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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN MATEO

JUAN CEJA BARAJAS, ERIK JIMENEZ,
individually, and on behalf of all others
similarly situated,
Plaintiff,

vs.

O'KEEFFE'S, INC., a California corporation;
and DOES 1 through 10, inclusive,
Defendants.

Case No. 24CIV07542

Assigned for All Purposes To:
Hon. Mark A McCannon, Dept. 2

**CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT**

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between Plaintiffs Juan Ceja Barajas and Erik Jimenez (“Plaintiffs”) and Defendant O’Keeffe’s, Inc. (“Defendant”). The Agreement refers to Plaintiffs and Defendant collectively as “Parties,” or individually as “Party.”

1. **DEFINITIONS.**

1.1 “Action” means Plaintiffs’ lawsuit alleging class and representative action wage and hour violations against Defendant captioned *Barajas et al. v. O’Keeffe’s, Inc.*, San Mateo County Superior Court, Case No. 24-CIV-07542, filed on November 26, 2024, in San Mateo County Superior Court.

1.2 “Administrator” means Phoenix Settlement Administrators, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.

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

1.4 “Aggrieved Employee” means all persons who worked for Defendant in California as an hourly-paid or non-exempt employee at any time during the PAGA Period.

1.5 “Class” means all persons who worked for Defendant in California as an hourly-paid or non-exempt employee at any time during the Class Period.

1.6 “Class Counsel” means John G. Yslas, John G. Yslas, Eugene Zinovyev, John Brown, Emily Borman, Lisa B. Iturriaga, and Gabriella Solé of Wilshire Law Firm, PLC.

1.7 “Class Counsel Fees Payment” means an award of attorneys’ fees granted to Class Counsel and paid from the Gross Settlement Amount. The Parties have agreed Plaintiffs will request approval from the Court of up to one-third (1/3) of the GSA (currently \$558,333.33 [five hundred fifty-eight thousand, three hundred thirty-three and thirty-three cents]).

1.8 “Class Counsel Litigation Expenses Payment” means the amount allocated to Class Counsel for reimbursement of reasonable expenses and costs incurred to prosecute the Action, not to exceed \$25,000.00 (twenty-five thousand dollars and zero cents) and paid from the Gross Settlement Amount.

1.9 “Class Data” means Class Member identifying information in Defendant’s possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Workweeks and PAGA Pay Periods.

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

1.11 “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 traces, and direct contact by the Administrator with Class Members.

1.12 “Class Notice” means the Court approved Notice of Settlement and hearing date for Final Approval, to be mailed to Class Members in English with a Spanish translation in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.13 “Class Period” or “Class Settlement Period” means the period from November 26, 2020, through February 1, 2026 (“Settlement Class Period”).

1.14 “Class Representatives” mean the named Plaintiffs Juan Ceja Barajas and Erik Jimenez in the Action.

1.15 “Class Representative Service Payment” or “Enhancement Award” means the payment to the Class Representative for initiating the Actions and providing services in support of the Action.

1.16 “Court” means the Superior Court of California, County of San Mateo.

1.17 “Defendant” means named Defendant O’Keeffe’s, Inc.

1.18 “Defense Counsel” means Heath A. Havey and Linda M. Moroney of Gordon Rees Scully Mansukhani, LLP.

1.19 “Effective Date” means the date by which 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 objects to the Settlement, the day the Court enters Judgment; (b) if

one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or (c) if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.

1.20 “Final Approval” means the Court’s order granting final approval of the Settlement.

1.21 “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.22 “Final Judgment” means the Judgment entered by the Court upon granting Final Approval of the Settlement.

1.23 “Gross Settlement Amount” or “GSA” means one million six hundred seventy-five thousand dollars and zero cents (\$1,675,000.00), which is the total amount Defendant agrees to pay under the Settlement, except as provided in Paragraph 8 below.

1.24 “Individual Class Payment” means the Participating Class Member’s pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.

1.25 “Individual PAGA Payment” means the Aggrieved Employee’s pro rata share of 35% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.

1.26 “Judgment” means the judgment entered by the Court based upon the Final Approval.

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

1.28 “LWDA PAGA Payment” means the 65% of the PAGA Penalties paid to the LWDA under Labor Code section 2699, subd. (i).

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

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

1.31 “Operative Complaint” means the operative Second Amended Class Action Complaint filed on July 30, 2025, in the Action.

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

1.33 “PAGA Period” means the period from December 5, 2023, through February 1, 2026.

1.34 “PAGA” means the Private Attorneys General Act (Labor Code §§ 2698. et seq.).

