

1 6. The Operative Complaint alleges eleven (11) causes of action for violations of the
2 California Labor Code for failure to pay minimum wages, failure to pay overtime wages, failure to
3 provide compliant meal periods and premium payments in lieu thereof, failure to provide compliant
4 rest periods and premiums payments in lieu thereof, failure to timely pay wages during employment,
5 conversion, failure to provide compliant wage statements, failure to timely pay wages upon
6 termination, and failure to reimburse necessary business expenses, for violations of California
7 Business & Professions Code Section 17200, *et seq.* based on the aforementioned California Labor
8 Code violations, and for civil penalties under PAGA based on the aforementioned California Labor
9 Code violations.

10 7. Defendant denies all materials allegations set forth in the Actions and has asserted
11 numerous affirmative defenses. Notwithstanding, in the interest of avoiding further litigation,
12 Defendant desires to fully and finally settle the Actions, Released Class Claims (as defined herein),
13 and Released PAGA Claims (as defined herein).

14 8. Class Counsel diligently investigated the class and PAGA claims against Defendant,
15 including any and all applicable defenses and the applicable law. The investigation included, *inter*
16 *alia*, the exchange of information, data, and documents, and review of corporate policies and practices.
17 The Parties have engaged in sufficient informal discovery and investigation to assess the relative
18 merits of the claims and contentions of the Parties.

19 9. On January 7, 2025, the Parties participated in mediation with Monique Ngo-Bonnici,
20 Esq. (the “Mediator”), a respected mediator of complex wage and hour actions, and with the assistance
21 of the Mediator’s evaluations, the Parties reached the settlement that is memorialized herein. The
22 Parties’ settlement discussions were conducted at arms’ length, and the Settlement is the result of an
23 informed and detailed analysis of Defendant’s potential liability and exposure in relation to the costs
24 and risks associated with continued litigation. Based on Class Counsel’s investigation and evaluation,
25 Class Counsel believes that the settlement with Defendant for the consideration and on the terms set
26 forth in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the
27 Class Members, State of California, and PAGA Employees in light of all known facts and
28 circumstances, including the risk of significant delay and uncertainty associated with litigation and

1 various defenses asserted by Defendant.

2 10. The Parties expressly acknowledge that this Settlement Agreement is entered into
3 solely for the purpose of compromising significantly disputed claims and that nothing herein is an
4 admission of liability or wrongdoing by Defendant. If for any reason this Settlement Agreement is
5 not approved, it will be of no force or effect, and the Parties shall be returned to their original respective
6 positions.

7 **DEFINITIONS**

8 11. The following definitions are applicable to this Settlement Agreement. Definitions
9 contained elsewhere in this Settlement Agreement will also be effective.

10 a. “Attorneys’ Fees and Costs” means attorneys’ fees approved by the Court for
11 Class Counsel’s litigation and resolution of the Actions and all verified costs and expenses incurred
12 and to be incurred by Class Counsel in connection with the Actions, as set forth in Paragraph 13.

13 b. “Class” or “Class Member(s)” means all current and former hourly-paid and/or
14 non-exempt employees employed directly by Defendant who worked for Defendant in the State of
15 California at any time during the Class Period, and all current and former non-exempt temporary
16 employees of Culinary Services of America, Inc. dba Culinary Staffing Service, Pristine Quality
17 Compliance & Consulting, LLC, and Qwick, Inc. who worked for Defendant in the State of California
18 at any time during the Class Period.

19 c. “Class Counsel” means Jonathan M. Genish, Miriam L. Schimmel, Joana Fang,
20 Alexandra Rose, and Jared C. Osborne of Blackstone Law, APC, who will seek to be appointed
21 counsel for the Class.

22 d. “Class List” means a complete list of all Class Members that Defendant will
23 diligently and in good faith compile from its records and provide to the Settlement Administrator. The
24 Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following
25 information for each Class Member: (1) full name; (2) last known mailing address; (3) social security
26 number; (4) number of Workweeks; (5) number of PAGA Pay Periods, and (6) any such other
27 information as is necessary for the Settlement Administrator to calculate Workweeks and PAGA Pay
28 Periods (if applicable).

1 e. "Class Notice" means the Notice of Class Action Settlement, substantially in
2 the form attached hereto as "**Exhibit A**."

3 f. "Class Period" means the period from March 30, 2020 through March 15, 2025.

4 g. "Class Settlement" means the settlement and resolution of all Released Class
5 Claims.

6 h. "Court" means the Superior Court of the State of California for the County of
7 Los Angeles.

8 i. "Defendant's Counsel" means Mandy D. Hexom and Gaia T. Linehan of
9 Freeman Mathis & Gary LLP.

10 j. "Dispute" means a letter submitted by a Class Member and/or PAGA Employee
11 disputing the number of Workweeks and/or PAGA Pay Periods to which they have been credited,
12 which must: (a) contain the case name and number of the Action; (b) contain the Class Member and/or
13 PAGA Employee's full name, signature, address, telephone number, and the last four (4) digits of the
14 Class Member and/or PAGA Employee's Social Security number; (c) clearly state that the Class
15 Member and/or PAGA Employee disputes the number of Workweeks and/or PAGA Pay Periods
16 credited to the Class Member and/or PAGA Employee and what the Class Member and/or PAGA
17 Employee contends is the correct number; and (d) be returned by mail to the Settlement Administrator
18 at the specified address, postmarked on or before the Response Deadline.

