies of the executed Settlement Agreement may be treated as original documents.

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

To Plaintiffs	To Defendants
Tomas E. Margain JUSTICE AT WORK LAW GROUP, LLP 1550 The Alameda, Suite 160 San Jose, CA 95126 Phone: (408) 317-1100 Fax: (408) 351-0105 tomas@jawlawgroup.com	Susan K. Hatmaker Hatmaker Law Group 7522 N. Colonial Avenue, Suite 105 Fresno, California 93711 (559) 374-0077 Office (559) 374-0078 Facsimile

38. **Warranty of Authority.** The undersigned individuals warrant and represent that they are authorized to execute this Settlement Agreement. Plaintiffs further represent and warrant that they have the full right, power, legal capacity and authority to enter into and perform obligations under this Agreement and that no approvals or consents of any persons are necessary in connection with it.

39. **No Assignment of Claims.** Plaintiffs represent and warrant that there has not been an assignment or transfer, or purported assignment or transfer, voluntarily, involuntarily, or by operation of law, of any claim or matter released pursuant to this Agreement. Plaintiffs agree to indemnify, defend and hold harmless any other party hereto from any claims which may be asserted against such party, based on, arising out of, or in connection with any such assignment, transfer or conveyance, or purported assignment, transfer or conveyance.

40. **Tax Liability.** Defendants make no representations as to the tax treatment or legal effect of the payments to Plaintiffs and PAGA Pool Members called for hereunder and Plaintiffs are not relying on any statement or representation by Defendants in this regard. Plaintiffs understand and agree that PAGA Pool Members will be solely responsible for the payment of any taxes or penalties predicated on the payments to them described herein. Defendants shall be held harmless from and against any claims resulting from the treatment of such payments as non-taxable damages, including the treatment of such payments as not subject to withholding or deduction for payroll and employment taxes.

41. **Stay of Litigation.** The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement.

42. **CIRCULAR 230 DISCLAIMER.** EACH PARTY TO THIS AGREEMENT (FOR PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH

PARTY TO THIS AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN "OTHER PARTY") ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS OR WAS INTENDED TO BE, NOR SHALL ANY SUCH COMMUNICATION OR DISCLOSURE CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY UPON HIS, HER OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS AGREEMENT, (B) HAS NOT ENTERED INTO THIS AGREEMENT BASED UPON THE RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR DISCLOSURE BY ANY ATTORNEY OR ADVISER TO ANY OTHER PARTY TO AVOID ANY TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO ATTORNEY OR ADVISER TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY'S OR ADVISER'S TAX STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING) UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION CONTEMPLATED BY THIS AGREEMENT.

43. **Representations and Warranties.** Each of the Parties warrants that:

- a. **THEY HAVE READ THIS SETTLEMENT AGREEMENT OR HAVE HAD THE PROVISIONS OF THIS SETTLEMENT AGREEMENT READ AND/OR EXPLAINED TO THEM AS NEEDED; AS EACH DEEMED NECESSARY AND UNDERSTAND THE CONTENTS HEREOF;**
- b. **THEY HAVE MADE SUCH INVESTIGATION OF THE FACTS PERTAINING TO THIS SETTLEMENT AGREEMENT AS EACH DEEMED NECESSARY;**
- c. **THEY HAVE BEEN GIVEN THE OPPORTUNITY TO CONSULT WITH LEGAL COUNSEL OF THEIR SELECTION OR HAVE VOLUNTARILY REFUSED SUCH CONSULTATION;**
- d. **THEY UNDERSTAND ALL OF THE TERMS OF THIS SETTLEMENT AGREEMENT; AND**
- e. **THEY EXECUTE THIS SETTLEMENT AGREEMENT VOLUNTARILY WITH FULL KNOWLEDGE OF ITS LEGAL CONSEQUENCES.**

Plaintiffs further warrant and represent that:

- f. **PLAINTIFFS HAVE RECEIVED INDEPENDENT LEGAL ADVICE WITH RESPECT TO THE ADVISABILITY OF REACHING A SETTLEMENT IN THIS MATTER, THE ADVISABILITY OF EXECUTING THIS AGREEMENT, AND THE RAMIFICATIONS OF THE MEANING OF CALIFORNIA CIVIL CODE SECTION 1542**
- g. **NO PARTY (NOR ANY OFFICER, AGENT, EMPLOYEE, REPRESENTATIVE, OR ATTORNEY OF OR FOR ANY PARTY) HAS MADE ANY STATEMENT OR REPRESENTATION TO PLAINTIFFS REGARDING ANY FACT RELIED UPON IN ENTERING INTO THIS AGREEMENT, AND PLAINTIFFS HAVE NOT RELIED UPON ANY STATEMENT, REPRESENTATION OR PROMISE OF ANY OTHER PARTY (OR OF ANY OFFICER, AGENT, EMPLOYEE, REPRESENTATIVE, OR ATTORNEY FOR THE OTHER PARTY) IN EXECUTING THIS AGREEMENT OR IN MAKING THE SETTLEMENT PROVIDED FOR HEREIN, EXCEPT AS EXPRESSLY STATED IN THIS AGREEMENT.**

IN WITNESS WHEREOF, the parties have caused this Settlement Agreement to be executed in their respective names on the date of this Settlement Agreement.

