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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN DIEGO**

STEPHEN SALCIDO, individually, and on behalf
of all others similarly situated,

Plaintiff,

vs.

ADVANCED MACHINING & TOOLING, LLC;
and DOES 1 through 10, inclusive,

Defendants

Case No.: 25CU032798C

**JOINT STIPULATION OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT AGREEMENT**

Complaint Filed: December 20, 2024
FAC Filed: February 25, 2025
Trial Date: None Set

1 This Joint Stipulation of Class and Representative Action Settlement (“Settlement Agreement,”
2 “Settlement,” or “Agreement”) is made by and between Stephen Salcido (“Plaintiff”) and Defendant
3 Advanced Machining and Tooling, Inc. (“Defendant”) (Plaintiff and Defendant collectively, “the
4 Parties,” and individually “Party”).

5 **1. DEFINITIONS.**

6 1.0. “Action” means *Stephen Salcido v. Advanced Machining and Tooling, Inc.*, San Diego
7 County Superior Court Case No. 25CU032798C.

8 1.1. “Administrator” means Phoenix Class Action Administration Solutions (“Phoenix”) the
9 neutral entity the Parties have designated to administer the Settlement.

10 1.2. “Administration Expenses Payment” means the court-approved amount allocated to the
11 Administrator for reimbursement of its reasonable fees and expenses incurred to
12 administer the Settlement, not to exceed \$6,000.00. This amount shall be deducted from
13 the Gross Settlement Amount.

14 1.3. “Aggrieved Employees” means all current and former hourly-paid or non exempt
15 employees of Defendant in California who worked at least one day during the PAGA
16 Period.

17 1.4. “Class” means all current and former hourly-paid or non exempt employees of
18 Defendant in California who worked at least one day during the Class Period.

19 1.5. “Class Counsel” means Moon Law Group, P.C.

20 1.6. “Class Counsel Fees Payment” means the court-approved amount allocated to Class
21 Counsel for reimbursement of their reasonable fees incurred to prosecute the Action, not
22 to exceed one-third of the Gross Settlement Amount. This amount shall be deducted
23 from the Gross Settlement Amount.

24 1.7. “Class Counsel Expenses Payment” means the court-approved amount allocated to Class
25 Counsel for reimbursement of their reasonable expenses incurred to prosecute the
26 Action, not to exceed \$35,000.00. This amount shall be deducted from the Gross
27 Settlement Amount.

28 1.8. “Class Data” or “Class List” means Class Member identifying information in

Defendant's possession, including, to the extent each of the following is necessary, the Class Member's name, last-known mailing address, last known telephone number, Social Security number, start and end dates of active employment as a non-exempt employee of Defendant in the State of California, and any other information required by the Administrator to effectuate this Agreement. This information shall not be provided to Plaintiff or his counsel.

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

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

1.11. "Class Notice" means the court-approved Notice of Class and Representative Action Settlement and Final Approval Hearing to be mailed to Class Members in English substantially in the form attached to this Agreement as **Exhibit A** and incorporated by reference into this Agreement.

1.12. "Class Period" means the period December 20, 2020 to February 11, 2026, except as otherwise provided in Paragraph 7.0.

1.13. "Class Representative" means the named Plaintiff in the Action, Stephen Salcido.

1.14. "Class Representative Service Payment" means the court-approved payment allocated to the Class Representatives for his services in support of the Action and General Release, not to exceed \$5,000.00, which shall be deducted from the Gross Settlement Amount.

1.15. "Court" means the Superior Court of the State of California, County of San Diego

1.16. "Defendant" means the named Defendant in the Action, Advanced Machining and Tooling, Inc.

1.17. "Defense Counsel" means Gordon Rees Scully Mansukhani, LLP.

- 1.18. “Effective Date” shall be the date by when both of the following have occurred: (a) the Court enters a Judgment on its order granting final approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member(s) objects to the Settlement, the day the Court signs the Judgment; (b) if one or more Participating Class Member(s) objects to the Settlement, the day after the deadline for filing a notice for appeal from the Judgment (i.e., sixty (60) calendar days after notice of entry of the Court’s Judgment); or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur, the date of final dismissal of any appeal from the Judgment or the final dismissal of any proceeding on review of any court of appeal decision relating to the Judgment.
- 1.19. “Final Approval Order” means the Court’s Order Granting Final Approval of the Settlement.
- 1.20. “Final Approval Hearing” means the Hearing on Plaintiff’s Motion for Final Approval of the Settlement.
- 1.21. “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.
- 1.22. “Gross Settlement Amount” means \$280,000.00, the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 7.0 below. The Gross Settlement Amount will be used to pay the Individual Class Payments, Individual PAGA Payments, LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Expenses Payment, Class Representative Service Payment, Administration Expenses Payment, and any and all other payments related to the Parties’ settlement.
- 1.23. “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount, calculated according to the number of Workweeks he or she worked during the Class Period.
- 1.24. “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 35% of the PAGA Penalties allocated pursuant to California Labor Code (“Labor Code”)

section 2699(m) and calculated according to the number of PAGA Pay Periods he or she worked during the PAGA Period.

1.25. “LWDA” means the California Labor and Workforce Development Agency, the agency entitled under Labor Code section 2699(a).

1.26. “LWDA PAGA Payment” means the LWDA’s 65% share of the PAGA Penalties, allocated pursuant to Labor Code section 2699(m).

1.27. “Net Settlement Amount” means the Gross Settlement Amount less the following court-approved payments: Individual PAGA Payments, LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Expenses Payment, Class Representative Service Payment, and Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payments.

1.28. “Non-Participating Class Member” means a Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.

1.29. “Operative Complaint” means the First Amended Complaint filed in the Action.

1.30. “Objection” means a Class Member’s written or verbal objection to a term of, or the terms of, the Settlement.

1.31. “PAGA Pay Period” means any pay period during which an Aggrieved Employee worked for Defendant for at least one day during the PAGA Period.

1.32. “PAGA Period” means December 19, 2023 through the date the Class Period ends.

1.33. “PAGA” means the Labor Code Private Attorneys General Act, Labor Code sections 2698, *et seq.*

1.34. “PAGA Notice” means Plaintiff’s December 19, 2024 letter to the LWDA providing written notice pursuant to Labor Code section 2699.3(a).

1.35. “PAGA Penalties” means the amount to be paid from the Gross Settlement Amount in settlement of the Released PAGA Claims, not to exceed \$10,000.00. Note, use of the term “PAGA Penalties” to describe the amount to be paid to resolve Plaintiff’s PAGA claim should not be misconstrued as an agreement or admission that Defendant committed any wage and hour violations and/or has been found to owe PAGA penalties

1 by a court or administrative body. Rather, the term “PAGA Penalties” is simply being
2 used to denote the amount of the Gross Settlement Amount being allocation to
3 resolution of Plaintiff’s PAGA claim. Overall, Defendant denies that it committed any
4 violations that subject it to PAGA penalties, but nonetheless, agreed to a settlement
5 agreement involving PAGA Penalties in the interest of avoiding further litigation.

6 1.36. “Participating Class Member” means a Class Member who does not submit a valid and
7 timely Request for Exclusion.

8 1.37. “Plaintiff” means the named Plaintiff in the Action, Stephen Salcido.

9 1.38. “Preliminary Approval Order” means the Court’s Order Granting Preliminary Approval
10 of the Settlement.

11 1.39. “Released Class Claims” means the claims released as described in Paragraph 5.1.

12 1.40. “Released PAGA Claims” means the claims released as described in Paragraph 5.2.

13 1.41. “Released Parties” means Defendant and its past, present and future subsidiaries,
14 parents, affiliated and related companies, divisions, successors, predecessors or assigns,
15 and any company or entity that may be alleged to be the joint employer of the Class
16 Members along with Defendant and/or Defendant’s alter ego; and their past, present,
17 and future officers, directors, shareholders, partners, agents, insurers, employee,
18 advisors, accountants, representatives, trustees, heirs, executors, administrators,
19 predecessors, successors or assigns, and their agents and attorneys, as well as Tribus
20 Aerospace Corporation, and its past, present and future subsidiaries, parents, affiliated
21 and related companies, divisions, successors, predecessors or assigns; and their past,
22 present, and future officers, directors, shareholders, partners, agents, insurers, employee,
23 advisors, accountants, representatives, trustees, heirs, executors, administrators,
24 predecessors, successors or assigns, as well as insurers, reinsurers, and any insurance
25 related entities that have a relationship with Defendant.