19 k. "Effective Date" means the date by when both of the following have occurred:
20 (a) the Court enters the Judgment upon granting Final Approval; and (b) the Judgment is final. The
21 Judgment is final as of the latest of the following occurrences: (i) if no Settlement Class Member
22 objects to the Class Settlement, the day the Court enters the Judgment; (ii) if one or more Settlement
23 Class Members objects to the Class Settlement, the day after the deadline for filing a notice of appeal
24 from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court
25 affirms the Judgment and issues a remittitur; (iii) if a petition for writ of certiorari is filed, the date of
26 denial of the petition for writ of certiorari, or the date the Judgment is affirmed pursuant to such
27 petition.

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1 l. “Employer Taxes” means the employer’s share of taxes and contributions in
2 connection with the W-2 wage portion of Individual Settlement Shares, which shall be paid by
3 Defendant in addition to the Gross Settlement Amount.

4 m. “Enhancement Payment” means the amount to be paid to Plaintiff, in
5 recognition of her effort and work in prosecuting the Actions on behalf of Class Members and PAGA
6 Employees, and general release of claims, as set forth in Paragraph 14.

7 n. “Final Approval” means the determination by the Court that the Settlement is
8 fair, reasonable, and adequate, and entry of the Final Approval Order and Judgment based thereon.

9 o. “Final Approval Hearing” means the hearing at which the Court will consider
10 and determine whether the Settlement should be granted Final Approval.

11 p. “Final Approval Order” means the order granting final approval of the
12 Settlement.

13 q. “Gross Settlement Amount” means the amount of Two Million Dollars and
14 Zero Cents (\$2,000,000.00) to be paid by Defendant in full satisfaction of the Actions, Released Class
15 Claims, and Released PAGA Claims, which includes all Attorneys’ Fees and Costs, Enhancement
16 Payment, PAGA Amount, Settlement Administration Costs, and Net Settlement Amount to be paid to
17 the Settlement Class Members. Defendant shall pay the Employer Taxes separately and in addition to
18 the Gross Settlement Amount. The Gross Settlement Amount is non-reversionary; no portion of the
19 Gross Settlement Payment will return to Defendant. The Gross Settlement Amount is subject to
20 increase, as provided in Paragraph 17.

21 r. “Individual PAGA Payment” means the *pro rata* share of the PAGA Employee
22 Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be
23 calculated in accordance with Paragraph 19.

24 s. “Individual Settlement Payment” means the net payment of each Settlement
25 Class Member’s Individual Settlement Share, after reduction for the employee’s share of taxes and
26 withholdings with respect to the wages portion of the Individual Settlement Share, as provided in
27 Paragraph 20.

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1 t. "Individual Settlement Share" means the *pro rata* share of the Net Settlement
2 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
3 in accordance with Paragraph 18.

4 u. "Judgment" means the judgment entered by the Court upon granting final
5 approval of the Settlement.

6 v. "LWDA Payment" means the amount of Seventy-Five Thousand Dollars and
7 Zero Cents (\$75,000.00), i.e., 75% of the PAGA Amount, that the Parties have agreed to pay to the
8 LWDA under the PAGA Settlement, as set forth in Paragraph 15.

9 w. "Net Settlement Amount" means the portion of the Gross Settlement Amount
10 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
11 less the Court-approved Attorneys' Fees and Costs, Enhancement Payment, PAGA Amount, and
12 Settlement Administration Costs.

13 x. "Notice of Objection" means a Settlement Class Member's written objection to
14 the Class Settlement, which must: (a) contain the case name and number of the Action; (b) contain the
15 objector's full name, signature, address, telephone number, and the last four (4) digits of the objector's
16 Social Security number; (c) contain a written statement of all grounds for the objection accompanied
17 by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents
18 upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the
19 specified address, postmarked on or before the Response Deadline.

20 y. "PAGA Amount" means the allocation of One Hundred Thousand Dollars and
21 Zero Cents (\$100,000.00) from the Gross Settlement Amount for the PAGA Settlement. Seventy-five
22 percent (75%) of the PAGA Amount, or \$75,000.00, will be paid to the LWDA (i.e., the LWDA
23 Payment) and the remaining twenty-five percent (25%), or \$25,000.00, will be distributed to the
24 PAGA Employees (i.e., the PAGA Employee Amount).

25 z. "PAGA Employee(s)" means all current and former hourly-paid and/or non-
26 exempt employees employed directly by Defendant who worked for Defendant in the State of
27 California at any time during the PAGA Period, and all current and former non-exempt temporary
28 employees of Culinary Services of America, Inc. dba Culinary Staffing Service, Pristine Quality

1 Compliance & Consulting, LLC, and Qwick, Inc. who worked for Defendant in the State of California
2 at any time during the PAGA Period.

