

**ALEXANDER V. USA DEBUSK
KITTRELL V. USA DEBUSK
CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE**

This Class Action and PAGA Settlement Agreement (“Agreement”) is made by and between plaintiffs JIMMY ALEXANDER and GARY ALAN KITTRELL, each residents of the State of California (“Plaintiffs”), and defendant USA DEBUSK LLC, a Texas limited liability company (“Defendant” or “USA DeBusk”). The Agreement refers to Plaintiffs and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

1.1 “Action” means collectively the following cases:

1.1.1 *Jimmy Alexander v. USA DeBusk LLC*, Northern District of California Superior Court, Case No.3:25-CV-00839, originally filed in Contra Costa Superior Court Case No. C24-03458 on December 19, 2024 (“Alexander Class Case”);

1.1.2 *Jimmy Alexander v. USA DeBusk LLC*, Los Angeles County Superior Court Case No. 25LBCV00051 filed: January 9, 2025; PAGA Letter sent: October 25, 2024 (“Alexander PAGA Case”);

1.1.3 *Gary Alan Kittrell v. USA DeBusk LLC*, Northern District of California, Case No. 3:25-cv-02432-MMC, originally filed in Contra Costa Superior Court Case No. C25-00412 (“Kittrell Class Case”);

1.1.4 *Gary Alan Kittrell v. USA DeBusk LLC*, Contra Costa County Superior Court Case No. C25-01101 (“Kittrell PAGA Case”).

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

1.3 “Administration Expenses Payment” 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 non-exempt hourly employees of USA DeBusk who performed work for USA DeBusk in California during the PAGA Period.

1.5 “Class” means USA DeBusk’s current or former employees in California who were classified as non-exempt employees and who performed such work for USA DeBusk in California during the Class Period.

1.6 “Class Counsel” means Blumenthal Nordrehaug Bhowmik De Blouw LLP (“BNBD”) and Lavi & Ebrahimi (“LE”).

1.7 “Class Counsel Fees Payment” and “Class Counsel Litigation Expenses Payment”

mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action, as approved by the Court.

1.8 "Class Data" means Class Member identifying information in USA DeBusk's possession including the Class Member's name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.

1.9 "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).

1.10 "Address Search" means the Administrator's investigation and search for current Class Member or Aggrieved Employee 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 or Aggrieved Employees.

1.11 "Class Notice" means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.

1.12 "Class Period" means the period from December 19, 2020 to January 20, 2026.

1.13 "Class Representatives" means the named Plaintiffs (Jimmy Alexander and Gary Alan Kittrell) in the operative complaints in the Action seeking Court approval to serve as a class representative.

1.14 "Class Representatives Service Payment" means the payment to each of the Class Representatives for initiating the Action and providing services in support of the Action.

1.15 "Court" means the Superior Court of California, County of Los Angeles.

1.16 "USA DeBusk" means named Defendant USA DeBusk LLC.

1.17 "Defense Counsel" means Call & Jensen, APC, 610 Newport Center Drive, Suite 700, Newport Beach, CA 92660.

1.18 "Effective Date" means the date on which the Judgment becomes 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.

1.19 "Final Approval" means the Court's order granting final approval of the Settlement.

1.20 "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement.

1.21 “Gross Settlement Amount” means One Million Three Hundred Twenty Thousand Dollars and No Cents (\$1,320,000) which is the total amount USA DeBusk agrees to pay under the Settlement. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, Class Representative Service Payment, and Administration Expenses Payment. This Gross Settlement Amount is an all-in amount without any reversion to USA DeBusk, and excludes any employer payroll taxes, if any, due on the portion of the Individual Class Payments allocated to wages which shall not be paid from the Gross Settlement Amount and shall be the separate additional obligation of USA DeBusk.

1.22 “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.

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

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

1.25 “LWDA” means the California Labor and Workforce Development Agency.

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

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

1.28 “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.

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

1.30 “PAGA Period” means the period from October 25, 2023 to January 20, 2026.

1.31 “PAGA” means the Private Attorneys General Act (Lab. Code, § 2698 et seq.).

1.32 “PAGA Notice” means collectively Plaintiffs’ October 25, 2024 (Alexander) and February 11, 2025 (Kittrell) letters to USA DeBusk and the LWDA providing notice pursuant to Labor Code section 2699.3, subdivision (a).

1.33 “PAGA Penalties” means the total amount of PAGA civil penalties (\$30,000) to be paid from the Gross Settlement Amount, allocated 35% to the Aggrieved Employees (\$10,500)

and 65% to the LWDA (\$19,500) in settlement of PAGA claims.

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

1.35 “Plaintiffs” means Jimmy Alexander and Gary Alan Kittrell, the named plaintiffs in the Action.

1.36 “Preliminary Approval” means the Court’s order granting preliminary approval of the Settlement.

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

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

1.39 “Released Parties” means USA DeBusk and each of its former and present directors, managers, officers, direct and indirect equity owners, members, attorneys, insurers, predecessors, successors, payroll services, staffing agencies, joint employers, agents, assigns, subsidiaries, and affiliates.

1.40 “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.

1.41 “Response Deadline” means 60 days after the Administrator mails the Class Notice and shall be the last date on which Class Members may: (a) fax, email or mail Requests for Exclusion, (b) fax, email or mail objections to the Settlement, or (c) fax, email or mail a challenge to the number of Workweeks allocated to the Class Member in the Class Notice. Class Members to whom Class Notices are resent after having been returned undeliverable to the Administrator shall have their deadline extended an additional 14 calendar days beyond the Response Deadline.

1.42 “Settlement” means the disposition of the Action effected by this Agreement and the Judgment.

1.43 “Workweek” means any week during which a Class Member worked for USA DeBusk for at least one day, during the Class Period.

2. RECITALS.

2.1 On or about December 19, 2024, plaintiff Jimmy Alexander commenced this Action by filing the Alexander Class Case, a putative class action complaint alleging causes of action against USA DeBusk for (a) unfair competition; (b) failure to pay minimum wages; (c) failure to pay overtime wages; (d) failure to provide required meal periods; (e) failure to provide required rest periods; (f) failure to provide accurate itemized wage statements; (g) failure to reimburse employees for required expenses; and (h) failure to pay sick pay wages. On or about January 24, 2025, Defendant removed the Alexander Class Case to the U.S. District Court for the Northern District of California.