26 1.42. “Request for Exclusion” means a Class Member’s written request to be excluded from
27 the Settlement.

28 1.43. “Response Deadline” means forty-five (45) calendar days from the date the

1 Administrator mails the Class Notice to the Class and the last date on which Class
2 Members may: (a) mail a Request for Exclusion from the Settlement; or (b) mail an
3 Objection to the Settlement. Class Members to whom a Class Notice is resent after
4 having been returned undeliverable to the Administrator shall have an additional
5 fourteen (14) calendar days beyond the Response Deadline to timely mail a Request for
6 Exclusion or Objection.

7 1.44. "Workweek" means any calendar week during the Class Period in which a Class
8 Member worked at least one day for Defendant.

9 **2. RECITALS.**

10 2.0. On December 19, 2024, Plaintiff submitted to the LWDA, and sent via certified mail to
11 Defendant, a Notice of Labor Code Violations pursuant to Labor Code section
12 2699.3(a).

13 2.1. On December 20, 2024, Plaintiff filed a class action complaint in this action against
14 Defendant alleging violations of California law for: (1) failure to pay minimum wages;
15 (2) failure to pay overtime compensation; (3) failure to provide meal periods; (4) failure
16 to authorize and permit rest periods; (5) failure to indemnify necessary business
17 expenses; (6) failure to timely pay final wages at termination; (7) failure to provide
18 accurate itemized wage statements; and (8) unfair business practices. On February 25,
19 2025, Plaintiff filed a First Amended Complaint adding a ninth cause of action for civil
20 penalties and other associated relief pursuant to the PAGA based on alleged wage and
21 hour violations committed by Defendant.

22 2.2. Defendant denies any and all allegations of Plaintiff and the putative class members and
23 allegedly aggrieved employees in the Action or otherwise and any liability in relation
24 thereto as well as Plaintiff and the putative class members and allegedly aggrieved
25 employees' purported entitlement to any monies, damages, penalties, or otherwise from
26 Defendant. Nevertheless, the Parties desire to avoid further litigation and the costs and
27 risks associated therewith and settle all differences, disputes, and class action claims
28 which Plaintiff and the putative class members and allegedly aggrieved employees have

or may have against Defendant related to the Action.

2.3. In order to avoid the substantial expense, inconvenience, and uncertainties associated with litigation, and without any admission of fault by any party, Defendant and Plaintiff desire to fully and finally settle all claims and causes of action that Plaintiff and the putative class members and allegedly aggrieved employees alleged and could have alleged based on the Operative Complaint, as described more thoroughly herein.

2.4. Thereafter, the Parties engaged in investigation and informal discovery and participated in a mediation on December 11, 2025, before Steven Rottman, Esq. The Parties reached a settlement on a class and representative basis at the mediation, and Plaintiff also agreed to settle all of his individual claims based on the Operative Complaint.

2.5. Before mediation, Plaintiff obtained through informal discovery, a sample of the time and corresponding payroll records of the Class, the employee handbook and policies in effect during the Class Period and the PAGA Period, and other Class Member data and documents.

3. **MONETARY TERMS.**

3.0. Gross Settlement Amount. Except as otherwise provided by Paragraph 7.0 below, Defendant will pay \$280,000.00 as the Gross Settlement Amount and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments, which shall be paid separately. Defendant has no obligation to pay the Gross Settlement Amount or any payroll taxes before the deadline stated in Paragraph 4.0 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

3.1.1. To Plaintiff: A Class Representative Service Payments to the Class

Representatives of not more than \$5,000.00, which shall be deducted from the

1 Gross Settlement Amount, in addition to the Individual Class Payment and
2 Individual PAGA Payment the Class Representative is entitled to receive as a
3 Participating Class Member and Aggrieved Employee. Defendant will not
4 oppose Plaintiff's request for a Class Representative Service Payment that does
5 not exceed this amount. Plaintiff and/or Class Counsel will file a Motion
6 supporting the Class Representative Service Payment no later than sixteen (16)
7 court days before the Final Approval Hearing. If the Court approves of a Class
8 Representative Service Payment that is less than the amount requested, the
9 Administrator will retain the remainder in the Net Settlement Amount. The
10 Administrator will pay the Class Representative Service Payment using IRS
11 Form 1099. Plaintiff shall be solely and legally responsible for paying any
12 applicable taxes on this payment and shall hold Defendant harmless from any
13 claim or liability for taxes, penalties, or interest arising as a result of the
14 payment. Defendant makes no representations as to the tax treatment or legal
15 effect of the payment called for herein, and Plaintiff is not relying on any
16 statement or representation by Defendant or its counsel in this regard.

17 3.1.2. To Class Counsel: A Class Counsel Fees Payment not to exceed one-third of the
18 Gross Settlement Amount or \$93,333.33, whichever is greater, and a Class
19 Counsel Expenses Payment not to exceed \$35,000.00, both of which shall be
20 deducted from the Gross Settlement Amount. Defendant will not oppose
21 Plaintiff's request for Class Counsel Fees and Class Counsel Expenses
22 Payments that do not exceed these amounts. Plaintiff and/or Class Counsel will
23 file a Motion supporting the Class Counsel Fees and Class Counsel Expenses
24 Payments no later than sixteen (16) court days before the Final Approval
25 Hearing. If the Court approves of Class Counsel Fees and/or Class Counsel
26 Expenses Payments that are less than the amounts requested, the Administrator
27 will allocate the remainder to the Net Settlement Amount. Released Parties shall
28 have no liability to Class Counsel or any other counsel of Plaintiff arising from

1 any claim to any portion of any Class Counsel Fees and/or Class Counsel
2 Expenses Payments. The Administrator will pay the Class Counsel Fees and
3 Class Counsel Expenses Payments using one or more IRS 1099 Forms. Class
4 Counsel assumes full responsibility and liability for taxes owed on the Class
5 Counsel Fees and Class Counsel Expenses Payments. Class Counsel will hold
6 Defendant harmless, and indemnify Defendant, from any dispute or controversy
7 regarding any division or sharing of any of these Payments.

8 3.1.3. To the Administrator: An Administration Expenses Payment of not more than
9 \$6,000.00, except for a showing of good cause and as approved by the Court.
10 Plaintiff and/or Class Counsel will file a Motion supporting the Administration
11 Expenses Payment no later than sixteen (16) court days before the Final
12 Approval Hearing. If the Court approves of an Administration Expenses
13 Payment that is less than the amount requested, or if the Administration
14 Expense Payment is less than the amount allocated under this Agreement, the
15 Administrator will allocate the remainder to the Net Settlement Amount. To the
16 extent the actual Administration Expenses Payment is greater than \$6,000.00,
17 such excess amount will be taken from the Gross Settlement Amount, subject to
18 the Court's approval.

1 3.1.3.1. To Each Participating Class Member: The Administrator will calculate
2 each Individual Class Payment by (a) dividing the Net Settlement
3 Amount by the total number of Workweeks worked by all Participating
4 Class Members during the Class Period and (b) multiplying the result by
5 each Participating Class Member's Workweeks. Non-Participating
6 Class Members will not receive an Individual Class Payment. The
7 Administrator will retain amounts equal to Non-Participating Class
8 Members' Individual Class Payments they would have received if they
9 had not opted out, in the Net Settlement Amount for distribution to
10 Participating Class Members on a pro rata basis.

11 3.1.3.2. Tax Allocation of Individual Class Payments. Twenty percent (20%) of
12 each Participating Class Member's Individual Class Payment will be
13 allocated to the settlement of claims for wages (the "Wage Portion").
14 The Wage Portions are subject to tax withholding and will be reported
15 on an IRS W-2 Form. Eighty percent (80%) of each Participating Class
16 Member's Individual Class Payment will be allocated to the settlement
17 of claims for interest and penalties (the "Non-Wage Portion"). The Non-
18 Wage Portions are not subject to wage withholdings and will be
19 reported on IRS 1099 Forms. Participating Class Members assume full
20 responsibility and liability for employee taxes owed on their Individual
21 Class Payment.