3 aa. “PAGA Employee Amount” means the amount of Twenty-Five Thousand
4 Dollars and Zero Cents (\$25,000.00), i.e., 25% of the PAGA Amount, to be distributed to PAGA
5 Employees on a *pro rata* basis based on their PAGA Pay Periods.

6 bb. “PAGA Period” means the period from May 24, 2023 through March 15, 2025.

7 cc. “PAGA Settlement” means the settlement and resolution of all Released PAGA
8 Claims.

9 dd. “PAGA Pay Periods” means the number of pay periods each PAGA Employee
10 worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA
11 Period. PAGA Pay Periods will be calculated by the Settlement Administrator based on each PAGA
12 Employee’s start date or the beginning of the PAGA Period, whichever is later, and separation date or
13 the last day of the PAGA Period, whichever is earlier, based on the Class List provided by Defendant.
14 In order to be counted as a PAGA Pay Period, the PAGA Employee must have worked at least one
15 day in that pay period.

16 ee. “Preliminary Approval” means the date on which the Court enters the
17 Preliminary Approval Order.

18 ff. “Preliminary Approval Order” means the order granting preliminary approval
19 of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by
20 the Court.

21 gg. “Released Class Claims” means all claims which were alleged or which could
22 have been reasonably alleged based on the factual allegations in the Action and Operative Complaint,
23 arising during the Class Period, which shall specifically include claims for Defendant’s alleged failure
24 to pay minimum and overtime wages, including the alleged failure to pay overtime at the correct rates
25 of pay, provide compliant meal and rest periods and associated premium payments, timely pay wages
26 during employment and upon termination, provide all accrued gratuities, provide complaint wage
27 statements, and reimburse necessary business-related expenses in violation of California Labor Code
28 Sections 201, 202, 203, 204, 210, 226(a), 226.7, 350, 351, 510, 512(a), 1194, 1197, 1197.1, 1198,

1 2800, and 2802, the applicable Industrial Welfare Commission Wage Order(s), California Business
2 and Professions Code sections 17200, *et seq.*, and any claims for penalties, interest, costs and
3 attorney’s fees related to these claims except as otherwise set forth herein. The Released Class Claims
4 do not include claims for vested benefits, wrongful termination, violation of the Fair Employment and
5 Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims
6 based on facts outside the Class Period.

7 hh. “Released PAGA Claims” means all claims for civil penalties under the Private
8 Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which were alleged or
9 which could have been reasonably alleged based on the factual allegations in the PAGA Letter and
10 Operative Complaint, arising during the PAGA Period, which shall specifically include claims for
11 Defendant’s alleged failure to pay minimum and overtime wages, including the alleged failure to pay
12 overtime at the correct rates of pay, provide compliant meal and rest periods and associated premium
13 payments, timely pay wages during employment and upon termination, provide all accrued gratuities,
14 provide complaint wage statements, keep requisite payroll records, and reimburse necessary business-
15 related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7,
16 350, 351, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and the applicable
17 Industrial Welfare Commission Wage Order(s), including attorney’s fees and costs related thereto.

18 ii. “Released Parties” means Defendant, Culinary Services of America, Inc. dba
19 Culinary Staffing Service, Pristine Quality Compliance & Consulting, LLC, and Qwick, Inc., and their
20 past and present direct or indirect parents, subsidiaries, predecessors, successors, assigns, joint
21 venturers and affiliated companies and entities, as well as their past and present owners, officers,
22 shareholders, directors, members, managers, operators, employees that are not Class Members or
23 PAGA Employees, consultants, vendors, partners, affiliates, subsidiaries, shareholders, attorneys,
24 insurers, reinsurers, payroll providers, joint venturers, joint employers, agents, successors, assigns,
25 and legal representatives, and any individual or entity that could be jointly liable with Defendant.

26 jj. “Request for Exclusion” means a letter submitted by a Class Member indicating
27 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
28 of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and

1 last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class
2 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
3 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

4 kk. “Response Deadline” means the deadline by which Class Members must submit
5 a Request for Exclusion, Notice of Objection, and/or Dispute, which shall be the date that is forty-five
6 (45) calendar days from the initial mailing of the Class Notice by the Settlement Administrator to
7 Class Members, unless the 45th day falls on a Sunday or Federal holiday, in which case the Response
8 Deadline will be extended to the next day on which the United States Postal service is open. The
9 Response Deadline may also be extended by express agreement between Class Counsel and
10 Defendant’s Counsel. Under no circumstances, however, will the Settlement Administrator have the
11 authority to extend the Response Deadline. In the event that a Class Notice is re-mailed to a Class
12 Member, the Response Deadline for that Class Member shall be extended fifteen (15) calendar days
13 from the original Response Deadline.

14 ll. “Settlement Administrator” means ILYM Group, Inc., or any other third-party
15 class action settlement administrator agreed to by the Parties and approved by the Court for purposes
16 of administering the Settlement. The Parties and their counsel each represent that they do not have
17 any financial interest in the Settlement Administrator or otherwise have a relationship with the
18 Settlement Administrator that could create a conflict of interest.