1.35 “PAGA Notice” means Plaintiff Juan Ceja-Barajas’s December 5, 2024, letter to the LWDA and Defendant providing notice pursuant to Labor Code section 2699.3, subd.(a).

1.36 “PAGA Penalties” means the total amount of \$83,750.00 in PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 35% (\$29,312.50) to the Aggrieved Employees and 65% (\$54,437.50) to the LWDA in settlement of PAGA claims.

1.37 “Participating Class Member” means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.38 “Plaintiffs” means Juan Ceja Barajas and Erik Jimenez, the named plaintiffs in the Action.

1.39 “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

1.40 “Released Class Claims” means the claims being released as described in Paragraph 5.2 below.

1.41 “Released PAGA Claims” means the claims being released as described in Paragraph 5.3 below.

1.42 “Released Parties” means Defendant and its past, present and future parents, subsidiaries, directors, owners, shareholders, officers, agents, employees, insurers, predecessors, successors, assigns, partners, managers, contractors, agents, consultants, representatives, administrators, benefit plans, transferees, and attorneys, past, present, and future, and any individual or entity which could be jointly liable with any of the foregoing related to the claims released in this Settlement.

1.43 “Request for Exclusion” means a Class Member’s submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.44 "Response Deadline" means forty-five (45) days after the Administrator mails Notice to Class Members and Aggrieved Employees and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice packets are resent after having been returned undeliverable to the Administrator shall have an additional fourteen (14) calendar days beyond the Response Deadline has expired.

1.45 "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

1.46 "Workweek" means any week during which a Class Member worked for Defendant for at least one day, during the Class Period.

2. **RECITALS.**

2.1 On November 26, 2024, Plaintiff Juan Ceja Barajas filed a Class Action Complaint alleging causes of action against Defendant for (1) Failure to Pay Minimum and Straight Time Wages; (2) Failure to Pay Overtime Wages; (3) Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Periods; (5) Failure to Timely Pay Final Wages at Termination; (6) Failure to Provide Accurate Itemized Wage Statements; (7) Failure to Indemnify Employees for Expenditures; (8) Failure to Produce Requested Employment Records; and (9) Unfair Business Practices.

2.2 On December 5, 2024, pursuant to Labor Code §2699.3, subd.(a), Plaintiff Juan Ceja Barajas gave notice to the LWDA and Defendant that Plaintiff intended to proceed with a representative action under PAGA (LWDA-CM-1065418-24). On April 22, 2025, after the 65-day statutory period passed, Plaintiff Juan Ceja Barajas filed a First Amended Complaint, adding an additional claim for penalties pursuant to Labor Code § 2699, *et seq.* On July 30, 2025, Plaintiff Juan Ceja Barajas filed a Second Amended Complaint to add Plaintiff Erik Jimenez as a class representative.

2.3 Defendant denies the allegations in the Action, denies any failure to comply with the laws identified in the Actions, and denies any and all liability for the causes of action alleged in the Actions.

1 2.4 On December 3, 2025, the Parties participated in an all-day mediation presided over by
2 mediator Tagore Subramaniam. The Parties accepted a mediator's proposal and agreed on general
3 settlement terms.

4 2.5 In advance of mediation, Class Counsel conducted a thorough investigation into the facts
5 of, and applicable law to, the Actions. Prior to mediation, Plaintiffs obtained and analyzed a
6 representative sampling of time and payroll data for Class Members and the necessary policy
7 documents through informal discovery to properly evaluate the strengths and weakness of the
8 claims and engage in meaningful settlement discussions. Plaintiffs' investigation was sufficient
9 to satisfy the criteria for court approval set forth in *Dunk v. Ford Motor Co.*, 48 Cal.App.4th 1794,
10 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal.App.4th 116, 129-130 (2008)
11 ("*Dunk/Kullar*").

12 2.6 The Court has not granted class certification because the Parties engaged in mediation
13 before any class certification.

14 2.7 The Parties, Class Counsel and Defense Counsel represent that they are not aware of any
15 other pending matters or actions asserting claims that will be extinguished or affected by the
16 Settlement.

17 3. **MONETARY TERMS.**

18 3.1 Gross Settlement Amount. Except as otherwise provided by Paragraph 8 below,
19 Defendant will pay one million six hundred seventy-five thousand dollars and zero cents
20 (\$1,675,000.00) to fully settle, resolve, and extinguish all claims asserted in the Action, including
21 without limitation all claims asserted in the PAGA Notice. The Gross Settlement Amount is non-
22 reversionary and does not include employer payroll taxes owed on the wage portions of the
23 Individual Class Payments, which Defendant will pay separately.