2.2 On or about January 9, 2025, plaintiff Jimmy Alexander commenced the Alexander PAGA Case by filing a lawsuit alleging a PAGA cause of action in Los Angeles Superior Court. On June 5, 2025, the Los Angeles Superior Court ordered the Alexander PAGA case stayed pending the outcome of the Alexander Class Case.

2.3 On or about February 11, 2025, plaintiff Gary Alan Kittrell filed the Kittrell Class Case, a putative class action complaint alleging causes of action against USA DeBusk for (a) failure to pay wages for all hours worked at the minimum wage; (b) failure to pay overtime wages for all overtime worked and/or failure to pay overtime wages at the proper overtime rate of pay; (c) failure to authorize or permit meal periods; (d) failure to authorize or permit rest periods; (e) failure to pay wages for accrued paid sick days at the regular rate of pay; (f) failure to provide complete and accurate wage statements; and (g) unfair business practices. On or about March 10, 2025, Defendant removed the Kittrell Class Case to the U.S. District Court for the Northern District of California. On October 31, 2025, the U.S. District Court granted Defendant's motion to compel arbitration of Gary Alan Kittrell's individual claims and stayed the matter pending arbitration. On October 31, 2025, the U.S. District Court conditionally closed the matter pending arbitration.

2.4 On or about April 18, 2025, plaintiff Gary Alan Kittrell commenced the Kittrell PAGA Case by filing a lawsuit alleging a PAGA cause of action in Contra Costa Superior Court. On or about July 29, 2025, the Contra Costa Superior Court ordered the Kittrell PAGA Case stayed pending the outcome of the Alexander PAGA Case.

2.5 Pursuant to Labor Code section 2699.3, subdivision (a), Plaintiffs gave timely written notice to USA DeBusk and the LWDA by sending the PAGA Notice.

2.6 On November 21, 2025, the Parties participated in an all-day mediation presided over by experienced mediator, Hon. Joan M. Lewis (Ret.). While the Parties did not settle at the mediation, the mediator continued discussions with the Parties over the following months and discussions ultimately which led to this Agreement.

2.7 Before mediation, Plaintiffs obtained, through formal discovery, over a hundred and forty thousand pages of documents regarding the wage and hour policies and records of USA DeBusk, including class pay and time records and other detailed data. Plaintiffs' investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.* (1996) 48 Cal.App.4th 1794, 1801 and *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 129-130 ("*Dunk/Kullar*").

2.8 The Court has not granted class certification.

2.9 The Parties represent they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement, other than the Alexander Class Case, the Alexander PAGA Case, the Kittrell Class Case, and the Kittrell PAGA Case which are disclosed in this Agreement. This Agreement anticipates all these matters being extinguished and closed pursuant to this Agreement.

2.10 Prior to filing a Motion for Preliminary Approval, Plaintiffs agree to jointly file or cause Plaintiffs' Class Counsel to file a First Amended Complaint in the Alexander PAGA Case

to jointly allege Alexander's class claims, Alexander's PAGA claims and Kittrell's PAGA claims, such that such claims are all consolidated before the Court in one case to allow the Court to approve this Agreement. The First Amended Complaint in the Alexander PAGA Case is the operative complaint ("Operative Complaint").

3. MONETARY TERMS.

3.1 Gross Settlement Amount. USA DeBusk promises to pay means One Million Three Hundred Twenty Thousand Dollars and No Cents (**\$1,320,000.00**) and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions (as defined below) of the Individual Class Payments. USA DeBusk has no obligation to pay the Gross Settlement Amount (or any payroll taxes) before the deadline stated in Paragraph 4.2. 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 USA DeBusk.

3.2 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:

3.2.1 To Plaintiffs: Class Representative Service Payments of not more than \$15,000 each to plaintiffs Jimmy Alexander and Gary Alan Kittrell (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representatives are entitled to receive as a Participating Class Member. USA DeBusk will not oppose Plaintiffs' request for Class Representative Service Payments that does not exceed this amount. As part of the Motion for Final Approval, Plaintiffs will seek Court approval for any Class Representative Service Payments. If the Court approves Class Representative Service Payments less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payments using IRS Form 1099. Plaintiffs assume full responsibility and liability for employee taxes owed on the Class Representative Service Payments.

3.2.2 To Class Counsel: A Class Counsel Fees Payment of not more than one-third, which is currently estimated to be \$440,000, and a Class Counsel Litigation Expenses Payment of not more than \$30,000. USA DeBusk will not oppose requests for these payments provided they do not exceed these amounts. As part of the Motion for Final Approval, Plaintiffs and/or Class Counsel may seek Court approval of a Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment. In support of the Class Counsel Litigation Expenses Payment, Class Counsel must submit a cost ledger listing each expense incurred during the Action. If the Court approves a Class Counsel Fees Payment or a Class Counsel Litigation Expenses Payment less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim to any portion of any Class Counsel Fee

Payment and/or Class Counsel Litigation Expenses Payment. The Administrator will pay the Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full responsibility and liability for taxes owed on the Class Counsel Fees Payment and the Class Counsel Litigation Expenses Payment and holds USA DeBusk harmless, and indemnifies USA DeBusk, from any dispute or controversy regarding any division or sharing of any of these payments. The payment of Class Counsel Fees Payment shall be made as follows: 55% to BNBD and 45% to LE. Payment of Class Counsel Litigation Expenses Payment shall be made to the firm that incurred the expenses.

- 3.2.3 To the Administrator: An Administration Expenses Payment not to exceed \$7,950 except for a showing of good cause and as approved by the Court. To the extent the administration expenses are less than or the Court approves payment less than \$7,950, the Administrator will retain the remainder in the Net Settlement Amount.
- 3.2.4 To Each Participating Class Member: An Individual Class Payment, which the Administrator shall calculate 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 Participating Class Member's Workweeks.
 - 3.2.4.1 Tax Allocation of Individual Class Payments. 30% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The 70% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest 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 \$30,000.00 to be paid from the Gross Settlement Amount, with 65% (\$19,500) allocated to the LWDA PAGA Payment and 35% (\$10,500) 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 (\$10,500) 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. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2 If the Court approves PAGA Penalties of 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.

4.1 Class Size. Based on a review of its records to date, USA DeBusk states that there are 554 Class Members as of January 20, 2026 (the end of the Class Period) who collectively worked a total of 37,596 Workweeks, and 394 Aggrieved Employees who worked a total of 20,729 PAGA Pay Periods.

4.2 Funding of Gross Settlement Amount. USA DeBusk shall fully fund the Gross Settlement Amount, and also fund the amounts necessary to fully pay USA DeBusk's share of payroll taxes, by transmitting the funds to the Administrator no later than 14 days after the Effective Date.