19 mm. “Settlement Administration Costs” means the costs payable from the Gross
20 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in
21 Paragraph 16.

22 nn. “Settlement Class” or “Settlement Class Member(s)” means all Class Members
23 who do not submit a timely and valid Request for Exclusion.

24 oo. “Workweeks” means the number of weeks each Class Member worked for
25 Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period.
26 Workweeks will be calculated by the Settlement Administrator based on each Class Member’s start
27 date or the beginning of the Class Period, whichever is later, and separation date or the last day of the
28 Class Period, whichever is earlier, based on the Class List provided by Defendant. In order to be

1 counted as a Workweek, the Class Member must have worked at least one day in that week.

2 **CLASS CERTIFICATION**

3 12. For the purposes of this Settlement only, the Parties stipulate to the certification of the
4 Class.

5 13. The Parties agree that certification for the purpose of settlement is not an admission
6 that certification is proper under Section 382 of the California Code of Civil Procedure. Should, for
7 whatever reason, the Court not grant Final Approval, the Parties' stipulation to class certification as
8 part of the Settlement shall become null and void ab initio and shall have no bearing on, and shall not
9 be admissible in connection with, the issue of whether or not certification would be inappropriate in a
10 non-settlement context.

11 **TERMS OF THE AGREEMENT**

12 NOW, THEREFORE, in consideration of the mutual covenants, promises, and agreements set
13 forth herein, the Parties agree, subject to the Court's approval, as follows:

14 14. Attorneys' Fees and Costs. Defendant agrees not to oppose or impede any application
15 or motion by Class Counsel for attorneys' fees in the amount up to thirty-five percent (35%) of the
16 Gross Settlement Amount (i.e., \$700,000.00 if the Gross Settlement Amount is \$2,000,000.00) and
17 reimbursement of verified costs and expenses associated with Class Counsel's litigation and settlement
18 of the Actions, in an amount not to exceed Thirty-Five Thousand Dollars and Zero Cents (\$35,000.00),
19 both of which will be paid from the Gross Settlement Amount. These amounts will cover any and all
20 work performed and any and all costs incurred by Class Counsel in connection with the litigation of
21 the Actions, including without limitation all work performed and costs incurred to date, and all work
22 to be performed and all costs to be incurred in connection with obtaining the Court's approval of this
23 Settlement Agreement, including any objections raised and any appeals necessitated by those
24 objections. Class Counsel shall be solely and legally responsible for correctly characterizing this
25 compensation for tax purposes and for paying any taxes on the amounts received. The Settlement
26 Administrator shall issue an IRS Form 1099 to Class Counsel for the Attorneys' Fees and Costs. Any
27 portion of the requested Attorneys' Fees and Costs that is not awarded by the Court to Class Counsel
28 shall be reallocated to the Net Settlement Amount for the benefit of the Settlement Class Members.

1 15. Enhancement Payment. Defendant agrees not to oppose or impede any application or
2 motion by Plaintiff for an Enhancement Payment in the amount up to Ten Thousand Dollars and Zero
3 Cents (\$10,000.00). The Enhancement Payment, which will be paid from the Gross Settlement
4 Amount, subject to Court approval, will be in addition to her Individual Settlement Payment as a
5 Settlement Class Member and Individual PAGA Payment as a PAGA Employee. Plaintiff shall be
6 solely and legally responsible for correctly characterizing this compensation for tax purposes and for
7 paying any taxes on the amounts received. The Settlement Administrator shall issue an IRS Form 1099
8 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement Payment that is
9 not awarded by the Court to Plaintiff shall be reallocated to the Net Settlement Amount for the benefit
10 of the Settlement Class Members.

11 16. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
12 One Hundred Thousand Dollars and Zero Cents (\$100,000.00) shall be allocated from the Gross
13 Settlement Amount toward penalties under the Private Attorneys General Act, California Labor Code
14 Section 2698, *et seq.* (i.e., the PAGA Amount), of which seventy-five percent (75%), or \$75,000.00,
15 will be paid to the LWDA (i.e., the LWDA Payment) and twenty-five percent (25%), or \$25,000.00,
16 will be distributed to PAGA Employees (i.e., the PAGA Employee Amount) on a *pro rata* basis, based
17 on the total number of PAGA Pay Periods worked by each PAGA Employee during the PAGA Period
18 (i.e., the Individual PAGA Payments).

19 17. Settlement Administration Costs. The Settlement Administrator will be paid for the
20 reasonable costs of administration of the Settlement and distribution of payments under the Settlement,
21 which is currently not to exceed Seventeen Thousand Dollars and Zero Cents (\$17,000.00). These
22 costs, which will be paid from the Gross Settlement Amount, subject to Court approval, will include,
23 *inter alia*, translating the Class Notice to Spanish, printing, distributing, and tracking Class Notices
24 and other documents for the Settlement, calculating and distributing payments due under the
25 Settlement, issuing of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings,
26 and remittances, providing necessary reports and declarations, and other duties and responsibilities set
27 forth herein to process the Settlement, and as requested by the Parties. To the extent the actual
28 Settlement Administrator's costs are greater than the estimated amount stated herein, such excess

1 amount will be deducted from the Gross Settlement Amount, subject to approval by the Court. Any
2 portion of the estimated, designated, and/or awarded Settlement Administration Costs which are not
3 in fact required to fulfill payment to the Settlement Administrator to undertake the required settlement
4 administration duties shall be reallocated to the Net Settlement Amount for the benefit of the
5 Settlement Class Members.