24 3.2 Payments from the Gross Settlement Amount. The Administrator will make and deduct
25 the following payments from the Gross Settlement Amount, in the amounts specified by the Court
26 in the Final Approval:

27 3.2.1 To Plaintiffs: A payment for the Class Representative Service Payment to Plaintiffs
28 of not more than \$10,000.00 (ten dollars and zero cents) each in addition to any Individual Class
Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a

1 Participating Class Member. Defendant will not oppose Plaintiffs' request for a Class
2 Representative Service Payment that does not exceed this amount. As part of the motion for the
3 Class Counsel Fees and Litigation Expenses Payments, Plaintiffs will seek Court approval for any
4 Class Representative Service Payment no later than sixteen (16) court days prior to the Final
5 Approval Hearing, or as otherwise ordered by the Court. If the Court approves a Class
6 Representative Service Payment less than the amount requested, the Administrator will retain the
7 remainder in the Net Settlement Amount to be distributed to Participating Class Members. The
8 Administrator will pay the Class Representative Service Payment using IRS Form 1099. Plaintiffs
9 assume full responsibility and liability for employee taxes owed on the Class Representative
10 Service Payment.

11 3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third of the
12 Gross Settlement Amount, which is currently estimated to be five hundred fifty-eight thousand,
13 three hundred thirty-three and thirty-three cents (\$558,333.33) and a Class Counsel Litigation
14 Expenses Payment for actual costs, not to exceed \$25,000.00 (twenty-five thousand dollars with
15 zero cents). Defendant will not oppose requests for these payments. Plaintiffs and/or Class
16 Counsel will file a motion for Class Counsel Fees and Litigation Expenses Payment no later than
17 sixteen (16) court days prior to the Final Approval Hearing, or as otherwise ordered by the Court.
18 If the Court approves a Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses
19 Payment less than the amounts requested, the Administrator will allocate the remainder to the Net
20 Settlement Amount for distribution to Participating Class Members. Released Parties shall have
21 no liability to Class Counsel or any other Plaintiffs' counsel arising from any claim to any portion
22 of Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment. The
23 Administrator will pay the Class Counsel Fees Payment and Class Counsel Expenses Payment
24 using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for
25 taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses
26 Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or
27 controversy regarding any division or sharing of any of these Payments.

28 3.2.3 To the Administrator: An Administrator Costs Payment not to exceed \$9,250.00
except for a showing of good cause and as approved by the Court. To the extent the

Administration Costs are less or the Court approves payment of less than \$9,250.00, the Administrator will retain the remainder in the Net Settlement Amount to be distributed to Participating Class Members.

3.2.4 To Each Participating Class Member: An Individual Class Payment is calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period, and (b) multiplying the result by each individual Participating Class Member's Workweeks.

3.2.4.1 Tax Allocation of Individual Class Payments. Ten percent (10%) of each Participating Class Member's Individual Class Payment will be allocated to the Settlement of wage claims (the "Wage Portion"). The Wage Portion is subject to tax withholding and will be reported on an IRS W-2 Form. The remaining ninety percent (90%) of each Participating Class Member's Individual Class Payment will be allocated to the settlement of claims for interest, reimbursement, and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment.

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

3.2.5 To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of eighty-three thousand seven hundred fifty dollars and zero cents (\$83,750.00) to be paid from the Gross Settlement Amount, with 65% (\$54,437.50) allocated to the LWDA PAGA Payment and 35% (\$29,312.50) allocated to the Individual PAGA Payments.

3.2.5.1 The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 35% share of PAGA Penalties of \$29,312.50 by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period, and (b) multiplying the result by each individual Aggrieved Employee's PAGA

1 Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on
2 their Individual PAGA Payment.

3 3.2.5.2 If the Court approves PAGA Penalties of less than the amount requested,
4 the Administrator will allocate the remainder to the Net Settlement Amount to be distributed to
5 Participating Class Members. The Administrator will report the Individual PAGA Payments on
6 IRS 1099 Forms.

7 **4. SETTLEMENT FUNDING AND PAYMENTS.**

8 4.1 Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its
9 records, Defendant represented that at the time of mediation there were 450 Class Members who
10 collectively worked a total of 51,442 workweeks during the Class Period, and 306 Aggrieved
11 Employees who worked a total of 18,334 PAGA Pay Periods during the PAGA Period.

12 4.2 Class Data. Not later than thirty (30) days after the Court grants Preliminary Approval
13 of the Settlement, Defendant will deliver the Class Data to the Administrator, in the form of a
14 Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must
15 maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement
16 and for no other purpose, and restrict access to the Class Data to Administrator employees who
17 need access to the Class Data to effect and perform under this Agreement. Defendant has a
18 continuing duty to immediately notify Class Counsel if it discovers that the Class Data omitted
19 class member identifying information and to provide corrected or updated Class Data as soon as
20 reasonably feasible. Without any extension of the deadline by which Defendant must send the
21 Class Data to the Administrator, the Parties and their counsel will expeditiously use best efforts,
22 in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class
23 Data.