4.3 Payments from the Gross Settlement Amount. Within 14 days after USA DeBusk 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 Expenses Payment, the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment, and the Class Representative Service Payments. Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses Payment and the Class Representative Service Payments shall not precede disbursement of Individual Class Payments and Individual PAGA Payments.

4.3.1 The Administrator will issue checks for the Individual Class Payments and Individual PAGA Payments and send them to the Class Members and Aggrieved Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Class Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). The Administrator will send checks for Individual PAGA Payments to all Aggrieved Employees including Non-Participating Class Members who qualify as Aggrieved Employees (including those for whom Class Notice was returned undelivered). The Administrator may send Participating Class Members who are also Aggrieved Employees a single check combining the Individual Class Payment and the

Individual PAGA Payment. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database. If a Participating Class Member's or Aggrieved Employee's check is not cashed within 120 days after its last mailing to the affected individual, the Administrator will also send the individual a notice informing him or her that unless the check is cashed by the void date, it will expire and become non-negotiable, and offer to replace the check it was lost or misplaced but not cashed.

- 4.3.2 The Administrator must conduct an Address Search for all Class Members and Aggrieved Employees whose checks are returned undelivered without a United States Postal Service ("USPS") forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail the check to the USPS forwarding address provided or to an address ascertained through the Address Search. The Administrator need not take further steps to deliver checks to Class Members or Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member or Aggrieved Employee whose original check was lost or misplaced, as requested by the Class Member or Aggrieved Employee before the void date.
- 4.3.3 For any Class Member whose Individual Class Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such a check to the California Controller's Unclaimed Property Fund in the name of the Class Member.
- 4.3.4 For any Aggrieved Employee whose Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such check to the California Controller's Unclaimed Property Fund in the name of the Aggrieved Employee thereby leaving no "unpaid residue" subject to the requirements of Code of Civil Procedure section 384, subdivision (b).
- 4.3.5 The payment of Individual Class Payments and Individual PAGA Payments shall not obligate USA DeBusk to confer any additional benefits or make any additional payments to Class Members or Aggrieved Employees (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. RELEASES OF CLAIMS. Effective on the date when USA DeBusk fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Plaintiffs, Class Members, Aggrieved Employees, and Class Counsel are deemed to have released and forever waived claims against all Released Parties as follows:

5.1 Plaintiffs' Release. Plaintiffs and Plaintiffs' respective former and present representatives, agents, attorneys, heirs, administrators, guardians, executors, successors and assigns, irrevocably, fully and forever, waive, release and discharge Released Parties from all claims, transactions or occurrences, from the beginning of time to the Effective Date of this

Agreement, known and unknown, including, but not limited to: (a) all claims that were, or reasonably could have been, alleged based on the facts contained in the Action and Operative Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged based on facts contained in the Action and Operative Complaint and Plaintiffs' PAGA Notices ("Plaintiffs' Release."). Plaintiffs' Release does not extend to (a) any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, or workers' compensation benefits that arose at any time; and (b) any claims for wrongful termination or violations of FEHA that occurred after this Agreement was signed. Plaintiffs' Release also excludes plaintiff Alexander's pending Workers' Compensation appeal action, Case No. ADJ 20539802 and separate Severance Agreement. Plaintiffs acknowledge that Plaintiffs may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believes to be true but agree, nonetheless, that Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or Plaintiff's discovery of them.

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

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

5.2 Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, heirs, guardians, executors, attorneys, administrators, successors and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts and allegations in the complaints in the Action, including the allegations from the Alexander Class Case, and the Kittrell Class Case that are all included in the Operative Complaint that are alleged to have occurred during the Class Period including, claims involving any alleged (a) unfair competition; (b) failure to pay minimum wages; (c) failure to pay overtime wages; (d) failure to provide required meal periods; (e) failure to provide required rest periods; (f) failure to provide accurate itemized wage statements; (g) failure to reimburse employees for required expenses; (8) failure to timely pay all wages during and at the conclusion of employment; and (h) failure to pay sick pay wages and/or failure to pay at the proper rate of pay. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, or workers' compensation, plaintiff Alexander's pending Workers' Compensation appeal action, Case No. ADJ 20539802, plaintiff Alexander's separate Severance Agreement or claims based on events occurring outside the Class Period.

5.3 Release by Aggrieved Employees: All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, heirs, guardians, executors, attorneys, administrators, successors and assigns, the Released Parties

from all claims for PAGA Penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Action, the Alexander PAGA Case, and the Kittrell PAGA Case, the Operative Complaint and Plaintiffs' PAGA Notices that are alleged to have occurred during the PAGA Period and the PAGA Notices including any PAGA claims relating to any alleged (a) failure to pay minimum wages; (b) failure to pay overtime wages; (c) failure to provide required meal periods; (d) failure to provide required rest periods; (e) failure to provide accurate itemized wage statements; (f) failure to reimburse employees for required expenses; (g) failure to timely pay all wages during and at the conclusion of employment; and (h) failure to pay sick pay wages and/or failure to pay at the proper rate of pay. The Aggrieved Employees do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, or workers' compensation, plaintiff Alexander's pending Workers' Compensation appeal action, Case No. ADJ 20539802, plaintiff Alexander's separate Severance Agreement or claims based on events occurring outside the PAGA Period.

6. MOTION FOR PRELIMINARY APPROVAL. The Parties agree to jointly prepare and file a motion for preliminary approval ("Motion for Preliminary Approval") that complies with the Court's current checklist for Preliminary Approvals.

6.1 USA DeBusk's Declaration in Support of Preliminary Approval. Within 30 days of the full execution of this Agreement, USA DeBusk will prepare and deliver to Class Counsel a signed declaration from USA DeBusk and Defense Counsel disclosing all facts relevant to any actual or potential conflicts of interest with the Administrator. In their declarations, Defense Counsel and USA DeBusk will aver whether they are aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement. In this declaration, USA DeBusk shall also aver as to the number of Class Members and the number of Workweeks for the Class during the Class Period.