6 18. Escalator Clause. Defendant has represented that the Class Members worked a total of
7 64,000 workweeks during the period March 30, 2020 through January 7, 2025. If it is determined by
8 the Settlement Administrator that the total number of Workweeks worked by the Class Members
9 during the Class Period actually exceeds 64,000 by more than 10% (i.e., by more than 70,400
10 Workweeks), then the Gross Settlement Amount will be increased on a *pro rata* basis equal to the
11 percentage increase in the number of Workweeks worked by the Class Members above 10%. For
12 example, if the number of Workweeks increases by 11% to 71,040 Workweeks, then the Gross
13 Settlement Amount will increase by 1%.

14 19. Individual Settlement Share Calculations. Individual Settlement Shares will be
15 calculated and apportioned from the Net Settlement Amount based on the Class Members' number of
16 Workweeks, as follows:

17 a. After Preliminary Approval, the Settlement Administrator will divide the Net
18 Settlement Amount by the Workweeks of all Class Members to yield the "Estimated Workweek
19 Value," and multiply each Class Member's individual Workweeks by the Estimated Workweek Value
20 to yield each Class Member's estimated Individual Settlement Share that each Class Member may be
21 entitled to receive under the Class Settlement.

22 b. After Final Approval, the Settlement Administrator will divide the final Net
23 Settlement Amount by the Workweeks of all Settlement Class Members to yield the "Final Workweek
24 Value," and multiply each Settlement Class Member's individual Workweeks by the Final Workweek
25 Value to each Settlement Class Member's final Individual Settlement Share.

26 20. Individual PAGA Payment Calculations. Individual PAGA Payments will be
27 calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees'
28 number of PAGA Pay Periods, as follows: The Settlement Administrator will divide the PAGA

1 Employee Amount, i.e., 25% of the PAGA Amount, by the PAGA Pay Periods of all PAGA
2 Employees to yield the “PAGA Pay Period Value,” and multiply each PAGA Employee’s individual
3 PAGA Pay Periods by the PAGA Pay Period Value to yield each PAGA Employee’s Individual PAGA
4 Payment.

5 21. Tax Treatment of Individual Settlement Shares and Individual PAGA Payments. Each
6 Individual Settlement Share will be allocated as follows: twenty percent (20%) wages and eighty
7 percent (80%) penalties, interest, and non-wage damages. The portion allocated to wages will be
8 reported on an IRS Form W-2 and the portions allocated to penalties, interest, and non-wage damages
9 will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator. The Settlement
10 Administrator will withhold the employee’s share of taxes and withholdings with respect to the wages
11 portion of the Individual Settlement Shares, and issue checks to Settlement Class Members for their
12 Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes
13 and withholdings). The Employer Taxes will be paid separately and in addition to the Gross Settlement
14 Amount. Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties
15 and will be reported on an IRS Form 1099 (if applicable) by the Settlement Administrator.

16 22. Administration of Taxes by the Settlement Administrator. The Settlement
17 Administrator will be responsible for issuing to Plaintiff, Settlement Class Members, PAGA
18 Employees, and Class Counsel any tax forms (i.e., IRS Forms W-2, IRS Forms 1099, etc.) as may be
19 required by law for all amounts paid pursuant to this Settlement Agreement. The Settlement
20 Administrator will also be responsible for calculating the Employer Taxes and forwarding all payroll
21 taxes and other legally required withholdings to the appropriate government authorities.

22 23. Tax Liability. Plaintiff, Class Counsel, Defendant, and Defendant’s Counsel do not
23 intend anything contained in this Settlement Agreement to constitute advice regarding taxes or
24 taxability, nor shall anything in this Settlement Agreement be relied on as such. Plaintiff, Settlement
25 Class Members, and PAGA Employees are not relying on any statement, representation, or calculation
26 by Defendant, the Settlement Administrator, or Class Counsel in this regard. Plaintiff, Settlement Class
27 Members, and PAGA Employees understand and agree that Plaintiff, Settlement Class Members, and
28 PAGA Employees will be solely responsible for the payment of any taxes and penalties assessed on

1 the payments described in this Settlement Agreement. Plaintiff, Settlement Class Members, and PAGA
2 Employees should consult with their tax advisors concerning the tax consequences of any payment
3 they receive under the Settlement.