24 4.3 Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement
25 Amount and the amounts necessary to fully pay Defendant's share of payroll taxes by transmitting
26 the funds to the Administrator no later than thirty (30) days after the Effective Date.

27 4.4 Payments from the Gross Settlement Amount. Within ten (10) days after Defendant fully
28 funds the Gross Settlement Amount, the Administrator will mail checks for all Individual Class
Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration Costs

1 Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and
2 the Class Representative Service Payment. Disbursement of the Class Counsel Fees Payment, the
3 Class Counsel Litigation Expenses Payment, and the Class Representative Service Payment shall
4 not precede disbursement of Individual Class Payments and Individual PAGA Payments.

5 4.4.1 The Administrator will issue checks for the Individual Class Payments and/or
6 Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail. The
7 face of each check shall prominently state the date (180 days after the date of mailing) when the
8 check will be voided (“Void Date”). The Administrator will cancel all checks not cashed by the
9 Void Date. The Administrator will send checks for Individual Settlement Payments to all
10 Participating Class Members (including those for whom the Class Notice was returned
11 undelivered). The Administrator will send checks for Individual PAGA Payments to all
12 Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved
13 Employees (including those for whom Class Notice was returned undelivered). The Administrator
14 may send Participating Class Members a single check combining the Individual Class Payment
15 and the Individual PAGA Payment. Before mailing any checks, the Settlement Administrator
16 must update the recipients’ mailing addresses using the National Change of Address Database.

17 4.4.2 The Administrator must conduct a Class Member Address Search for all other Class
18 Members whose checks are returned undelivered without USPS forwarding address. Within seven
19 (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS
20 forwarding address provided or to an address ascertained through the Class Member Address
21 Search. The Administrator need not take further steps to deliver checks to Class Members whose
22 re-mailed checks are returned as undelivered. The Administrator shall promptly send a
23 replacement check to any Class Member whose original check was lost or misplaced, requested
24 by the Class Member prior to the Void Date.

25 4.4.3 For any Class Member whose Individual Class Payment check or Individual PAGA
26 Payment check is uncashed and canceled after the Void Date, the Administrator shall transmit the
27 funds represented by such checks to the California Controller’s Unclaimed Property Fund in the
28 name of the Class Member thereby leaving no “unpaid residue” subject to the requirements of
California Code of Civil Procedure Section 384, subd. (b).

4.4.4 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.

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

5.1 Plaintiffs Release. Plaintiffs discharge Released Parties from all claims, transactions, or occurrences, that occurred during the Class Period, including all claims that were, or reasonably could have been, alleged, based on the facts contained in the Operative Complaint; and Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the California Labor Code, and all equivalent claims under federal law (“Plaintiffs’ Release”). However, Plaintiff Erik Jimenez’s release shall not release or waive any individual claims arising under the Fair Employment and Housing Act (Govt Code § 12900 et seq.), including, but not limited to, claims for discrimination, retaliation, failure to accommodate, failure to engage in the interactive process, failure to prevent discrimination or retaliation, and wrongful termination in violation of public policy. These claims will be released in a separate individual settlement agreement for Plaintiff Erik Jimenez. Plaintiff Juan Ceja Barajas’s release shall include claims under the Fair Employment and Housing Act. Plaintiffs’ Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers’ compensation benefits that arose at any time, or based on occurrences outside the Class Period. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agrees, nonetheless, that Plaintiffs’ Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiffs’ discovery of them.

5.1.1 Plaintiffs’ Waiver of Rights Under California Civil Code Section 1542. For purposes of Plaintiffs’ Release, Plaintiffs expressly waive and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

5 5.2 Released Class Claims: All Participating Class Members will release all claims, rights,
6 demands, liabilities, and causes of action, alleged or which could have reasonably been alleged
7 based on the facts alleged in the operative Complaint, including but not limited to: (1) failure to
8 pay minimum and straight time wages (pursuant to Cal. Labor Code §§ 204, 1194, 1194.2, 1197
9 and 1197.1); (2) failure to pay overtime wages (pursuant to Cal. Labor Code §§ 510, 1194, and
10 1198); (3) failure to provide meal periods (pursuant to Cal. Labor Code §§ 226.7 and 512); (4)
11 failure to authorize and permit rest periods (pursuant to Cal. Labor Code §§ 226.7); (5) failure to
12 timely pay final wages at termination (pursuant to Cal. Labor Code §§ 201-203); (6) failure to
13 provide accurate itemized wage statements (pursuant to Cal. Labor Code §§ 226); (7) failure to
14 indemnify employees for expenditures (pursuant to Cal. Labor Code §§ 2802); (8) failure to
15 produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5);
16 and (9) unfair business practices (pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.*). The
17 enumeration of these specific claims shall neither enlarge nor narrow the scope of *res judicata*
18 based on the claims that were asserted in the Action or could have been asserted in the Action
19 based on the facts and circumstances alleged in the Complaint. The Released Class Claims are
20 those that accrued during the Class Period.