22 3.1.4. To the LWDA and Aggrieved Employees: PAGA Penalties in the total amount
23 of Ten Thousand Dollars (\$10,000.00) shall be paid from the Gross Settlement
24 Amount, with sixty-five percent (65%) (\$6,500.00) allocated to the LWDA
25 PAGA Payment and thirty-five percent (35%) (\$3,500.00) allocated to the
26 Individual PAGA Payments.

27 3.1.4.1. To Each Aggrieved Employee: The Administrator will calculate each
28 Individual PAGA Payment by (a) dividing the amount of the Aggrieved

Employees' 35% share of PAGA Penalties by the total number of PAGA Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods.

3.1.4.2. Tax Allocation of Individual PAGA Payments. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment. One hundred percent (100%) of each Individual PAGA Payment will be allocated as penalties. If the Court approves PAGA Penalties less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

4. **SETTLEMENT FUNDING AND PAYMENTS.**

4.0. Funding of Gross Settlement Amount. The Gross Settlement Amount, together with all employer-side payroll taxes owed on the wage portions of the Individual Class Payments, shall be fully funded by transmission of such funds to the Administrator within eighteen (18) months from the date of the Preliminary Approval of the Court.

4.1. Payments from the Gross Settlement Amount. No later than fourteen (14) calendar days after Defendant funds the entire Gross Settlement Amount, the Administrator shall mail checks for the Individual Class Payments, Individual PAGA Payments, LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Expenses Payment, Class Representative Service Payment, and Administration Expenses Payment.

4.1.1. The Administrator will issue checks for the Individual Class Payments and/or Individual PAGA Payments and send them to the Participating Class Members and/or Aggrieved Employees Members via First Class U.S. Mail with postage prepaid. Before mailing any checks, the Administrator must update the recipient's mailing addresses using the National Change of Address Database. The face of each check shall prominently state the date the check will be

1 voided. Each check will be voided 180 days after the date of mailing (“void
2 date”). The Administrator will cancel all checks not cashed by the void date.
3 The Administrator will send checks for Individual Class Payments to all
4 Participating Class Members, including those for whom a Class Notice was
5 returned undelivered. The Administrator will send checks for Individual PAGA
6 Payments to all Aggrieved Employees, including Non-Participating Class
7 Members who qualify as Aggrieved Employees and those for whom a Class
8 Notice was returned undelivered. The Administrator may send Participating
9 Class Members a single check combining the Individual Class Payment and
10 Individual PAGA Payment.

11 4.1.2. No later than fourteen (14) calendar days after receiving a returned check, the
12 Administrator must re-mail checks to the USPS forwarding address provided or
13 to an address ascertained through the Class Member Address Search for Class
14 Members whose checks are returned undelivered without a USPS forwarding
15 address. Thereafter, the Administrator need not take further steps to deliver
16 checks to Participating Class Members and/or Aggrieved Employees whose re-
17 mailed checks are returned as undelivered. However, the Administrator shall
18 promptly send a replacement check to any Class Member whose original check
19 was lost or misplaced and who requests the replacement before the void date.

20 4.1.3. For any Participating Class Member and/or Aggrieved Employee whose
21 Individual Class Payment check or Individual PAGA Payment check is
22 uncashed and cancelled after the void date, or for any Participating Class
23 Member and/or Aggrieved Employee whose envelope is returned and no
24 forwarding address can be located for the Class Member after reasonable efforts
25 have been made, the Administrator shall transmit the funds represented by such
26 checks to the California Controller's Unclaimed Property Fund in the name of
27 the Participating Class Member and/or Aggrieved Employee, thereby leaving
28 no “unpaid residue” subject to the requirements of California Code of Civil

Procedure (“CCP”) section 384(b).

4.1.4. The payment of Individual Class Payments and Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to Class Members, such as 401(k) contributions or bonuses, beyond those specified in this Agreement. Rather, it is the Parties’ intention that this Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

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

5.0. Plaintiff’s Release. Plaintiff fully and finally releases and discharges the Released Parties from any and all charges, complaints, claims, and liabilities of any kind or nature whatsoever, known or unknown, suspected or unsuspected (“claim(s)”) which Plaintiff, at any time heretofore, had or claimed to have or which Plaintiff may have or shall in the future claim to have, including, without limitation, any and all claims related or in any manner incidental to Plaintiff’s employment.

5.1. Release by Participating Class Members: All Participating Class Members fully and finally release and discharge the Released Parties from any and all claims, debts, liabilities, demands, obligations, penalties, costs, expenses, attorneys’ fees, damages, and causes of action that were alleged or that reasonably could have been alleged based on the facts alleged in the Action. This release includes, without limitation, a release of all claims alleged in the Action for failure to provide meal periods; failure to provide rest breaks; failure to pay meal period premiums; failure to pay rest break premiums; failure to pay wages and/or pay wages at the appropriate rate, including minimum wages, regular wages, overtime and double time wages, and reporting time wages; failure to provide accurate itemized wage statements; failure to timely pay wages during employment and upon cessation of employment; failure to reimburse necessary business

1 expenses; violation of California Business and Professions Code §§ 17200, et seq.; and
2 statutory waiting time penalties based on the foregoing during the Class Period
3 (collectively, the “Released Class Claims”).

4 5.2. PAGA Released Claims: All Aggrieved Employees fully and finally release and discharge
5 the Released Parties from any and all claims for civil penalties, and attorneys’ fees and
6 costs, under PAGA that were alleged or that reasonably could have been alleged based on
7 the facts alleged in the Action and Plaintiff’s PAGA Notice. This release includes, without
8 limitation, a release of all claims for civil penalties alleged in the Action and Plaintiff’s
9 PAGA Notice based on Defendant’s alleged: failure to provide meal periods; failure to
10 provide rest breaks; failure to pay meal period premiums; failure to pay rest break
11 premiums; failure to pay wages and/or pay wages at the appropriate rate, including
12 minimum wages, regular wages, overtime and double time wages, and reporting time
13 wages; failure to provide accurate itemized wage statements; failure to timely pay wages
14 during employment and upon cessation of employment; failure to reimburse necessary
15 business expenses; violation of California Business and Professions Code §§ 17200, et seq.
16 during the PAGA Period (collectively, the “Released PAGA Claims”).

17 **6. SETTLEMENT ADMINISTRATION.**

18 6.0. Selection of Administrator. The Parties have jointly selected Phoenix to serve as the
19 Administrator and verified that, as a condition of appointment, Phoenix agrees to be
20 bound by this Agreement and to perform, as a fiduciary, all duties specified in this
21 Agreement in exchange for the Administration Expenses Payment. The Parties and their
22 Counsel represent that they have no interest or relationship, financial or otherwise, with
23 the Administrator other than a professional relationship arising out of prior experiences
24 administering settlements.

25 6.1. Class Data. No later than thirty (30) calendar days after the Court enters judgment that
26 constitutes final approval of the settlement, Defendant will deliver the Class Data to the
27 Administrator in the form of a Microsoft Excel spreadsheet. To protect Class Members’
28 privacy rights, the Administrator must maintain the Class Data in confidence, use the

Class Data only for purposes of the Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under the Settlement. Defendant has a continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted Class Member identifying information and to provide corrected or updated Class Data as soon as reasonably feasible. Without any extension of the deadline by which Defendant must send the Class Data to the Administrator, the Parties, and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

6.2. Notice of Receipt of Class Data. No later than three (3) business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members, Aggrieved Employees, Workweeks, and PAGA Pay Periods in the Class Data.

6.3. Notice to Class Members. No later than fourteen (14) calendar days after receiving the Class Data from Defendant, the Administrator will send all Class Members identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class Notice in English and Spanish, substantially in the form attached to this Agreement as **Exhibit A**. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment and/or Individual PAGA Payments payable to the Class Member and/or Aggrieved Employee, and the number of Workweeks and PAGA Pay Periods used to calculate these amounts. Before mailing the Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

6.4. Remailing of Class Notice. No later than three (3) business days after its receipt of any Class Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice using any forwarding address provided by USPS. If USPS does not provide a forwarding address, the Administrator shall conduct a Class Member Address Search and re-mail the Class Notice to the most current address obtained. The Administrator has

no obligation to make further attempts to locate or send the Class Notice to Class Members whose Class Notice is returned by USPS a second time.