6.2 Plaintiffs' Responsibilities. Within 30 days of the full execution of this Agreement, Plaintiffs will prepare and deliver to Defense Counsel 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, subdivision (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 the Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Class Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and extent of any financial relationship with Plaintiffs, Class Counsel or Defense Counsel; (v) 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; (vi) a signed declaration from each Class Counsel firm attesting to its competency to represent the Class Members; and its timely transmission to the LWDA of all necessary PAGA documents (PAGA Notice (Lab. Code, § 2699.3, subd. (a)), Operative Complaint (Lab. Code, § 2699, subd. (1)(1)), and the Agreement (Lab. Code, § 2699, subd. (1)(2))); and (vii) 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 will aver whether they are aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.3 Responsibilities of Counsel. The Parties, by and through their respective counsel, are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 30 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

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

7. SETTLEMENT ADMINISTRATION.

7.1 Selection of Administrator. The Parties have jointly selected to serve as the Administrator and verified that, as a condition of appointment, ILYM Group, Inc. agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for the Administration Expenses Payment. The Administrator's duties will include preparing, printing, and mailing the Class Notice Packet to all Class Members; conducting a National Change of Address search to update Class Member addresses before mailing the Class Notice Packets; re-mailing Class Notice Packets that are returned to the Class Member's new address; setting up a toll-free telephone number and email and a fax number to receive communications from Class Members; receiving and reviewing for validity completed Requests for Exclusion; providing the Parties with weekly status reports about the delivery of Class Notice Packets and receipt of Requests for Exclusion, objections and disputes; calculating Individual Class Payments and Individual PAGA Payments; issuing the checks to effectuate the payments due under the Settlement; issuing the tax reports required under this Settlement; and otherwise administering the Settlement pursuant to this Agreement. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.

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

7.3 Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund under US Treasury Regulation section 468B-1.

7.4 Notice to Class Members.

- 7.4.1 Not later than 20 days after the Court grants Preliminary Approval, USA DeBusk will deliver the Class Data to the Administrator, in the form of a Microsoft Excel spreadsheet. To protect Class Members' privacy rights, the Administrator must maintain the Class Data in confidence, use the Class Data only for purposes of this Settlement and for no other purpose, and restrict access to the Class Data to Administrator employees who need access to effect and perform under this Agreement. USA DeBusk 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 USA DeBusk 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. 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.
- 7.4.2 Using best efforts to perform as soon as possible, and in no event later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class USPS mail, the Class Notice 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 Individual PAGA Payment (if applicable) payable to the Class Member, and the number of Workweeks and PAGA Pay Periods (if applicable) used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.
- 7.4.3 Not later than 3 business days after the Administrator's 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 the USPS. If the 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 Class Notice to Class Members whose Class Notice is returned by the USPS a second time.
- 7.4.4 The deadline for Class Members' written objections, challenges to Workweeks, and Requests for Exclusion will be extended for Class Members whose notices are re-mailed. Class Members to whom Class Notices are resent after having been returned undeliverable to the Administrator shall have their deadline extended an additional 14 calendar days beyond the Response Deadline. The Administrator will inform the Class Member of the extended deadline with the re-mailed Class Notice.

- 7.4.5 If the Administrator, USA DeBusk 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, 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 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 from (opt-out of) the Class Settlement must send the Administrator, by fax, email, or mail, a signed written Request for Exclusion not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed). A Request for Exclusion is a letter from a Class Member or the Class Member's 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, entitled to all benefits and bound by all terms and conditions of the Settlement, including the Participating Class Members' Release under Paragraph 5.2 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 subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.3 of this

Agreement and are eligible for an Individual PAGA Payment. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted and the objection will be void.

7.6 Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. The Administrator has the authority to address and make final decisions consistent with the terms of this Agreement on all Class Member challenges to the number of Workweeks. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks contained in the Class Notice are correct if they are consistent with the Class Data. The Administrator's determination of allocations of Workweeks and/or PAGA Pay Periods is final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide to Defense Counsel and Class Counsel copies of all challenges to calculation of Workweeks and the Administrator's determination of the challenges.

7.7 Objections to Settlement.

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

7.7.2 Participating Class Members may send written objections to the Administrator, by fax, email or mail no later than the Response Deadline. Participating Class Members may appear in Court (or hire an attorney to appear in Court) to present oral objections at the Final Approval Hearing. A Participating Class Member who elects to send a written objection to the Administrator must do so no later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed).

7.7.3 Non-Participating Class Members have no right to object to any of the class action components of the Settlement. If a Class Member submits both a Request for Exclusion and an objection, only the Request for Exclusion will be accepted and the objection will be void.

7.8 Administrator Duties. The Administrator has a duty to perform all tasks to be performed by the Administrator set forth in this Agreement or otherwise.

7.8.1 Website, Email Address and Toll-Free Number. The Administrator will establish, maintain, and use a website to post information of interest to Class Members including the date, time and location for the Final Approval Hearing and copies of the Agreement, Motion for Preliminary Approval, the Preliminary

Approval, the Class Notice, the Motion for Final Approval, the Final Approval, and the Judgment. The Administrator will also maintain and monitor an email address and a toll-free telephone number to receive Class Member calls, faxes and emails.

- 7.8.2 Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 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 (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion (“Exclusion List”); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; and (c) copies of all Requests for Exclusion submitted (whether valid or invalid).
- 7.8.3 Weekly Reports. The Administrator must, on a weekly basis, provide written reports 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 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 Administrator’s Declaration. Not later than 14 days before the date by which Plaintiff is 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 it received (both valid or invalid), and the number of written objections. The declaration shall 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.
- 7.8.5 Final Report by Administrator. Within 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 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 MODIFICATION AND ESCALATOR CLAUSE. Based on its records, USA DeBusk states that the Class size is 554 persons and that there are 37,596 workweeks during the Class Period. In regard hereto, USA DeBusk is providing a declaration as set forth in paragraph 7.1 prior to preliminary approval. In the event that the Workweeks accrued during the Class Period are more than 10% greater than this amount (greater than 41,355 workweeks), USA DeBusk may elect to either (1) purchase the additional workweeks to increase the Gross Settlement Amount at a pro rata rate (2) cut off the Class Period and PAGA Period as of the date one day before the 10% cushion is exhausted; provided, however, that the end date cannot be a date before the mediation date; or (3) opt to withdraw from this Agreement, and which point the Settlement shall be *void ab initio* and have no force or effect whatsoever.

9. USA DEBUSK'S RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 4% of the total of all Class Members, USA DeBusk may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if USA DeBusk withdraws, the Settlement shall be *void ab initio* and have no force or effect whatsoever, and neither Party will have any further obligation to perform under this Agreement; provided, however, USA DeBusk will remain responsible for paying all Settlement Administration Expenses incurred to that point. USA DeBusk must notify Class Counsel and the Court of its election to withdraw not later than fourteen days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

10. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval that includes a request for approval of the PAGA settlement under Labor Code section 2699, subdivision (1), a proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to Defense Counsel not later than seven days before 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.