4 24. Circular 230 Disclaimer. EACH PARTY TO THIS SETTLEMENT AGREEMENT
5 (FOR PURPOSES OF THIS SECTION, THE “ACKNOWLEDGING PARTY” AND EACH PARTY
6 TO THIS SETTLEMENT AGREEMENT OTHER THAN THE ACKNOWLEDGING PARTY, AN
7 “OTHER PARTY”) ACKNOWLEDGES AND AGREES THAT (1) NO PROVISION OF THIS
8 SETTLEMENT AGREEMENT, AND NO WRITTEN COMMUNICATION OR DISCLOSURE
9 BETWEEN OR AMONG THE PARTIES OR THEIR ATTORNEYS AND OTHER ADVISERS, IS
10 OR WAS INTENDED TO BE, NOR WILL ANY SUCH COMMUNICATION OR DISCLOSURE
11 CONSTITUTE OR BE CONSTRUED OR BE RELIED UPON AS, TAX ADVICE WITHIN THE
12 MEANING OF UNITED STATES TREASURY DEPARTMENT CIRCULAR 230 (31 CFR PART
13 10, AS AMENDED); (2) THE ACKNOWLEDGING PARTY (A) HAS RELIED EXCLUSIVELY
14 UPON HIS, HER, OR ITS OWN, INDEPENDENT LEGAL AND TAX COUNSEL FOR ADVICE
15 (INCLUDING TAX ADVICE) IN CONNECTION WITH THIS SETTLEMENT AGREEMENT, (B)
16 HAS NOT ENTERED INTO THIS SETTLEMENT AGREEMENT BASED UPON THE
17 RECOMMENDATION OF ANY OTHER PARTY OR ANY ATTORNEY OR ADVISOR TO ANY
18 OTHER PARTY, AND (C) IS NOT ENTITLED TO RELY UPON ANY COMMUNICATION OR
19 DISCLOSURE BY ANY ATTORNEY OR ADVISOR TO ANY OTHER PARTY TO AVOID ANY
20 TAX PENALTY THAT MAY BE IMPOSED ON THE ACKNOWLEDGING PARTY; AND (3) NO
21 ATTORNEY OR ADVISOR TO ANY OTHER PARTY HAS IMPOSED ANY LIMITATION THAT
22 PROTECTS THE CONFIDENTIALITY OF ANY SUCH ATTORNEY’S OR ADVISOR’S TAX
23 STRATEGIES (REGARDLESS OF WHETHER SUCH LIMITATION IS LEGALLY BINDING)
24 UPON DISCLOSURE BY THE ACKNOWLEDGING PARTY OF THE TAX TREATMENT OR
25 TAX STRUCTURE OF ANY TRANSACTION, INCLUDING ANY TRANSACTION
26 CONTEMPLATED BY THIS SETTLEMENT AGREEMENT.

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1 25. Settlement Awards Do Not Trigger Additional Benefits. All payments made under the
2 Settlement shall be deemed to be paid to the payee solely in the year in which such payments actually
3 are issued to the payee. It is expressly understood and agreed that payments made under this Settlement
4 shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Employee to additional
5 compensation or benefits under any new or additional compensation or benefits, or any bonus, contest,
6 or other compensation or benefit plan or agreement in place during the Class Period, nor will it entitle
7 Plaintiff, Settlement Class Members, or any PAGA Employee to any increased retirement, 401K
8 benefits or matching benefits, or deferred compensation benefits (notwithstanding any contrary
9 language or agreement in any benefit or compensation plan document that might have been in effect
10 during the Class Period).

11 26. Duties of the Parties with Respect to Obtaining Preliminary Approval of the Settlement.
12 Upon execution of this Settlement Agreement, Plaintiff will obtain a hearing date from the Court for
13 Plaintiff's motion for preliminary approval of the Settlement, which Plaintiff and Class Counsel will
14 be responsible for drafting and submit this Settlement Agreement to the Court in support of said
15 motion. Class Counsel will provide Defendant's Counsel a draft of the preliminary approval motion
16 before filing it with the Court. Defendant agrees not to oppose the motion for preliminary approval
17 of the Settlement consistent with this Settlement Agreement. By way of said motion, Plaintiff will
18 apply for the entry of the Preliminary Approval Order seeking the following:

- 19 a. Conditionally certifying the Class for settlement purposes only;
- 20 b. Granting Preliminary Approval of the Settlement;
- 21 c. Preliminarily appointing Plaintiff as the representative of the Class;
- 22 d. Preliminarily appointing Class Counsel as counsel for the Class;
- 23 e. Approving as to form and content, the mutually-agreed upon and proposed
24 Class Notice and directing its mailing by First Class U.S. Mail;
- 25 f. Approving the manner and method for Class Members to request exclusion
26 from or object to the Class Settlement as contained herein and within the Class Notice;
- 27 g. Scheduling a Final Approval Hearing at which the Court will determine whether
28 Final Approval of the Settlement should be granted.

1 27. Notice of Settlement to the LWDA. Class Counsel shall notify the LWDA of the
2 Settlement prior to or upon filing the motion for preliminary approval of the Settlement.

3 28. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval,
4 Defendant will provide the Class List to the Settlement Administrator.

5 29. Notice by First-Class U.S. Mail.