21 5.3 Released PAGA Claims: All Aggrieved Employees will release all claims for PAGA
22 civil penalties that are alleged or reasonably could have been alleged based on the facts alleged
23 in the operative Complaint and in Plaintiff Juan Ceja Barajas's December 5, 2024 PAGA Notice,
24 including but not limited to: (1) failure to pay minimum and straight time wages (pursuant to Cal.
25 Labor Code §§ 204, 210, 510, 1194, 1194.2, 1197 and 1197.1); (2) failure to pay overtime wages
26 (pursuant to Cal. Labor Code §§ 510, 1194 and 1198); (3) failure to provide meal periods
27 (pursuant to Cal. Labor Code §§ 210, 226.7 and 512); (4) failure to authorize and permit rest
28 periods (pursuant to Cal. Labor Code §§ 210 and 226.7); (5) failure to timely pay final wages at
termination (pursuant to Cal. Labor Code §§ 201 – 203 and 213(d)); (6) failure to provide accurate

itemized wage statements (pursuant to Cal. Labor Code §§ 226 and 226.3); (7) failure to indemnify employees for expenditures (pursuant to Cal. Labor Code § 2802); (8) failure to produce requested employment records (pursuant to Cal. Labor Code §§ 226, 432, and 1198.5); (9) failure to pay all earned wages twice per month and unlawfully withholding accrued wages (pursuant to Cal. Labor Code §§ 204, 210 and 216); (10) failure to maintain accurate records of hours worked and meal periods (pursuant to Cal. Labor Code §§ 1174, and 1174.5); (11) recordkeeping requirement violations (pursuant to Cal. Labor Code §§ 226.6, 558.1, 1174, 1174.5, 1198 and 1199); and (12) civil penalties for wage and hour violations (pursuant to Cal. Labor Code § 558). The Released PAGA Claims are those that accrued during the PAGA Period.

6. **MOTION FOR PRELIMINARY APPROVAL**. Plaintiffs will prepare and file a motion for preliminary approval (“Motion for Preliminary Approval”).

6.1 **Plaintiffs’ Responsibilities**. Plaintiffs will prepare all documents necessary for obtaining Preliminary Approval, including: (i) a draft of the notice, and memorandum in support, of the Motion for Preliminary Approval that includes an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA Settlement under Labor Code Section 2699, subd. (f)(2)); (ii) a draft proposed Order Granting Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class Notice; (iv) a signed declaration from Plaintiffs confirming willingness and competency to serve and disclosing all facts relevant to any actual or potential conflicts of interest with Class Members, and/or the Administrator; (v) a signed declaration from Class Counsel firm attesting to its competency to represent the Class Members; its timely transmission to the LWDA of all necessary PAGA documents (initial notice of violations (Labor Code section 2699.3, subd. (a)), Operative Complaint (Labor Code section 2699, subd. (l)(1)), this Agreement (Labor Code section 2699, subd. (l)(2)); and (vi) all facts relevant to any actual or potential conflict of interest with Class Members, and/or the Administrator. In their Declarations, Plaintiffs and Class Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.2 **Responsibilities of Counsel**. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing the Motion for Preliminary Approval. Class Counsel will obtain a prompt hearing date for the Motion for Preliminary Approval, file the Motion for Preliminary

1 Approval no later than sixteen (16) court days before the hearing, unless otherwise ordered by the
2 Court, and deliver the Court's Preliminary Approval Order to the Administrator.

3 6.3 Duty to Cooperate. If the Parties disagree on any aspect of the proposed Motion for
4 Preliminary Approval and/or the supporting declarations and documents, Class Counsel and
5 Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person
6 or by telephone, and in good faith, to resolve the disagreement. If the Court does not grant
7 Preliminary Approval or conditions Preliminary Approval on any material change to this
8 Agreement, Class Counsel and Defense Counsel will expeditiously work together on behalf of
9 the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and
10 otherwise satisfy the Court's concerns.