6.4.1. The deadlines for Class Members' Objections, Challenges to Calculation of Workweeks and/or PAGA Pay Periods, and Requests for Exclusion will be extended an additional fourteen (14) calendar days beyond the forty-five (45) calendar days otherwise provided in the Class Notice for all Class Members whose notice is re-mailed. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

6.4.2. If the Administrator, Defendant, Defense Counsel, or Class Counsel is contacted by or otherwise discovers any persons who believe they should have been included in the Class Data and should have received Class Notice, the Parties will expeditiously meet and confer in person or by telephone, and in good faith, to agree on whether to include them as Class Members. If the Parties agree, such person(s) will be Class Members entitled to the same rights as other Class Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement no later than fourteen (14) calendar days after receipt of the Class Notice, or the deadline in the Class Notice, whichever is later.

6.5. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review Requests for Exclusion on a rolling basis to ascertain their validity and timeliness. No later than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the Administrator shall email a list to Class Counsel and Defense Counsel containing the names and other identifying information of Class Members who have submitted Requests for Exclusion, regardless of whether the requests are valid and timely ("Exclusion List"); and (b) copies of all Requests for Exclusion submitted, regardless of whether the requests are valid and timely.

6.6. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that tally the number of Class Notices mailed or re-

1 mailed, Class Notices returned undelivered, Requests for Exclusion received (whether
2 valid or invalid), Objections received, Challenges to Workweeks and/or PAGA Pay
3 Periods received and/or resolved, and checks mailed for Individual Class Payments and
4 Individual PAGA Payments (“Weekly Report”). The Weekly Reports must attach copies
5 of all Requests for Exclusion and Objections received.

6 6.7. Administrator’s Declaration. No later than seven (7) business days after the Response
7 Deadline, the Administrator will provide Class Counsel and Defense Counsel a signed
8 declaration suitable for filing in Court attesting to (i) its due diligence and compliance
9 with all of its obligations under this Agreement, including, but not limited to, its mailing
10 of the Class Notice, (ii) the total number of Class Notices returned as undelivered, (iii)
11 the total number of re-mailed Class Notices, (iv) its attempts to locate Class Members,
12 (v) the total number of Requests for Exclusion received (valid or invalid), (vi) the total
13 number of Objections received (valid or invalid), (vii) the total number of Participating
14 Class Members and Workweeks, (viii) the total number of Aggrieved Employees and
15 PAGA Pay Periods, and (ix) the lowest, average, and highest Individual Class Payment
16 and Individual PAGA Payment. The Administrator will supplement its declaration as
17 needed or requested by the Parties and/or the Court. Class Counsel is responsible for
18 filing the Administrator’s declaration(s) in Court.

19 6.8. Final Report by Settlement Administrator. No later than fourteen (14) calendar days after
20 the Administrator disburses all funds in the Gross Settlement Amount, the Administrator
21 will provide Class Counsel and Defense Counsel with (i) a final report detailing its
22 disbursements by employee identification number only of all payments made under this
23 Agreement, and (ii) a signed declaration suitable for filing in Court attesting to its
24 disbursement of all payments required under this Agreement. Class Counsel is
25 responsible for filing the Administrator's declaration in Court.

26 6.9. Employer Identification Number. The Administrator shall have and use its own
27 Employer Identification Number for purposes of calculating payroll tax withholdings and
28 providing reports to state and federal tax authorities. The Administrator will also

1 facilitate and assist Defendant in the payment of any employer-side taxes owed on the
2 Wage Portion of the Settlement.

3 6.10. Qualified Settlement Fund. The Administrator shall establish a settlement fund that
4 meets the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury
5 Regulation § 468B-1.

6 6.11. Website, Email Address, and Toll-Free Number. The Administrator will establish,
7 maintain, and use an internet website to post information of interest to Class Members,
8 including the date, time, and location of the Final Approval Hearing and copies of the
9 Settlement Agreement, Motion for Preliminary Approval, Preliminary Approval, Class
10 Notice, Motion for Final Approval, and Final Approval and Judgment. The
11 Administrator will also maintain and monitor an email address and toll-free telephone
12 number to receive Class Member calls, faxes, and emails.

13 6.12. Class Members’ Options.

14 6.12.1. Requests for Exclusion (Opt-Outs). Each Class Member shall have forty-five
15 (45) calendar days after the Administrator mails the Class Notice (plus an
16 additional fourteen (14) calendar days for Class Members whose Class Notice
17 is re-mailed) to exclude themselves from the Settlement. A Class Member
18 may exclude himself or herself from the Settlement by mailing a Request for
19 Exclusion to the Administrator. The Request for Exclusion must be valid and
20 timely. To be valid, the Request for Exclusion must (1) include the Class
21 Member’s full name, address, telephone number, and signature, and a written
22 statement requesting to be excluded from the Settlement; (2) state the case
23 name and number of the Action; and (3) be mailed to the specified physical
24 address of the Administrator. To be timely, the Request for Exclusion must be
25 postmarked no later than the Response Deadline. The postmark date will be
26 the exclusive means of determining whether a Request for Exclusion has been
27 timely submitted. A Class Member who does not submit a valid and timely
28 Request for Exclusion will be deemed a Participating Class Member and will

1 be bound by all terms of the Settlement if it is granted Final Approval. If a
2 Class Member's Request for Exclusion is timely but invalid, according to the
3 requirements listed herein, that Class Member will be allowed to cure the
4 defect(s). The Administrator will mail the Class Member a cure letter within
5 three (3) business days of receiving the defective submission to advise the
6 Class Member that his or her submission is defective and that the defect must
7 be cured to render the Request for Exclusion valid. The Class Member will
8 have until the later of (a) the Response Deadline or (b) fourteen (14) calendar
9 days from the date of the cure letter, whichever date is later, to postmark the
10 revised Request for Exclusion. The Administrator, Class Counsel, and
11 Defense Counsel may attempt to resolve any Class Member disputes on the
12 validity or timeliness of a Request for Exclusion. However, the Court has the
13 final authority to make decisions consistent with the terms of this Agreement
14 on the validity or timeliness of a Request for Exclusion. The Court's decision
15 shall be final and not appealable or otherwise susceptible to challenge.

16 6.12.1.1. Every Class Member who does not submit a timely and valid
17 Request for Exclusion is deemed to be a Participating Class Member
18 under this Agreement, entitled to all benefits and bound by all terms and
19 conditions of the Settlement, including the Participating Class Members'
20 Release under Paragraph 5.1 of this Agreement, regardless of whether the
21 Participating Class Member actually receives the Class Notice, has his/her
22 Class notice be deemed undeliverable, or objects to the Settlement.

23 6.12.1.2. Every Class Member who submits a valid and timely Request for
24 Exclusion is a Non-Participating Class Member and shall not receive an
25 Individual Class Payment or have the right to object to the class action
26 components of the Settlement. Non-Participating Class Members who are
27 Aggrieved Employees are deemed to release the claims identified in
28 Paragraph 5.2 of this Agreement and are eligible for an Individual PAGA

Payment.

6.12.2. Challenges to Calculation of Workweeks. Each Class Member shall have forty-five (45) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice is re-mailed) to challenge the number of Workweeks and/or PAGA Pay Periods allocated to the Class Member and/or Aggrieved Employee in the Class Notice. A Class Member and/or Aggrieved Employee may challenge the allocation by sending a Challenge to Calculation of Workweeks and/or Pay Periods to the Administrator. The Challenge to Calculation of Workweeks and/or Pay Periods must be timely. To be timely, the Challenge to Calculation of Workweeks and/or Pay Periods must be postmarked no later than the Response Deadline. The postmark date will be the exclusive means of determining whether a Challenge to Calculation of Workweeks and/or Pay Periods has been timely submitted. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator shall promptly provide copies of all Challenges to Calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel. The Administrator, Class Counsel, and Defense Counsel may attempt to resolve all Class Member challenges over the calculation of Workweeks and/or Pay Periods. However, the Court has the final authority to make decisions consistent with the terms of this Agreement on all Challenges to Calculation of Workweeks and/or Pay Periods. The Court's decision shall be final and not appealable or otherwise susceptible to challenge.