6 a. Within seven (7) calendar days after receiving the Class List from Defendant,
7 the Settlement Administrator will perform a search based on the National Change of Address Database
8 or any other similar services available, such as provided by Experian, for information to update and
9 correct for any known or identifiable address changes, and will mail a Class Notice in English and
10 Spanish (in the form attached as **Exhibit A** to this Settlement Agreement) to all Class Members via
11 First-Class U.S. Mail, using the most current, known mailing addresses identified by the Settlement
12 Administrator.

13 b. Any Class Notice returned to the Settlement Administrator as undeliverable on
14 or before the Response Deadline will be sent promptly via First-Class U.S. Mail to the forwarding
15 address affixed thereto and the Settlement Administrator will indicate the date of such re-mailing on
16 the Class Notice. If no forwarding address is provided, the Settlement Administrator will promptly
17 attempt to determine the correct address using a skip-trace or other search, using the name, address,
18 and/or Social Security number of the Class Member, and perform a single re-mailing within five (5)
19 calendar days.

20 c. Compliance with the procedures described herein above shall constitute due and
21 sufficient notice to Class Members of the Settlement and shall satisfy the requirements of due process.
22 Nothing else shall be required of or done by the Parties, Class Counsel, or Defendant's Counsel to
23 provide notice of the Settlement.

24 30. Disputes Regarding Workweeks and/or PAGA Pay Periods. Class Members and
25 PAGA Employees will have an opportunity to dispute the number of Workweeks and/or PAGA Pay
26 Periods to which they have been credited, as reflected in their respective Class Notices, by submitting
27 a timely and valid Dispute to the Settlement Administrator, by mail, postmarked on or before the
28 Response Deadline. The date of the postmark on the return mailing envelope will be the exclusive

1 means to determine whether a Dispute has been timely submitted. Absent evidence rebutting the
2 accuracy of Defendant's records and data as they pertain to the number of Workweeks and/or PAGA
3 Pay Periods to be credited to a disputing Class Member and/or PAGA Employee, Defendant's records
4 will be presumed to be correct and determinative of the dispute. However, if a Class Member and/or
5 PAGA Employee produces information and/or documents to the contrary, the Settlement
6 Administrator will evaluate the materials submitted by the Class Member and/or PAGA Employee
7 and the Settlement Administrator will resolve and determine the number of eligible Workweeks and/or
8 PAGA Pay Periods that the disputing Class Member and/or PAGA Employee should be credited with
9 under the Settlement. The Settlement Administrator's decision on such disputes will be final and non-
10 appealable.

11 31. Requesting Exclusion from the Class Settlement. Any Class Member wishing to be
12 excluded from the Class Settlement must submit a timely and valid Request for Exclusion to the
13 Settlement Administrator, by mail, postmarked on or before the Response Deadline. The date of the
14 postmark on the return mailing envelope will be the exclusive means to determine whether a Request
15 for Exclusion has been timely submitted. The Settlement Administrator will certify jointly to Class
16 Counsel and Defendant's Counsel the number of timely and valid Requests for Exclusion that are
17 submitted and also identify the individuals who have submitted a timely and valid Request for
18 Exclusion in a declaration that is to be filed with the Court in advance of the Final Approval Hearing.
19 At no time will any of the Parties or their counsel seek to solicit or otherwise encourage Class Members
20 to request exclusion from the Class Settlement. Any Class Member who submits a Request for
21 Exclusion is prohibited from making any objection to the Class Settlement. Any Class Member who
22 submits a timely and valid Request for Exclusion will not be bound by the Class Settlement and will
23 not be issued an Individual Settlement Payment. Any Class Member who does not affirmatively
24 request exclusion from the Class Settlement by submitting a timely and valid Request for Exclusion
25 will be bound by all of the terms of the Class Settlement, including and not limited to those pertaining
26 to the Released Class Claims, as well as any judgment that may be entered by the Court if it grants
27 Final Approval to the Settlement. Notwithstanding the above, all PAGA Employees will be bound to
28 the PAGA Settlement and will be issued their Individual PAGA Payment, irrespective of whether they

1 submit a Request for Exclusion.

2 32. Objecting to the Class Settlement. To object to the Class Settlement, Settlement Class
3 Members must submit a timely and complete Notice of Objection to the Settlement Administrator, by
4 mail, postmarked on or before the Response Deadline. The date of the postmark on the return mailing
5 envelope will be the exclusive means to determine whether a Notice of Objection has been timely
6 submitted. The Settlement Administrator will certify jointly to Class Counsel and Defendant's
7 Counsel the number of Notices of Objection that are submitted (specifying which ones were timely
8 and complete and which were not), and also attach them to a declaration that is to be filed with the
9 Court in advance of the Final Approval Hearing. At no time will any of the Parties or their counsel
10 seek to solicit or otherwise encourage Settlement Class Members to object to the Class Settlement or
11 appeal from the Judgment. Settlement Class Members, individually or through counsel, may also
12 present their objection orally at the Final Approval Hearing, regardless of whether they have submitted
13 a Notice of Objection.