11 7. **SETTLEMENT ADMINISTRATION.**

12 7.1 Selection of Administrator. The Parties have jointly selected Phoenix Settlement
13 Administrators, Inc. to serve as the Administrator and verified that, as a condition of appointment,
14 the Administrator agrees to be bound by this Agreement and to perform, as a fiduciary, all duties
15 specified in this Agreement in exchange for payment of Administration Costs. The Parties and
16 their Counsel represent that they have no interest or relationship, financial or otherwise, with the
17 Administrator other than a professional relationship arising out of prior experiences administering
18 settlements.

19 7.2 Employer Identification Number. The Administrator shall have and use its own
20 Employer Identification Number for purposes of calculating payroll tax withholdings and
21 providing reports to state and federal tax authorities.

22 7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that
23 meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation
24 section 468B-1 for the funding of the GSA. Any interest that accrues on the GSA sums paid into
25 the QSF prior to distribution by the Administrator will become part of the NSA for distribution
26 to Participating Class Members.

27 7.4 Notice to Class Members.

1 7.4.1 No later than five (5) calendar days after receipt of the Class Data, the Administrator
2 shall notify Class Counsel that the list has been received and state the number of Class Members,
3 Aggrieved Employees, Workweeks, and Pay Periods in the Class Data.

4 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14
5 (fourteen) days after receiving the Class Data, the Administrator will send to all Class Members
6 identified in the Class Data, via first-class United States Postal Service (“USPS”) mail, the Class
7 Notice with Spanish translation substantially in the form attached to this Agreement as Exhibit
8 A. The first page of the Class Notice shall prominently estimate the dollar amounts of any
9 Individual Class Payment and/or Individual PAGA Payment payable to the Class Member, and
10 the number of Workweeks and PAGA Pay Periods used to calculate these amounts. Before
11 mailing Class Notices, the Administrator shall update Class Member addresses using the National
12 Change of Address database.

13 7.4.3 Not later than five (5) calendar days after the Administrator’s receipt of any Class
14 Notice returned by the USPS as undelivered, the Administrator shall re-mail the Class Notice
15 using any forwarding address provided by the USPS. If the USPS does not provide a forwarding
16 address, the Administrator shall conduct a Class Member Address Search, and re-mail the Class
17 Notice to the most current address obtained. The Administrator has no obligation to make further
18 attempts to locate or send Class Notice to Class Members whose Class Notice is returned by the
19 USPS a second time.

20 7.4.4 The deadlines for Class Members’ written objections, challenges to Workweeks
21 and/or Pay Periods, and Requests for Exclusion will be extended an additional fourteen days (14)
22 days beyond the forty-five (45) days otherwise provided in the Class Notice for all Class Members
23 whose notice is re-mailed. The Administrator will inform the Class Member of the extended
24 deadline with the re-mailed Class Notice.

25 7.4.5 If the Administrator, Defendant, or Class Counsel is contacted by or otherwise
26 discovers any persons who believe they should have been included in the Class Data and should
27 have received Class Notice, the Parties will expeditiously meet and confer in person or by
28 telephone, and in good faith in an effort to agree on whether to include them as Class Members.
If the Parties agree, such persons will be Class Members entitled to the same rights as other Class

Members, and the Administrator will send, via email or overnight delivery, a Class Notice requiring them to exercise options under this Agreement not later than fourteen (14) days after receipt of Class Notice, or the deadline dates in the Class Notice, whichever are later.

7.5 Requests for Exclusion (Opt-Outs).

7.5.1 Class Members who wish to exclude themselves (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than forty-five (45) days after the Administrator mails the Class Notice (plus an additional fourteen (14) days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or his/her representative that reasonably communicates the Class Member's election to be excluded from the Settlement and includes the Class Member's name, address and email address or telephone number. To be valid, a Request for Exclusion must be timely faxed, emailed, or postmarked by the Response Deadline.

7.5.2 The Administrator may not reject a Request for Exclusion as invalid because it fails to contain all the information specified in the Class Notice. The Administrator shall accept any Request for Exclusion as valid if the Administrator can reasonably ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

7.5.3 Every Class Member who does not submit a timely and valid Request for Exclusion is deemed to be a Participating Class Member under this Agreement, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Releases under paragraphs 5.2 and 5.3 of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

7.5.4 Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are

1 subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who
2 are Aggrieved Employees are deemed to release the Released PAGA Claims identified in
3 Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

4 7.5.5 Right to Rescission: If more than ten percent (10%) of the Settlement Class opts
5 out of the Settlement Class by submitting valid and timely Requests for Exclusion as set forth
6 herein, Defendant shall have the right (but need not) in its sole discretion to rescind and void the
7 Settlement, before final approval by the Court, by providing written notice to Class Counsel at
8 least ten (10) calendar days prior to the final fairness hearing, provided the Claims Administrator
9 has previously furnished Defendant with the number and percentage of valid and timely Requests
10 for Exclusion. If Defendant exercises this option, Defendant shall pay any costs of Settlement
11 administration incurred up to that date.