6.12.3. Objections to Settlement. Each Participating Class Member shall have forty-five (45) calendar days after the Administrator mails the Class Notice (plus an additional fourteen (14) calendar days for Class Members whose Class Notice

1 is re-mailed) to object, in writing, to the class action components of the
2 Settlement and/or this Agreement, including contesting the fairness of the
3 Settlement and/or amounts requested for the Class Counsel Fees Payment,
4 Class Counsel Expenses Payment and/or Class Representative Service
5 Payment. Only Participating Class Members may send written Objections to
6 the Administrator. A Participating Class Member may object to the Settlement
7 by (1) appearing at the Final Approval Hearing and verbally objecting to the
8 Settlement or any term thereof; and/or (2) sending a written Objection to the
9 Administrator. The written Objection must be valid and timely. To be valid,
10 the written Objection must (1) include the Class Member's full name, address,
11 telephone number, and signature, the contact information for any attorney
12 representing the objecting Class Member, if any, and the factual and legal
13 bases for the Objection, including any supporting papers, briefs, written
14 evidence, declarations, and/or other evidence; (2) state the case name and
15 number of the Action; and (3) be mailed to the specified physical address of
16 the Administrator. To be timely, the written Objection must be postmarked no
17 later than the Response Deadline. The postmark date will be the exclusive
18 means of determining whether a written Objection has been timely submitted.
19 The Administrator, Class Counsel, and Defense Counsel may attempt to
20 resolve any Class Member disputes on the validity or timeliness of a written
21 Objection. However, the Court has the authority to make final decisions
22 consistent with the terms of this Agreement on the validity or timeliness of a
23 written Objection. The Court's decision shall be final and not appealable or
24 otherwise susceptible to challenge.

25 **7. ESCALATOR CLAUSE.**

26 7.0. Defendant estimates that the Class Members worked a total of 8,597 workweeks during
27 the Class Period. In the event the number of workweeks worked by the Participating
28 Class Members during the Class Period increases by more than ten percent (10%) of
8,597 workweeks (put differently, totals more than 9,457 workweeks), the Gross

Settlement Amount shall be increased proportionally by the percentage greater than the 10% increase, unless Defendant elects to shorten the Class Period as discussed herein. For example, if the total workweeks increases by 12%, then the Gross Settlement Amount shall be increased by 2% (or the amount beyond the 10% increase to the workweeks worked by the Class Members during the Class Period). Note, if the total amount of workweeks of the Class Members for the Class Period is 9,457 or less, then this escalator clause will not be triggered and the Gross Settlement Amount shall not increase. Moreover, if the total amount of workweeks of the Class Members is determined by the Administrator to be greater than 9,457, Defendant shall have the option to (rather than increase the Gross Settlement Amount) shorten the Class Period to an end date that results in the number of workweeks being equal to or less than 9,457. Defendant agrees that it will engage in reasonable efforts to determine whether it is necessary to elect to shorten the Class Period prior to the preliminary hearing. If Defendant determines it is necessary to shorten the Class Period, Defendant may either provide written notice to Plaintiff's counsel before the preliminary hearing or inform the Court of its election at the preliminary hearing. However, it is not possible for Defendant to guarantee that it will determine if it is necessary to elect to shorten the Class Period prior to the preliminary hearing, and Defendant expressly reserves its right to shorten the Class Period within a reasonable time before, during, or after the preliminary hearing.

8. DEFENDANT'S RIGHT TO WITHDRAW.

8.0. If the number of valid and timely Requests for Exclusion exceeds ten percent (10%) of the total of all Class Members, Defendant may, but is not obligated to, elect to withdraw from the Settlement. If Defendant elects to withdraw from the Settlement, Defendant must meet and confer with Class Counsel no later than forty five (45) calendar days after expiration of the Response Deadline, and Defendant will be responsible for paying all settlement administration expenses incurred to that point. Further, the Settlement shall be

void ab initio, have no force or effect whatsoever, and neither Party will have any further obligation to perform under this Agreement, except as provided in this Paragraph.

9. FINAL APPROVAL.

9.0. Motion for Final Approval. No later than sixteen (16) court days before the calendared Final Approval Hearing, Plaintiff will file a Motion for Final Approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699(s)(2) and a [Proposed] Final Approval Order and Judgment.

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

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

9.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of the Final Judgment, the Court will retain jurisdiction over the Parties, Action, and Settlement solely for purposes of (i) enforcing the Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law, pursuant to CCP section 664.6 and California Rules of Court rule 3.769(h).

9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees and Class

Counsel Expenses Payments set forth in this Agreement, the Parties, their respective counsel, and all Participating Class Members waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs, or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until 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.

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

9.6. Failure to Approve. If the Court does not approve, either preliminarily or finally, any material term or condition of the Settlement Agreement, or if the Court effects a material change, then this Agreement will be voidable and unenforceable, subject to the Parties' agreement to the contrary, and the costs of administration shall be split equally between the Plaintiff, on one side, and Defendant, on the other.

10. AMENDED JUDGMENT.

10.0. If any amended judgment is required under CCP section 384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

11. ADDITIONAL PROVISIONS.

1 11.0. Entire Agreement. This Agreement and the attached **Exhibit A** constitute the entirety of
2 the Parties' settlement terms.

3 11.1. No Admission of Liability. The Parties enter into this Agreement to resolve the dispute
4 that has arisen between them and to avoid the burden, expense, and risk of continued
5 litigation. In entering into this Agreement, Defendant does not admit, and specifically
6 denies, it has violated any federal, state, or local law; violated any regulations or
7 guidelines promulgated pursuant to any statute or any other applicable laws, regulations,
8 or legal requirements; breached any contract; violated or breached any duty; engaged in
9 any misrepresentation or deception; or engaged in any other unlawful conduct
10 concerning their employees. Neither this Agreement, nor any of its terms or provisions,
11 nor any of the negotiations connected with it, shall be construed as an admission or
12 concession by Defendant of any such violations or failures to comply with any applicable
13 law. Except as necessary in a proceeding to enforce the terms of this Agreement, this
14 Agreement and its terms and provisions shall not be offered or received as evidence in
15 any action or proceeding to establish any liability or admission on the part of Defendant
16 or to establish the existence of any condition constituting a violation of, or a non-
17 compliance with, federal, state, local or other applicable law. If Final Approval does not
18 occur, the Parties agree that this Agreement is void, but remains protected by California
19 Evidence Code section 1152.

20 11.2. Class Certification or Representative Manageability for Other Purposes. The Parties
21 agree to stipulate to class certification and that the group of Aggrieved Employees is
22 manageable for purposes of the Settlement only. If, for any reason, the Settlement is not
23 approved, the stipulation to certification will be void. If, for any reason the Court does
24 not grant Preliminary Approval, Final Approval, or enter Judgment, Plaintiff
25 acknowledges that the stipulation for certification will be void and unenforceable, and
26 Defendant reserves the right to contest certification of any class for any reason as well as
27 argue the group of Aggrieved Employees is not manageable, Defendant reserves all
28 available defenses to the claims in the Action, Plaintiff reserves the right to move for

1 class certification on any grounds available, and Plaintiff reserves the right to contest
2 Defendant's defenses. The Settlement, this Agreement, and the Parties' willingness to
3 settle the Action will have no bearing on, and will not be admissible in connection with
4 any litigation, except for proceedings to enforce or effectuate the Settlement and this
5 Agreement.

6 11.3. No Press Releases/Advertisements. Neither Plaintiff nor Plaintiff's Counsel shall issue
7 any press release or announcement of any kind related in any way to the Settlement.
8 Plaintiff and Class Counsel agree to limit their statements regarding the terms of the
9 Settlement, whether oral, written, or electronic (including the World Wide Web), to say
10 the Class Action has been resolved and that Plaintiff and Class Counsel are satisfied with
11 the Settlement terms. Nothing in this Section is intended to interfere with Class
12 Counsel's duties and obligations to faithfully discharge their duties as Class Counsel,
13 including but not limited to: (1) as required by law; (2) as required under the terms of the
14 Settlement; and/or (3) as required under counsel's duties and responsibilities as Class
15 Counsel. This Settlement shall not be advertised or mentioned on any source, including
16 Plaintiff's Counsel's personal or firm website.