10.1 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 court days before the Final Approval Hearing, or as otherwise ordered or accepted by the Court.

10.2 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 Payments, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment or Administration Expenses Payment shall not constitute a material modification to the Agreement within the meaning of this paragraph.

10.3 Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement or Judgment, (ii) addressing settlement administration

matters and (iii) addressing such post-Judgment matters as are permitted by law.

10.4 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, the Parties, their respective counsel and all Participating Class Members who did not object to the Settlement, 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 Net Settlement Amount.

10.5 Appellate Court Orders to Vacate, Reverse or Materially Modify Judgment. If the appellate 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 expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse or modify the Court's award of the Class Representative Service Payments 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.

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

12. ADDITIONAL PROVISIONS.

12.1 No Admission of Liability. 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 USA DeBusk that any of the allegations in the any of the complaint in the Action or PAGA Notices have merit or that USA DeBusk has any liability for any claims asserted; nor is it intended or should be construed as an admission by Plaintiffs that USA DeBusk's defenses in the Action 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 not grant Preliminary Approval, grant Final Approval, or enter Judgment, USA DeBusk reserves the right to contest certification of any class for any reason, USA DeBusk reserves all available defenses to the claims in the Action, and Plaintiffs reserve the right to move for class certification on any grounds available and to contest USA DeBusk'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).

12.2 Confidentiality Before Preliminary Approval. Plaintiffs and USA DeBusk separately agree that, until the Motion for Preliminary Approval is filed, they and each of them

will not disclose, disseminate, 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) to 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; (5) as necessary to effectuate the terms of this Agreement; or (6) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs and USA DeBusk 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. Plaintiffs shall, and hereby do, direct their respective counsel to abide by the restrictions of this paragraph. A violation by Class Counsel of the restrictions of this paragraph shall be deemed breach by Plaintiffs. This paragraph does not restrict Class Counsel's communications with Class Members in accordance with Class Counsel's ethical obligations owed to Class Members.

12.3 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 Class Counsel's ethical obligations owed to Class Members.

12.4 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.

12.5 Attorney Authorization. Plaintiffs and USA DeBusk separately warrant and represent that they have authorized, and hereby do authorize, their respective counsel 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.

12.6 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 and 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 or the Court for resolution.

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

12.8 No Tax Advice. The Parties acknowledge and agree that neither Plaintiffs, Class Counsel, USA DeBusk nor Defense Counsel are providing any advice regarding taxes or taxability, and further that nothing in this Settlement may be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

12.9 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.

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

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

12.12 Cooperation in Drafting. The Parties have cooperated in drafting and preparing 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.

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

12.14 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 USA DeBusk in connection with the mediation, other settlement negotiations, or the Settlement, may be used only with respect to this Settlement and for no other purpose, and may not be used in any way that violates any existing contractual agreement, statute or the California Rules of Court. Not later than 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 USA DeBusk unless, before the Court's discharge of the Administrator's obligation, USA DeBusk makes a written request to Class Counsel for the return, rather than the destruction, of Class Data.

12.15 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.

12.16 Calendar Days. Unless otherwise noted, all references 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.

12.17 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:

Norman B. Blumenthal
norm@bamlawca.com
Kyle R. Nordrehaug
kyle@bamlawca.com
Blumenthal Nordrehaug Bhowmik De Blouw LLP
225 Calle Clara
San Diego, CA 92037
Tel: (858) 367-9913

And

Joseph Lavi
jlavi@lelawfirm.com
Vincent C. Granberry
vgranberry@lelawfirm.com
Lavi & Ebrahimian, LLP
8889 W. Olympic Blvd., Ste. 200
Beverly Hills, California 90211
Tel: (310) 432-0000

To USA DeBusk:

John T. Egley, Esq.
jegley@calljensen.com
Chris C. Scheithauer Esq.
cscheithauer@calljensen.com
CALL & JENSEN, APC
610 Newport Center Drive, Suite 700
Newport Beach, CA 92660
Telephone: (949) 717-3000

12.18 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 an original and 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.

12.19 Dismissal of Related Cases. Prior to filing a Motion for Preliminary Approval, Plaintiffs will jointly file a First Amended Complaint in the Alexander PAGA Case to jointly allege Alexander's class claims, Alexander's PAGA claims and Kittrell's PAGA claims all before the Court in one case. Upon Court approval of this Agreement, Plaintiffs will seek dismissals without prejudice of the Alexander Class Case, the Kittrell PAGA Case, and the Kittrell Class Case.

12.20 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 Code of Civil Procedure section

583.330 to extend the date to bring a case to trial under Code of Civil Procedure section 583.310 for the entire period of this settlement process.

Dated: _____

Jimmy Alexander, Plaintiff

Dated: 03/12/2026

Gary Kittrell

Gary Alan Kittrell, Plaintiff

Dated: _____

By: Nancy B. Bostic
Title: General Counsel
For USA DeBusk LLC, Defendant

APPROVED AS TO FORM ONLY:

Dated: March 16, 2026



CALL & JENSEN
John T. Egley
Chris C. Scheithauer
Attorneys for Defendant USA DeBusk LLC

Dated: _____

BLUMENTHAL NORDREHAUG
BHOWMIK DE BLOUW LLP
Norman B. Blumenthal
Piya Mukherjee
Attorneys for Plaintiff Jimmy Alexander

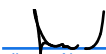
Dated: 03/13/2026

Vincent Granberry

LAVI & EBRAHIMIAN, LLP
Joseph Lavi
Vincent C. Granberry
Attorneys for Plaintiff Gary Alan Kittrell

583.330 to extend the date to bring a case to trial under Code of Civil Procedure section 583.310 for the entire period of this settlement process.