DATED: 11/11/24

By: 
Angel Bravo (Nov 11, 2024 08:27 PST)
ANGEL BRAVO

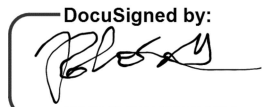
DATED: 11/11/24

By: 
Pablo Flores (Nov 11, 2024 13:28 PST)
PABLO FLORES

DATED: 11/11/24

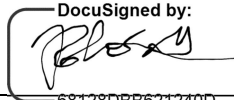

Alejandro Martinez (Nov 11, 2024 13:18 PST)
By: _____
ALEJANDRO MARTINEZ AKA
JAVIER MARTINEZ

DATED: 11/15/2024

By: 
DocuSigned by:
ROBERT JOHN GALLAHER
68128DBB621240D

GALLAHER COMPANY, a California
corporation

DATED: 11/15/2024

By:  DocuSigned by:

ROBERT JOHN GALLAHER
Its Authorized Agent

Exhibit A

SAMPLE LETTER

Dear [Insert]:

You are receiving \$ [], which represents a portion of the settlement amount your [former] employer Gallaher Company agreed to pay to the State of California as part of a claim for statutory penalties. As part of the Settlement, Gallaher Company did not admit any wrongdoing; payment of these funds was not an admission of any wrongdoing. You are receiving your share of the amount specified by statute to be paid to the employees (that is, 25% of the penalty amount). The amount of this payment was based on the number of pay periods you worked at Gallaher Company.

This payment is income to you in the tax year you receive it and you will have to report it on your tax return. Please consult a tax professional for further advice on this. We are making no representation of your tax obligation regarding this payment.

We used the Social Security or Tax ID Number identified below. If this number is incorrect, please fill out the enclosed W-9 Form and return it to us. Please note that we used our best efforts to maintain the confidentiality of your Social Security or Tax ID number in this process.

S.S.N. or Tax ID used:

Settlement Agreement - PAGA ONLY (proposed final)

Final Audit Report

2024-11-11

Created:	2024-11-11
By:	Tomas Margain (tomas@jawlawgroup.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAupaDHWceBd7QS2hwGkGGnPRJy3sx9TcK

"Settlement Agreement - PAGA ONLY (proposed final)" History

-  Document created by Tomas Margain (tomas@jawlawgroup.com)
2024-11-11 - 4:23:45 PM GMT- IP address: 99.100.25.44
-  Document emailed to Pablo Flores (pato9973@gmail.com) for signature
2024-11-11 - 4:23:50 PM GMT
-  Document emailed to Angel Bravo (tenochca73angel@gmail.com) for signature
2024-11-11 - 4:23:50 PM GMT
-  Document emailed to Alejandro Martinez (martinezruiz1109@gmail.com) for signature
2024-11-11 - 4:23:50 PM GMT
-  Email viewed by Angel Bravo (tenochca73angel@gmail.com)
2024-11-11 - 4:26:33 PM GMT- IP address: 146.75.154.0
-  Document e-signed by Angel Bravo (tenochca73angel@gmail.com)
Signature Date: 2024-11-11 - 4:27:14 PM GMT - Time Source: server- IP address: 107.127.14.38
-  Email viewed by Pablo Flores (pato9973@gmail.com)
2024-11-11 - 8:21:02 PM GMT- IP address: 66.249.84.66
-  Email viewed by Alejandro Martinez (martinezruiz1109@gmail.com)
2024-11-11 - 9:07:20 PM GMT- IP address: 172.224.243.5
-  Document e-signed by Alejandro Martinez (martinezruiz1109@gmail.com)
Signature Date: 2024-11-11 - 9:18:58 PM GMT - Time Source: server- IP address: 76.144.166.235
-  Document e-signed by Pablo Flores (pato9973@gmail.com)
Signature Date: 2024-11-11 - 9:28:04 PM GMT - Time Source: server- IP address: 172.59.160.134

✓ Agreement completed.

2024-11-11 - 9:28:04 PM GMT