17 11.4. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
18 Settlement is a fair, adequate, and reasonable settlement of the Action and have arrived at
19 this Agreement after arm's-length negotiations and in the context of adversarial
20 litigation, taking into account all relevant factors, present and potential. The Parties
21 further acknowledge that they are each represented by competent counsel and that they
22 have had an opportunity to consult with their counsel regarding the fairness and
23 reasonableness of this Settlement.

24 11.5. No Solicitation. The Parties separately agree that they and their respective counsel and
25 employees will not solicit any Class Member to opt out of or object to the Settlement, or
26 appeal from the Judgment. Nothing in this Paragraph shall be construed to restrict Class
27 Counsel's ability to communicate with Class Members in accordance with Class
28 Counsel's ethical obligations owed to Class Members.

1 11.6. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement,
2 together with its attached Exhibit, shall constitute the entire agreement between the
3 Parties relating to the Settlement, superseding any and all oral representations,
4 warranties, covenants, or inducements made to or by any Party.

5 11.7. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and
6 represent that they are authorized by Plaintiff and Defendant, respectively, to take all
7 appropriate action required or permitted to be taken by such Parties pursuant to this
8 Agreement to effectuate its terms, and to execute any other documents reasonably
9 required to effectuate the terms of this Agreement including any amendments to this
10 Agreement.

11 11.8. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,
12 the Court will first attempt to construe the provision as valid to the fullest extent possible
13 consistent with applicable precedents to define all provisions of this Agreement as valid
14 and enforceable.

15 11.9. Waiver. No waiver of any condition or covenant contained in this Agreement or failure
16 to exercise a right or remedy by any of the Parties hereto will be considered to imply or
17 constitute a further waiver by such party of the same or any other condition, covenant,
18 right, or remedy.

19 11.10. Cooperation. The Parties and their counsel will cooperate and use their best efforts, in
20 good faith, to implement the Settlement by, among other things, modifying the
21 Settlement Agreement, submitting supplemental evidence, and supplementing points and
22 authorities as requested by the Court. In the event the Parties are unable to agree upon the
23 form or content of any document necessary to implement the Settlement, or on any
24 modification of the Agreement that may become necessary to implement the Settlement,
25 the Parties will seek the assistance of a mediator and/or the Court for resolution.

26 11.11. No Prior Assignments. The Parties separately represent and warrant that they have not
27 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer,
28 or encumber to any person or entity and portion of any liability, claim, demand, action,

cause of action, or right released and discharged by the Party in this Settlement.

11.12. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant, nor Defense Counsel is providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

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

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

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

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

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

11.18. Use and Return of Class Data. Information provided to Class Counsel pursuant to Evidence Code section 1152, and all copies and summaries of the Class Data provided to Class Counsel by Defendant 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. No later than ninety (90) days after the date when the Court discharges the Administrator's obligation to provide a Declaration confirming the final pay out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class Data received from Defendant unless, prior to

the Court's discharge of the Administrator's obligation, Defendant makes a written request to Class Counsel for the return, rather than the destructions, of Class Data.

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

11.20. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

11.21. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e., DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

11.22. Binding Agreement. The Parties warrant that they understand and have full authority to enter into this Settlement, intend that this Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation confidentiality provisions that otherwise might apply under federal or state law. Plaintiff, and not his representative(s), must personally execute this Agreement. An authorized officer of Defendant must execute this Agreement on behalf of Defendant. This Agreement shall become binding and enforceable pursuant to CCP section 664.6.

11.23. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

Signatures on the following page.

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Plaintiff & Putative Class Representative:

Dated: 5/8/2026

Signed by:

40C5720E5CD740F...
By: _____
Plaintiff, Stephen Salcido

Plaintiff's Counsel: As to Form Only.

Dated: 5/8/2026

MOON LAW GROUP, P.C.

By: _____
Kane Moon
Attorneys for Plaintiff

Defendant:

Dated: _____, 2026

By: _____
Print Name

Signature

Title

Defendant's Counsel: As to Form Only.

Dated: _____, 2026

GORDON REES SCULLY MANSUKHANI, LLP
By: _____
Amanda H. Herron
Attorneys for Defendant

1 **Plaintiff & Putative Class Representative:**

2
3 Dated: , 2026

By: _____
Plaintiff, Stephen Salcido

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6 **Plaintiff's Counsel: As to Form Only.**

7 Dated: , 2026

MOON LAW GROUP, P.C.

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9 By: _____
Kane Moon
Attorneys for Plaintiff

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12 **Defendant:**

13 Dated: 8/28/2026

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15 By: Matt Meyer
Print Name
16
17 
Signature
18
19 Interim CEO / CFO
Title

20
21 **Defendant's Counsel: As to Form Only.**

22 Dated: 9/4/2026

GORDON REES SCULLY MANSUKHANI, LLP

23
24 By: 
Amanda H. Herron
Attorneys for Defendant

Exhibit A

NOTICE OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT

PLEASE READ THIS NOTICE

Your legal rights are affected whether or not you act. Please read this notice carefully.

In the class and representative action entitled *Stephen Salcido v. Advanced Machining and Tooling, Inc.*, San Diego County Superior Court Case No. 25CU032798C (“Action”), Plaintiff Stephen Salcido (“Plaintiff”) alleges Defendant Advanced Machining and Tooling, Inc. (“Defendant”), failed to comply with certain provisions of the California Labor Code and California Business and Professions Code, allegedly resulting in Defendant owing Plaintiff and those he seeks to represent damages and penalties (including the Labor and Workforce Development Agency (“LWDA”) via the Private Attorneys General Act (“PAGA”)). Defendant vehemently denies Plaintiff’s allegations, any liability to Plaintiff or the proposed class members or alleged Aggrieved Employees (defined below), and any wrongdoing of any kind. Indeed, Defendant contends it complied with the California Labor Code, the California Business and Professions Code, all Industrial Welfare Commission Wage Orders, and all applicable law at all times.

However, in the interest of avoiding further litigation and the costs and uncertainties associated with further litigation, Plaintiff and Defendant have reached a Joint Stipulation of Class and Representative Action Settlement Agreement (“Settlement”), which has been preliminarily approved by the Court. Note, by agreeing to the Settlement, Defendant in no way admits to any violation of law and, once again, expressly denies any liability to Plaintiff or others.

Please be advised, you have been identified by Defendant’s records as a Class Member and/or Aggrieved Employee who would be covered by the Settlement. As explained herein, Class Members who participate in the Settlement will receive a payment in exchange for their release of the claims covered by the Settlement.

“Class Member” means any current or former hourly-paid or non exempt employee of Defendant in California who worked at least one day for Defendant from December 20, 2020 to XXXXXX (“Class Period”).

“Aggrieved Employee” means any current or former hourly-paid or non exempt employees of Defendant in California who worked at least one day for Defendant from December 19, 2023 to XXXXXX (“PAGA Period”).

YOUR LEGAL RIGHTS AND OPTIONS WITH RESPECT TO THE SETTLEMENT	
Participate in the Settlement	If you want to participate in the Settlement, remain in the Class, and receive your Individual Class Payment and Individual PAGA Payment, <u>then you do not need to do anything.</u>
Exclude Yourself From the Class Action Component of the Settlement	If you do not want to participate in the Settlement or remain in the Class, <u>then you need to follow the instructions in Section 6.</u> If you exclude yourself from the Settlement, you will not receive your Individual Class Payment, and you will not release the Released Class Claims against the Released Parties (defined in Section 4, below). However, if the Settlement is approved by the Court and you are an Aggrieved Employee, you will receive your Individual PAGA Payment, and you will release the Released PAGA Claims, even if you exclude yourself from the Class Action component of the Settlement. Put differently, you cannot exclude yourself from the PAGA component of the Settlement.
Object to the Settlement	If you want to object to the terms of the Settlement, <u>then you need to follow the instructions in Section 7.</u> Objecting to the Settlement will not result in you being excluded from the Class Action component of the Settlement. As such, if you object to the Settlement, you will still be bound by the terms of the Settlement regardless of the Court’s ruling on your objection.