12 7.6 Challenges to Calculation of Workweeks. Each Class Member shall have forty-five (45)
13 days after the Administrator mails the Class Notice (plus an additional fourteen (14) days for
14 Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks
15 and PAGA Pay Periods allocated to the Class Member in the Class Notice. The Class Member
16 may challenge the allocation by communicating with the Administrator via fax, email or mail.
17 The Administrator must encourage the challenging Class Member to submit supporting
18 documentation. In the absence of any contrary documentation, the Administrator is entitled to
19 presume that the Workweeks contained in the Class Notice are correct so long as they are
20 consistent with the Class Data. The Administrator's determination of each Class Member's
21 allocation of Workweeks and/or Pay Periods shall be final and not appealable or otherwise
22 susceptible to challenge. The Administrator shall promptly provide copies of all challenges to the
23 calculation of Workweeks and/or Pay Periods to Defense Counsel and Class Counsel and the
24 Administrator's determination of the challenges.

25 7.7 Objections to Settlement.

26 7.7.1 Only Participating Class Members may object to the class action components of the
27 Settlement and/or this Agreement, including contesting the fairness of the Settlement, and/or
28 amounts requested for the Class Counsel Fees Payment, Class Counsel Litigation Expenses
Payment and/or Class Representative Service Payment.

1 7.7.2 Participating Class Members may send written objections to the Administrator, by
2 fax, email, or mail. In the alternative, Participating Class Members may appear in Court (or hire
3 an attorney to appear in Court) to present verbal objections at the Final Approval Hearing. A
4 Participating Class Member who elects to send a written objection to the Administrator must do
5 so not later than forty-five (45) days after the Administrator's mailing of the Class Notice (plus
6 an additional fourteen (14) days for Class Members whose Class Notice was re-mailed).

7 7.7.3 Non-Participating Class Members have no right to object to any of the class action
8 components of the Settlement.

9 7.8 Administrator Duties. The Administrator has a duty to perform or observe all tasks to be
10 performed or observed by the Administrator contained in this Agreement or otherwise.

11 7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish,
12 maintain and use an internet website to post information of interest to Class Members including
13 the date, time and location for the Final Approval Hearing and copies of the Settlement
14 Agreement; Motion for Preliminary Approval; Preliminary Approval Order; Class Notice;
15 Motion for Final Approval; Motion for Class Counsel Fees Payment, Class Counsel Litigation
16 Expenses Payment and Class Representative Service Payment; the Final Approval Order; and the
17 Judgment. The Administrator will also maintain and monitor an email address and a toll-free
18 telephone number to receive Class Member calls, faxes and emails.

19 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will
20 promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later
21 than five (5) days after the expiration of the deadline for submitting Requests for Exclusion, the
22 Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names
23 and other identifying information of Class Members who have timely submitted valid Requests
24 for Exclusion ("Exclusion List"); (b) the names and other identifying information of Class
25 Members who have submitted invalid Requests for Exclusion; (c) copies of all Requests for
26 Exclusion from Settlement submitted (whether valid or invalid).

27 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports
28 to Class Counsel and Defense Counsel that, among other things, tally the number of: Class
Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether

valid or invalid) received, objections received, challenges to Workweeks and/or Pay Periods received and/or resolved, and checks mailed for Individual Class Payments and Individual PAGA Payments (“Weekly Report”). The Weekly Reports must include the Administrator’s assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

7.8.4 Workweek and/or Pay Period Challenges. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges over the calculation of Workweeks and/or Pay Periods. The Administrator’s decision shall be final and not appealable or otherwise susceptible to challenge.

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

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

8. **CLASS SIZE ESTIMATES and ESCALATOR CLAUSE**. The GSA was calculated based on the estimate that 450 Class Members worked a total of 51,442 workweeks during the Class

Period. If the total number of workweeks increases by more than 10% (i.e. an increase of more than 5144.2 workweeks), then the GSA will be increased proportionally by the number of workweeks worked in excess of 10%. For example, if the final number of total workweeks increases by 15% over 51,442 workweeks, the GSA will increase by 5%. If this provision is triggered, the Parties agree that the portion of the GSA allocated to attorneys' fees will increase proportionally such that the total amount of attorneys' fees remains one-third (1/3) of the GSA after the upward adjustment required by this provision is implemented. In the event the released workweeks is more than 10% greater than this amount, Defendant may elect to either 1) purchase the additional work weeks at a pro rata rate, or 2) cut off the release period as of the date the 10% cushion is exhausted.