Dated: 03/13/2026


Jimmy Alexander (Mar 13, 2026 14:48:12 PDT)

Jimmy Alexander, Plaintiff

Dated: _____

Gary Alan Kittrell, Plaintiff

Dated: 3/16/2026

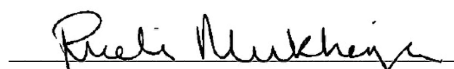

By: Nancy B. Bostic
Title: General Counsel
For USA DeBusk LLC, Defendant

APPROVED AS TO FORM ONLY:

Dated: _____

CALL & JENSEN
John T. Egley
Chris C. Scheithauer
Attorneys for Defendant USA DeBusk LLC

Dated: 3/16/26


BLUMENTHAL NORDREHAUG
BHOWMIK DE BLOUW LLP
Norman B. Blumenthal
Piya Mukherjee
Attorneys for Plaintiff Jimmy Alexander

Dated: _____

LAVI & EBRAHIMIAN, LLP
Joseph Lavi
Vincent C. Granberry
Attorneys for Plaintiff Gary Alan Kittrell

**COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING
DATE FOR FINAL COURT APPROVAL**

Jimmy Alexander v. USA DeBusk LLC, Northern District of California Superior Court, Case No.3:25-CV-00839, originally filed in Contra Costa Superior Court Case No. C24-03458 on December 19, 2024 (“Alexander Class Case”);

Jimmy Alexander v. USA DeBusk LLC, Los Angeles County Superior Court Case No. 25LBCV00051 filed: January 9, 2025; PAGA Letter sent: October 25, 2024 (“Alexander PAGA Case”);

Gary Alan Kittrell v. USA DeBusk LLC, Northern District of California, Case No. 3:25-cv-02432-MMC, originally filed in Contra Costa Superior Court Case No. C25-00412 (“Kittrell Class Case”);

Gary Alan Kittrell v. USA DeBusk LLC, Contra Costa County Superior Court Case No. C25-01101 (“Kittrell PAGA Case”)

The Superior Court of California, County of Los Angeles authorized this Notice. Read it carefully!

It's not junk mail, spam, an advertisement or solicitation by a lawyer. You are not being sued.

You may be eligible to receive money from the settlement of employee class action and PAGA lawsuits filed against USA DeBusk for alleged wage and hour violations. The Action (including the four cases referenced at the top of this Notice) were filed by USA DeBusk employees Jimmy Alexander and Gary Alan Kittrell (“Plaintiffs”) and seek payment of (1) back wages, penalties, and interest for a class of non-exempt hourly employees (“Class Members”) who worked for USA DeBusk during the Class Period December 19, 2020 to January 20, 2026; and (2) penalties under the California Private Attorney General Act (“PAGA”) for all non-exempt hourly employees who worked for USA DeBusk during the PAGA Period (October 25, 2023 to January 20, 2026) (“Aggrieved Employees”).

The proposed settlement has two main parts: (1) a class settlement requiring USA DeBusk to fund individual class payments, and (2) a PAGA settlement requiring USA DeBusk to fund individual PAGA payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

Based on USA DeBusk’s records, and the parties' current assumptions, **your individual class payment is estimated to be \$ [REDACTED] (less withholding) and your individual PAGA payment is estimated to be \$ [REDACTED]**. The actual amount you may receive likely will be different and will depend on a number of factors. (If no amount is stated for your individual PAGA payment, then according to USA DeBusk’s records you are not eligible for an individual PAGA payment under the settlement because you didn’t work during the PAGA Period.)

The above estimates are based on USA DeBusk’s records showing that **you worked [REDACTED] workweeks** during the Class Period and **you worked [REDACTED] workweeks** during the PAGA Period. If you believe that you worked more workweeks during the Class Period, you can submit a challenge by the deadline date. See Section IV of this Notice.

The Court has already preliminarily approved the proposed settlement and approved this notice.

The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this notice carefully. You will be deemed to have carefully read and understood it. At the final approval hearing, the Court will decide whether to finally approve the settlement and how much of the settlement will be paid to Plaintiffs and Plaintiffs' attorneys ("Class Counsel"). The Court will also decide whether to enter a judgment that requires USA DeBusk to make payments under the settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against USA DeBusk.

If you worked for USA DeBusk during the Class Period and/or the PAGA Period, you have two basic options under the settlement:

- (1) **Do Nothing.** You don't have to do anything to participate in the proposed settlement and be eligible for an individual class payment and/or an individual PAGA payment. As a participating class member, though, you will give up your right to assert Class Period wage claims against USA DeBusk.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the class settlement (opt-out) by submitting the written request for exclusion or otherwise notifying the Administrator in writing. If you opt-out of the settlement, you will not receive an individual class payment. You will, however, preserve your right to personally pursue Class Period wage claims against USA DeBusk, and, if you are an Aggrieved Employee, remain eligible for an individual PAGA payment. You cannot opt-out of the PAGA portion of the proposed settlement.

USA DeBusk will not retaliate against you for any actions you take with respect to the proposed settlement.

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

You Don't Have to Do Anything to Participate in the Settlement	If you do nothing, you will be a Participating Class Member, eligible for an individual class payment and an individual PAGA payment (if any). In exchange, you will give up your right to assert the wage claims against USA DeBusk that are covered by this settlement ("Released Claims").
You Can Opt-out of the Class Settlement but not the PAGA Settlement The Opt-out Deadline is ____.	If you don't want to fully participate in the proposed settlement, you can opt-out of the class settlement by sending the Administrator a written request for exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an individual class payment. Non-Participating Class Members cannot object to any portion of the proposed settlement. See Section VI of this notice. You cannot opt-out of the PAGA portion of the proposed settlement. USA DeBusk must pay individual PAGA payments to all Aggrieved Employees, and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below).

Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement Written Objections Must be Submitted by: [REDACTED]	All Class Members who do not opt-out (“Participating Class Members”) can object to any aspect of the proposed settlement. The Court’s decision whether to finally approve the settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section VII of this notice.
You Can Participate in the [REDACTED] Final Approval Hearing	The Court’s final approval hearing is scheduled to take place on [REDACTED]. You don’t have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone or by using the Court’s virtual appearance platform. Participating Class Members can verbally object to the settlement at the final approval hearing. See Section VIII of this notice.
You Can Challenge the Calculation of Your Workweeks/Pay Periods Written Challenges Must be Submitted by: [REDACTED]	The amount of your individual class payment and individual PAGA payment (if any) depend on how many workweeks you worked at least one day during the Class Period and how many pay periods you worked at least one day during the PAGA Period, respectively. The number of Class Period workweeks and number of PAGA Period pay periods you worked according to USA DeBusk’s records is stated on the first page of this notice. If you disagree with the number of Class Period workweeks, you must challenge it by [REDACTED]. See Section IV of this notice.