1. WHY DID I GET THIS NOTICE?

You have received this Notice because Defendant's records reflect that you are a Class Member and/or Aggrieved Employee (defined above). Because the Settlement, which has been preliminarily approved by the Court, affects Class Members' and Aggrieved Employees' legal rights, the Court ordered that this Notice be sent to you. This Notice provides you with information about (1) the Action, (2) the monetary terms of the Settlement, (3) your estimated Individual Class Payment, provided you do not request to be excluded from the Settlement, (4) your estimated Individual PAGA Payment, (5) the terms of the Settlement, including the claims that are being released, (6) how to participate in, exclude yourself from, or object to the Settlement, and (7) where to find additional information regarding the Action and Settlement.

2. WHAT IS THIS CASE ABOUT?

Plaintiff alleges Defendant: (1) failed to pay Class Members minimum wages for all hours worked; (2) failed to pay Class Members overtime compensation; (3) failed to provide Class Members compliant meal periods or compensation in lieu thereof; (4) failed to provide Class Members compliant rest breaks or compensation in lieu thereof; (5) failed to reimburse Class Members for necessary business expenses they incurred in the direct discharge of their duties to Defendant; (6) failed to timely pay Class Members all compensation due upon termination or resignation; (7) failed to provide Class Members accurate itemized wage statements; (8) engaged in unlawful business practices in violation of California Business and Professions Code sections 17200, *et seq.*; and/or (9) owes civil penalties under PAGA.

Defendant denies these allegations and maintains it fully complied with all applicable laws, provided, permitted, and authorized Class Members to take all meal periods and rest breaks, reimbursed Class Members for all necessary business expenses, provided Class Members with accurate wage statements, compensated Class Members for all wages upon termination or resignation, did not perform any unlawful business acts under California Business and Professions Code sections 17200, *et seq.*, and owes no civil penalties under PAGA. Defendant denies any liability or wrongdoing of any kind and contends, among other things, that it complied at all times with the California Labor Code, the California Business and Professions Code, all Industrial Welfare Commission Wage Orders, and all applicable law.

The Court has not ruled on the merits of the claims alleged by Plaintiff. By preliminarily approving the Settlement and issuing this Notice, the Court is not suggesting which side would win or lose the Action on the merits. Rather, the Court has determined only that there is sufficient evidence to determine, on a preliminary basis, that the proposed Settlement is fair, adequate, and reasonable for the Class Members. The final determination of this question will be made at the Final Approval Hearing. Defendant reserves the right, if for any reason the Settlement fails, to contest any factual or legal allegations, including to contest whether the Action should proceed as a class and/or representative action.

3. THE MONETARY TERMS OF THE SETTLEMENT AND CALCULATION OF YOUR INDIVIDUAL CLASS PAYMENT AND INDIVIDUAL PAGA PAYMENT

Without admitting any wrongdoing, and to avoid the business disruptions caused by litigating these claims, Defendant has agreed to pay a Gross Settlement Amount of Two Hundred Eighty Thousand Dollars (\$280,000) to settle the Action. The following amounts will be paid out of and from the Gross Settlement Amount:

- An Administrator Expenses Payment not to exceed \$6,000.00 for reimbursement of the Administrator's reasonable fees and expenses;
- A Class Representative Service Payment not to exceed \$5,000 to Class Representative for his services in support of the Action and General Release;
- PAGA Penalties in the amount of \$10,000 allocated to the LWDA and Aggrieved Employees for the release

of Plaintiff's claim under PAGA;

- A Class Counsel Expenses Payment not to exceed \$35,000.00 to Class Counsel for reimbursement of their reasonable expenses incurred to prosecute the Action; and
- A Class Counsel Fees Payment not to exceed **33.33% of the Gross Settlement Amount** to Class Counsel for reimbursement of their reasonable fees incurred to prosecute the Action.

Net Settlement Amount: The amount remaining from the Gross Settlement Amount after the above deductions is called the "Net Settlement Amount." The Net Settlement Amount will be allocated to all Participating Class Members and calculated as follows:

1. The Administrator will determine the number of weeks each Participating Class Member worked for Defendant for at least one day during the Class Period ("Workweeks");
2. The Administrator will determine the value of a single Workweek by dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members; and
3. Each Participating Class Member shall receive an Individual Class Payment equal to his or her Workweeks multiplied by the value of a single Workweek.

You have been credited with [REDACTED] Workweeks. Based on these Workweeks, your Individual Class Payment, prior to any applicable withholdings, is estimated to be \$ [REDACTED]. Depending on rulings from the Court that might affect the Net Settlement Amount, as well as the number of Class Members who may exclude themselves from the Settlement, the actual amount you will receive if the Court grants Final Approval of the Settlement may vary from this estimated amount.

Individual PAGA Payment: A total of Ten Thousand Dollars (\$10,000.00) of the Gross Settlement Amount has been allocated to PAGA Penalties. Of this amount, sixty-five percent (65%) (\$6,500.00) shall be paid to the LWDA ("LWDA PAGA Payment"), and thirty-five percent (35%) (\$3,500.00) shall be paid on a pro rata basis to Aggrieved Employees, calculated as follows:

The Administrator will determine the number of pay periods each Aggrieved Employee worked for Defendant for at least one day during the PAGA Period ("PAGA Pay Periods");

1. The Administrator will determine the value of a single PAGA Pay Period by dividing the Individual PAGA Payment by the total number of PAGA Pay Periods worked by all Aggrieved Employees; and
2. Each Aggrieved Employee shall receive a payment equal to his or her PAGA Pay Periods multiplied by the value of a single PAGA Pay Period ("Individual PAGA Payment").

You have been credited with [REDACTED] PAGA Pay Periods. Based on these PAGA Pay Periods, your Individual PAGA Payment is estimated to be \$ [REDACTED]. Depending on rulings from the Court that might affect the Net Settlement Amount, the actual amount you will receive if the Court grants Final Approval of the Settlement may vary from this estimated amount.

If you dispute the total number of Workweeks and/or PAGA Pay Periods that you have been credited with, you may challenge the allocation by sending a Challenge to the Calculation of Workweeks and/or Pay Periods to the Administrator ("Challenge"). Your Challenge should (1) contain your name, address, and telephone number and the case name and number of the Action (i.e., *Stephen Salcido v. Advanced Machining and Tooling, Inc.*, San Diego County Superior Court Case No. 25CU032798C); (2) clearly state the number of Workweeks and/or PAGA Pay Periods you believe is correct; and (3) attach any documentary evidence you have to prove the number of contended Workweeks and/or PAGA Pay Periods. Your Challenge must be postmarked on or before **[Response Deadline]** and returned to the Administrator at the following address:

[Administrator]

For tax purposes, twenty percent (20%) of each Individual Class Payment will be allocated to resolution of the alleged wage claims and subject to all applicable employee state and federal tax withholdings; and eighty percent (80%) of each Individual Class Payment will be considered penalties, liquidated damages, interest, and any other non-wage related payments. The amount allocated as wages will be reported on an IRS Form W-2, and the remaining amount allocated as penalties, liquidated damages, interest, and other non-wage payments will be reported on an IRS form 1099. One hundred percent (100%) of each Individual PAGA Payment will be allocated as penalties and reported on an IRS Form 1099. In addition to the Gross Settlement Amount, Defendant will pay all employer-payroll taxes in connection with the portion of the Settlement allocated towards wages. Class Members are responsible for paying taxes on other amounts received. This Notice is not tax advice, and you should consult your tax advisor.

Checks will be valid for one hundred and eighty (180) days. After that, checks will become void, and a stop payment will be placed on the uncashed checks. Settlement checks that are not cashed within one hundred and eighty (180) days of mailing, or are returned to the Administrator as undeliverable, will be cancelled, and the Administrator shall send the funds associated with uncashed checks to the California Controller's Unclaimed Property Fund in the name of the Class Member. Class Members who do not timely cash their checks should contact the Administrator to determine how they can obtain their payment. **Class Members will be bound by the Settlement even if they do not cash their settlement checks.**

4. WHAT AM I RELEASING AS A CLASS MEMBER UNDER THE SETTLEMENT?

As of the date the Court grants final approval of the Settlement, all Class Members who do not opt out of the Settlement (*i.e.*, Participating Class Members), including Plaintiff, will fully and finally release and discharge the Released Parties from the Released Class Claims.