9. **MOTION FOR FINAL APPROVAL.** Not later than sixteen (16) court days before the calendared Final Approval Hearing, unless otherwise scheduled by the Court, Plaintiffs will file in Court, a Motion for Final Approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code section 2699, subd. (l); a Proposed Final Approval Order; and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiffs shall provide drafts of these documents to Defense Counsel prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

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

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

Expenses Payment, and/or Administrator Costs Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

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

9.4 Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment as set forth in this Settlement, the Parties, their respective counsel, and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the 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), this Agreement shall be null and void. The Parties shall nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and Entry of Judgment, sharing, on a 50-50 basis, any additional Administration Costs 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.

10. **AMENDED JUDGMENT.** If any amended judgment is required under Code of Civil Procedure §384, the Parties will work together in good faith to jointly submit a proposed amended judgment.

11. **ADDITIONAL PROVISIONS.**

11.1 No Admission of Liability, Class Certification or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint has merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiffs that Defendant's defenses in the Actions have merit. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason, the Court does grant Preliminary Approval, Final Approval, or enter Judgment, Defendant reserves the right to contest certification of any class for any reason, Defendant reserves all available defenses to the claims in the Actions, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

11.2 Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant, and Defense Counsel separately agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties' attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify the other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant, and Defense

Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that “the matter was resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members.

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

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

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

11.6 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.

11.7 No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or

encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.

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

11.9 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.

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

11.11 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.

11.12 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.

11.13 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.

11.14 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.

11.15 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.

11.16 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:

John G. Yslas (SBN 187324)
john.yslas@wilshirelawfirm.com
 Eugene Zinovyev (SBN 267245)
Eugene.zinovyev@wilshirelawfirm.com
 John Brown (SBN 233605)
John.brown@wilshirelawfirm.com
 Emily Borman (SBN 303180)
emily.borman@wilshirelawfirm.com
 Lisa B. Iturriaga (SBN 339678)
lisa.iturriaga@wilshirelawfirm.com
 Gabriella Solé (SBN 346164)
gabriella.sole@wilshirelawfirm.com

WILSHIRE LAW FIRM

660 S. Figueroa St., Sky Lobby
 Los Angeles, California 90017
 Telephone: (213) 381-9988
 Facsimile: (213) 381-9989

To Defendant:

Linda M. Moroney (SBN 172668)
lmoroney@grsm.com
 Heath A. Havey (SBN 244087)
hhavey@grsm.com
GORDON REES SCULLY
MANSUKHANI, LLP
 315 Pacific Avenue
 San Francisco, CA 94111
 Telephone: (415) 986-5900
 Facsimile: (415) 986-8054

11.17 Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or by 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.

11.18 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

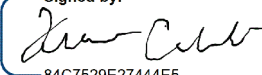
agree that upon the signing of this Agreement pursuant to CCP section 583.330 to extend the date to bring a case to trial under CCP section 583.310 for the entire period of this settlement process.

11.19 Binding Agreement. The Parties intend that this Agreement shall be fully enforceable and binding upon all Parties within the provisions of Cal. Civil Proc. § 664.6, and that it shall be admissible and subject to disclosure in any proceeding to enforce its terms pursuant to Cal. Evid. Code §§ 1122(a)(1) and 1123(b), notwithstanding the confidentiality provisions that otherwise might apply under federal or state law. The Parties further agree and intend that the San Mateo County Superior Court may enforce this Agreement pursuant to Code of Civil Procedure § 664.6.

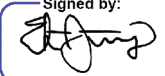
IT IS SO AGREED.

By the Parties:

DATED: 2/10/2026

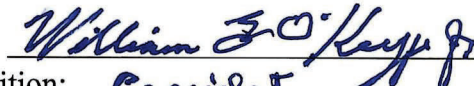
Signed by: 
84C7529E27444E5...
Plaintiff Juan Ceja Barajas

DATED: 2/9/2026

Signed by: 
FC51ECA6148F47F...
Plaintiff Erik Jimenez

DATED: 1-26-2026

Defendant O'Keeffe's, Inc.

By: 
Position: President

Approved by counsel:

DATED: February 11, 2026

WILSHIRE LAW FIRM

BY: 

John G. Yslas
Eugene Zinovyev
John Brown
Emily Borman
Lisa B. Iturriaga
Gabriella Solé
Counsel for Plaintiffs

DATED: 2/6/26

GORDON REES SCULLY MANSUKHANI, LLP

BY: 

Linda M. Moroney
Heath A. Havey
Counsel for Defendant