I. WHAT IS THE ACTION ABOUT?

Plaintiffs are USA DeBusk employees. The Action accuses USA DeBusk of violating California labor laws by (a) failing to pay minimum wages for all hours worked; (b) failing to pay overtime wages for all overtime hours worked; (c) failing to provide meal periods or pay a meal premium; (d) failing to authorize and permit rest breaks and/or failure to pay a rest premium; (e) failing to indemnify necessary business expenses; (f) failing to timely pay wages during employment and final wages at termination; (g) failing to provide accurate itemized wage statements; (h) failure to pay sick pay wages and/or failure to pay at the proper rate of pay; and (i) engaging in unfair business practices.

Based on the same claims, Plaintiffs have also asserted claims for civil penalties under the California Private Attorneys General Act (Lab. Code, § 2698, et seq.). Plaintiffs are represented by the following attorneys in the Action: BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP, 225 Calle Clara, San Diego, CA 92037, Tel: (858) 367-9913; and LAVI &

EBRAHIMIAN, LLP, 8889 W. Olympic Blvd., Ste. 200, Beverly Hills, California 90211, Tel: (310) 432-0000.

USA DeBusk strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws. The settlement is not an admission of guilt or liability by USA DeBusk.

II. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?

So far the Court has made no determination whether USA DeBusk or Plaintiffs are correct on the merits. In the meantime, Plaintiffs and USA DeBusk hired an experienced, neutral mediator in an effort to resolve the Action (including all cases referenced above) by negotiating an agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a settlement agreement and agreeing to ask the Court to enter a judgment ending the Action, Plaintiffs and USA DeBusk have negotiated a proposed settlement that is subject to the Court's final approval. Both sides agree the proposed settlement is a compromise of disputed claims. By agreeing to settle, USA DeBusk does not admit any violations or concede the merit of any claims. Plaintiffs and Class Counsel strongly believe the settlement is a good deal for you because they believe that: (1) USA DeBusk has agreed to pay a fair, reasonable and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) settlement is in the best interests of the Class Members. The Court preliminarily approved the proposed settlement as fair, reasonable and adequate, authorized this Notice, and scheduled a hearing to determine final approval.

III. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?

1. USA DeBusk Will Pay \$1,320,000.00 as the Gross Settlement Amount (“Gross Settlement”). USA DeBusk has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the settlement. The Administrator will use the Gross Settlement to pay the individual class payments, individual PAGA payments, class representative service payments, Class Counsel’s attorneys’ fees and expenses, the Administrator’s expenses, and penalties to be paid to the LWDA. Assuming the Court grants final approval, USA DeBusk will fund the Gross Settlement not more than 14 days after the judgment entered by the Court becomes final. The judgment will be final on the date the Court enters judgment, or a later date if Participating Class Members object to the proposed settlement or the judgment is appealed.
2. Court Approved Deductions from Gross Settlement. At the final approval hearing, Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court:
 - A. Up to \$440,000.00 (33% of the Gross Settlement) to Class Counsel for attorneys’ fees and up to \$30,000 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
 - B. Up to \$15,000.00 each to Jimmy Alexander and Gary Alan Kittrell as a class representative award for filing the Action, working with Class Counsel and representing the Class. A class representative award will be the only monies Plaintiffs

will receive other than Plaintiffs' individual class payment and any individual PAGA payment.

- C. Up to \$7,950 to the Administrator for services administering the settlement.
- D. Up to \$30,000.00 for PAGA penalties, allocated 65% to the LWDA and 35% to individual PAGA payments to Aggrieved Employees based on their pay periods during the PAGA Period.

Participating Class Members have the right to object to any of these deductions except the PAGA penalties. The Court will consider all objections.

- 3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the "Net Settlement") by making individual class payments to Participating Class Members based on their Class Period workweeks.
- 4. Taxes Owed on Payments to Class Members. Plaintiffs and USA DeBusk are asking the Court to approve an allocation of 30% of each individual class payment to taxable wages ("Wage Portion") and 70% to interest and penalties ("Non-Wage Portion"). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. USA DeBusk will separately pay employer payroll taxes it owes on the Wage Portion. The individual PAGA payments are counted as penalties rather than wages for tax purposes. The Administrator will report the individual PAGA payments and the Non-Wage Portions of the individual class payments on IRS 1099 Forms.

Although Plaintiff and USA DeBusk have agreed to these allocations, neither side is giving you any advice on whether your payments are taxable or how much you might owe in taxes. You are responsible for paying all taxes (including penalties and interest on back taxes) on any payments received from the proposed settlement. You should consult a tax advisor if you have any questions about the tax consequences of the proposed settlement.

- 5. Need to Promptly Cash Payment Checks. The front of every check issued for individual class payments and individual PAGA payments will show the date when the check expires (the void date). If you don't cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name.

If the monies represented by your check is sent to the Controller's Unclaimed Property Fund, you should consult the rules of the fund for instructions on how to retrieve your money.

- 6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the class settlement, unless you notify the Administrator in writing, not later than [REDACTED], that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed request for exclusion by the [REDACTED] response deadline. The request for exclusion should be a letter from the Class Member or Class Member's representative setting forth the Class Member's name, present address, telephone number, and a simple statement electing to be excluded from the

settlement. Class Members who opt out will not receive individual class payments, but will preserve their rights to personally pursue wage and hour claims against USA DeBusk.

You cannot opt-out of the PAGA portion of the settlement. Class Members who opt out of the class settlement remain eligible for individual PAGA payments and are required to give up their right to assert PAGA claims against USA DeBusk based on the PAGA Period facts alleged in the Action.

7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will not grant final approval of the settlement or not enter a judgment. It is also possible the Court will enter a judgment that is reversed on appeal. Plaintiff and USA DeBusk have agreed that, in either case, the settlement will be void, USA DeBusk will not pay any money, and Class Members will not release any claims against USA DeBusk.
8. Administrator. The Court has appointed a neutral company, ILYN Group, Inc. (the “Administrator”) to send this notice, calculate and make payments, and process Class Members’ requests for exclusion. The Administrator will also decide Class Member challenges over Workweeks, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the settlement. The Administrator's contact information is contained in Section IX of this notice.
9. Participating Class Members’ Release. After the Judgment is final and USA DeBusk has fully funded the Gross Settlement (and separately paid all employer payroll taxes), Participating Class Members will be legally barred from asserting any of the claims released under the settlement. This means that unless you opted out by validly excluding yourself from the class settlement, you cannot sue, continue to sue or be part of any other lawsuit against USA DeBusk or related entities for wages based on the Class Period facts and PAGA penalties based on PAGA Period facts, as alleged in the Action and resolved by this settlement.