"Released Parties" means Defendant and their its past, present and future subsidiaries, parents, affiliated and related companies, divisions, successors, predecessors or assigns, and any company or entity that may be alleged to be the joint employer of the Class Members along with Defendant and/or Defendant's alter ego; and their their past, present, and future officers, directors, shareholders, partners, agents, insurers, employee, advisors, accountants, representatives, trustees, heirs, executors, administrators, predecessors, successors or assigns, and their agents and attorneys, and as well as Tribus Aerospace Corporation, and their its past, present and future subsidiaries, parents, affiliated and related companies, divisions, successors, predecessors or assigns; and their past, present, and future officers, directors, shareholders, partners, agents, insurers, employee, advisors, accountants, representatives, trustees, heirs, executors, administrators, predecessors, successors or assigns, as well as insurers, reinsurers, and any insurance related entities that have a relationship with Defendant.

All Participating Class Members fully and finally release and discharge the Released Parties from any and all claims, debts, liabilities, demands, obligations, penalties, costs, expenses, attorneys' fees, damages, and causes of action that were alleged or that reasonably could have been alleged based on the facts alleged in the Action. This release includes, without limitation, a release of all claims alleged in the Action for failure to provide meal periods; failure to provide rest breaks; failure to pay meal period premiums; failure to pay rest break premiums; failure to pay wages and/or pay wages at the appropriate rate, including minimum wages, regular wages, overtime and double time wages, and reporting time wages; failure to provide accurate itemized wage statements; failure to timely pay wages during employment and upon cessation of employment; failure to reimburse necessary business expenses; violation of California Business and Professions Code §§ 17200, et seq.; and statutory waiting time penalties based on the foregoing during the Class Period (collectively, the "Released Class Claims").

5. WHAT AM I RELEASING AS AN AGGRIEVED EMPLOYEE UNDER THE SETTLEMENT?

As of the date the Court grants final approval of the Settlement, Aggrieved Employees will fully and finally release and discharge the Released Parties from the Released PAGA Claims. Released Parties are defined in Section 4 of this Notice, above.

PAGA Released Claims: All Aggrieved Employees fully and finally release and discharge the Released Parties from any and all claims for civil penalties, and attorneys' fees and costs, under PAGA that were alleged or that reasonably could have been alleged based on the facts alleged in the Action and Plaintiff's PAGA Notice. This release includes, without limitation, a release of all civil penalty claims alleged in the Action and Plaintiff's PAGA Notice based on Defendant's alleged: failure to provide meal periods; failure to provide rest breaks; failure to pay meal period premiums; failure to pay rest break premiums; failure to pay wages and/or pay wages at the appropriate rate, including minimum wages, regular wages, overtime and double time wages, and reporting time wages; failure to provide accurate itemized wage statements; failure to timely pay wages during employment and upon cessation of employment; failure to reimburse necessary business expenses; violation of California Business and Professions Code §§ 17200, et seq. during the PAGA Period (collectively, the "Released PAGA Claims").

AGGRIEVED EMPLOYEES CANNOT OPT-OUT OF THE PAGA SETTLEMENT OR THE RELEASE OF RELEASED PAGA CLAIMS, AND THEY WILL RECEIVE AN INDIVIDUAL PAGA PAYMENT EVEN IF THEY OPT-OUT OF THE CLASS SETTLEMENT.

6. WHAT IF I DO NOT WANT TO PARTICIPATE IN THE CLASS SETTLEMENT?

You have the right to request exclusion from the Settlement as a Class Member, with regard to the settlement of Released Class Claims, but you are not able to exclude yourself as an Aggrieved Employee and/or release of the Released PAGA Claims. If you wish to exclude yourself from the release of Released Class Claims, you must mail a Request for Exclusion to the Administrator at the address listed in Section 3 of this Notice, above. The Request for Exclusion must be valid and timely.

To be valid, the Request for Exclusion must (1) include your full name, address, telephone number, and signature, and a written statement requesting to be excluded from the Settlement; (2) state the case name and number of the Action (i.e., *Stephen Salcido v. Advanced Machining and Tooling, Inc.*, San Diego County Superior Court Case No. 25CU032798C); and (3) be mailed to the specified physical address of the Administrator. To be timely, the Request for Exclusion must be postmarked no later than the **[Response Deadline]**. The postmark date will be the exclusive means of determining whether a Request for Exclusion has been timely submitted. A Request for Exclusion form is attached to this Notice. You may complete and submit this form to exclude yourself from the Settlement. It is your responsibility to ensure the Administrator timely receives your Request for Exclusion. **Unless you timely request to be excluded from the Settlement, you will be bound by the Final Judgment upon Final Approval.**

Class Members who request to be excluded from the Settlement will NOT receive their Individual Class Payment and will not release any of the Released Class Claims. However, Class Members who are Aggrieved Employees will receive their Individual PAGA Payment and will release the Released PAGA Claims, regardless of whether they submit a Request for Exclusion.

7. WHAT IF I WANT TO OBJECT TO THIS SETTLEMENT?

You have the right to object to the Settlement or to any settlement term as a Participating Class Member (i.e., if you do not exclude yourself from the Settlement). If you wish to object, you may (1) appear at the Final Approval Hearing and verbally object to the Settlement or any term thereof; and/or (2) send a written Objection to the Administrator at the address listed in Section 3 of this Notice, above. The written Objection must be valid and timely. To be valid, the written Objection must (1) include your full name, address, telephone number, and signature,

the contact information for any attorney representing the objecting Class Member (i.e., you), if any, and the factual and legal bases for the Objection, including any and all supporting papers, briefs, written evidence, declarations, and/or other evidence; (2) state the case name and number of the Action (i.e., *Stephen Salcido v. Advanced Machining and Tooling, Inc.*, San Diego County Superior Court Case No. 25CU032798C); and (3) be mailed to the specified physical address of the Administrator. To be timely, the written Objection must be postmarked no later than the **[Response Deadline]**. The postmark date will be the exclusive means of determining whether a written Objection has been timely submitted.

Filing an objection will **not** exclude you from the Settlement. If the Court grants Final Approval of the Settlement, you will still receive an Individual Class Payment, and you will be barred from pursuing the Released Class Claims. **Do not submit both an Objection and a Request for Exclusion. You may file one or neither.** If you file neither, then you will be automatically included in the Settlement and do not need to take any further action to receive a payment.

8. WHEN AND WHERE WILL THE COURT DECIDE WHETHER TO APPROVE THE SETTLEMENT?

The Final Approval Hearing is scheduled to take place on _____, at _____ a.m. in the Superior Court of the State of California, County of San Diego, Department _____, located at _____. This date and time may be subject to change without notice to you. You may verify the hearing date on the following website: **[ADMINISTRATOR WEBSITE]**. Participating Class Members may appear in Court (or hire an attorney to appear in Court at their own expense) to offer comments and/or present verbal objections at the Final Approval Hearing.

9. WHO ARE THE ATTORNEYS?

Attorneys for Plaintiff and the Class:

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The Court has permitted, for purposes of settlement, the Attorneys for Plaintiff and the Class to represent the Participating Class Members. Other than the Class Counsel Fees Payment and Class Counsel Expenses Payment approved by the Court and that will be paid out of the Gross Settlement Amount, you will not be charged for their services.

10. SHOULD I GET MY OWN LAWYER?

You do not need to get your own lawyer. If you want your own lawyer to speak for you or appear in Court, you have the right to hire one, but you will have to pay for that lawyer yourself.

11. FURTHER INFORMATION

The foregoing is only a summary of the Settlement. For the precise terms and conditions of the Settlement and other

important case documents, please see the Settlement available at www._____.com, or contact Class Counsel at the address or telephone number provided in Section 9, above.

PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK'S OFFICE TO INQUIRE ABOUT THIS SETTLEMENT.

REQUEST FOR EXCLUSION FORM

I, _____, wish to be excluded from the Settlement of Class Claims in *Stephen Salcido v. Advanced Machining and Tooling, Inc.*, San Diego County Superior Court Case No. 25CU032798C

Full Name (Printed)

Address

City

State and Zip Code

Telephone Number

Signature

[Note: (1) This Request for Exclusion Form *does not* exclude you from the Settlement of PAGA claims, and (2) this Request for Exclusion Form *must* be mailed to the following physical address of the Administrator on or before [Response Deadline]]:

[Administrator]

[contact info]