The Participating Class Members will be bound by the following release:

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, heirs, guardians, executors, attorneys, administrators, successors and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts and allegations in the complaints in the Action, including the allegations from the Alexander Class Case, and the Kittrell Class Case that are all included in the Operative Complaint that are alleged to have occurred during the Class Period including, any and all claims involving any alleged (a) unfair competition; (b) failure to pay minimum wages; (c) failure to pay overtime wages; (d) failure to provide required meal periods; (e) failure to provide required rest periods; (f) failure to provide accurate itemized wage statements; (g) failure to reimburse employees for required expenses; (8) failure to timely pay all wages during and at the conclusion of employment; and (9) failure to pay sick pay wages and/or failure to pay at the proper rate of pay. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and

Housing Act, unemployment insurance, disability, social security, or workers' compensation, plaintiff Alexander's pending Workers' Compensation appeal action, Case No. ADJ 20539802, plaintiff Alexander's Severance Agreement, or claims based on events occurring outside the Class Period.

10. Aggrieved Employees' PAGA Release. After the Court's judgment is final, and USA DeBusk has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against USA DeBusk, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the class settlement, cannot sue, continue to sue or participate in any other PAGA claim against USA DeBusk or its related entities based on the PAGA Period facts alleged in the Action and resolved by this settlement.

The Aggrieved Employees' Release is as follows:

All Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, heirs, guardians, executors, attorneys, administrators, successors and assigns, the Released Parties from all claims for PAGA Penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Action, the Alexander PAGA Case, and the Kittrell PAGA Case, the Operative Complaint and Plaintiffs' PAGA Notices that are alleged to have occurred during the PAGA Period and the PAGA Notices including any PAGA claims relating to any alleged (a) failure to pay minimum wages; (b) failure to pay overtime wages; (c) failure to provide required meal periods; (d) failure to provide required rest periods; (e) failure to provide accurate itemized wage statements; (f) failure to reimburse employees for required expenses; (g) failure to timely pay all wages during and at the conclusion of employment; and (h) failure to pay sick pay wages and/or failure to pay at the proper rate of pay.

IV. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?

1. Individual Class Payments. The Administrator will calculate individual class payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual PAGA Payments. The Administrator will calculate individual PAGA payments by (a) dividing \$10,500 by the total number of PAGA Period pay periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Period pay periods worked by each individual Aggrieved Employee.
3. Workweek Challenges. The number of Workweeks you worked during the Class Period, as recorded in USA DeBusk's records, is stated in the first page of this notice. You have until [REDACTED] to challenge the number of Workweeks credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email or fax. Section IX of this notice has the Administrator's contact information.

You need to support your challenge by sending copies of pay stubs or other records. The Administrator will accept USA DeBusk's calculation of Workweeks based on USA DeBusk's records as accurate unless you send copies of records containing contrary information. You should send copies rather than originals because the documents will not be returned to you. The Administrator will resolve Workweek challenges based on your submission and on input from Class Counsel (who will advocate on behalf of Participating Class Members) and USA DeBusk's Counsel. The Administrator's decision is final. You can't appeal or otherwise challenge its final decision.

V. HOW WILL I GET PAID?

1. Participating Class Members. The Administrator will send, by U.S. mail, a single check to every Participating Class Member (i.e., every Class Member who doesn't opt-out) including those who also qualify as Aggrieved Employees. The single check will combine the individual class payment and the individual PAGA payment (if any).
2. Non-Participating Class Members. The Administrator will send, by U.S. mail, a single individual PAGA payment check to every Aggrieved Employee who opts out of the class settlement.

Your check will be sent to the same address as this notice. If you change your address, be sure to notify the Administrator as soon as possible. Section IX of this notice has the Administrator's contact information.

VI. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?

To opt out of the class action settlement, submit a written and signed letter with your name, present address, telephone number and a simple statement that you do not want to participate in the settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as: "*Jimmy Alexander v. USA DeBusk LLC*, Los Angeles County Superior Court Case No. 25LBCV00051," and include your identifying information (full name, address, telephone number, approximate dates of employment and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **You must send your request to be excluded to the Administrator by [REDACTED], or it will be invalid.** Section IX of the notice has the Administrator's contact information.

VII. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the settlement. Before deciding whether to object, you may wish to see what Plaintiffs and USA DeBusk are asking the Court to approve. At least 16 days before the [REDACTED] final approval hearing, Class Counsel and/or Plaintiffs will file in Court a Motion for Final Approval that includes, among other things, the reasons why the proposed settlement is fair and states (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiffs are requesting as a class representative service award. Upon reasonable request, Class Counsel (whose contact information is in Section IX of this Notice) will send you copies of these documents at no cost to you. You can

A Participating Class Member who disagrees with any aspect of the settlement or the Motion for Final Approval may wish to object, for example, that the proposed settlement is unfair, or that the amounts requested by Class Counsel or Plaintiffs are too high or too low. **The deadline for sending written objections to the Administrator is [REDACTED]**. Be sure to tell the Administrator what you object to, why you object and any facts that support your objection. Make sure you identify the Action “*Jimmy Alexander v. USA DeBusk LLC*, Los Angeles County Superior Court Case No. 25LBCV00051,” and include your name, current address, telephone number and approximate dates of employment for USA DeBusk and sign the objection. Section IX of this notice has the Administrator's contact information.

VIII. CAN I ATTEND THE FINAL APPROVAL HEARING?

It's possible the Court will reschedule the final approval hearing. You should check the Administrator's website [REDACTED] beforehand or contact Class Counsel to verify the date and time of the final approval hearing.

The settlement agreement sets forth everything USA DeBusk and Plaintiff have promised to do under the proposed settlement. The easiest way to read the settlement agreement, the judgment or any other settlement documents is to go to (specify entity) website at (url) You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Court's website by going to _____ and entering the Case Number for the Action, Case No.3:25-CV-00839. You can also make an appointment to personally review court documents in the Clerk's Office at the Courthouse by calling _____.

GK

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Tel: (310) 432-0000

Settlement Administrator:

ILYM Group, Inc.:

Email Address:

Mailing Address:

Telephone:

Fax Number:

X. WHAT IF I LOSE MY SETTLEMENT CHECK?

If you lose or misplace your settlement check before cashing it, the Administrator will replace it as long as you request a replacement before the void date on the face of the original check. If your check is already void, you should consult the Unclaimed Property Fund for instructions on how to retrieve the funds.

XI. WHAT IF I CHANGE MY ADDRESS?

To receive your check, you should immediately notify the Administrator if you move or otherwise change your mailing address.