14 33. Reports by the Settlement Administrator. The Settlement Administrator shall provide
15 weekly reports to counsel for the Parties providing: (a) the number of undeliverable and re-mailed
16 Class Notices; (ii) the number of Class Members who have submitted Disputes; (iii) the number of
17 Class Members who have submitted Requests for Exclusion; and (iv) the number of Settlement Class
18 Members who have submitted Notices of Objection. Additionally, the Settlement Administrator will
19 provide to counsel for the Parties any updated reports regarding the administration of the Settlement
20 Agreement as needed or requested, and immediately notify the Parties when it receives a request from
21 an individual or any other entity regarding inclusion in the Class and/or Settlement or regarding a
22 Dispute.

23 34. Defendant's Right to Rescind. If more than ten percent (10%) of the Class Members
24 submit timely and valid Requests for Exclusion, Defendant may elect to rescind the Settlement
25 Agreement. Defendant must exercise this right of rescission in writing that is provided to Class
26 Counsel within fourteen (14) calendar days of the Settlement Administrator notifying the Parties of
27 the number of Class Members who have submitted timely and valid Requests for Exclusion following
28 the Response Deadline. If Defendant exercises this option, Defendant shall pay any costs of settlement

1 administration owed to the Settlement Administrator incurred up to that date.

2 35. Certification of Completion. Upon completion of administration of the Settlement, the
3 Settlement Administrator will provide a written declaration under oath to certify such completion to
4 the Court and counsel for all Parties.

5 36. Duties of the Parties with Respect to Obtaining Final Approval of the Settlement. After
6 the Response Deadline, a Final Approval Hearing will be conducted to determine whether Final
7 Approval of the Settlement should be granted, along with the amounts properly payable for: (a)
8 Individual Settlement Shares; (b) Individual PAGA Payments; (c) LWDA Payment; (d) Attorneys'
9 Fees and Costs; (e) Enhancement Payment; and (f) Settlement Administration Costs. The Final
10 Approval Hearing will not be held earlier than thirty (30) calendar days after the Response Deadline.
11 Plaintiff and Class Counsel will be responsible for drafting the motion seeking Final Approval of the
12 Settlement. Class Counsel will provide Defendant's Counsel a draft of the final approval motion
13 before filing it with the Court. By way of said motion, Plaintiff will apply for the entry of the Final
14 Approval Order and Judgment, which will provide for, in substantial part, the following:

15 a. Approval of the Settlement as fair, reasonable, and adequate, and directing
16 consummation of its terms and provisions;

17 b. Certification of the Settlement Class;

18 c. Approval of the application for Attorneys' Fees and Costs to Class Counsel;

19 d. Approval of the application for Enhancement Payment to Plaintiff;

20 e. Directing Defendant to fund all amounts due under the Settlement Agreement
21 and ordered by the Court; and

22 f. Entering judgment in the Action, while maintaining continuing jurisdiction, in
23 conformity with California Rules of Court 3.769 and the Settlement Agreement.

24 37. Funding of the Gross Settlement Amount. No later than fifteen (15) business days after
25 the Effective Date, Defendant will deposit the Gross Settlement Amount into a Qualified Settlement
26 Fund ("QSF") within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be established
27 by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement
28 Administrator to calculate necessary payroll taxes including its official name, 8-digit state
unemployment insurance tax ID number, and other information requested by the Settlement

1 Administrator, no later than five (5) business days after the Effective Date.

2 38. Distribution of the Gross Settlement Amount. Within five (5) business days of the
3 funding of the Gross Settlement Amount, the Settlement Administrator will issue the Individual
4 Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees,
5 LWDA Payment to the LWDA, Enhancement Payment to Plaintiff, Attorneys' Fees and Costs to Class
6 Counsel, and Settlement Administration Costs to itself. The Settlement Administrator shall also set
7 aside the Employer Taxes and all employee-side payroll taxes, contributions, and withholding, and
8 timely forward these to the appropriate government authorities.

9 39. Settlement Checks. The Settlement Administrator will be responsible for undertaking
10 appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way
11 of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the
12 PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the
13 Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA
14 Payment into one check if the intended recipient for both payments is one individual. Settlement Class
15 Members and PAGA Employees are not required to submit a claim to be issued an Individual
16 Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and
17 Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180)
18 calendar days from the date the checks are issued, and thereafter, shall be canceled. Any funds
19 associated with such canceled checks shall be distributed by the Settlement Administrator to the State
20 of California's Unclaimed Property Division in the name of the Settlement Class Member and/or
21 PAGA Employee. The Parties agree that this disposition results in no "unpaid residue" under
22 California Civil Procedure Code § 384, as the entire Net Settlement Amount will be paid out to
23 Settlement Class Members, whether or not they cash their settlement checks. Therefore, Defendant
24 will not be required to pay any interest on such amounts. The Settlement Administrator shall undertake
25 amended and/or supplemental tax filings and reporting required under applicable local, state, and
26 federal tax laws that are necessitated due to the cancelation of any Individual Settlement Payment
27 and/or Individual PAGA Payment checks. Settlement Class Members whose Individual Settlement
28 Payment checks are canceled shall, nevertheless, be bound by the Class Settlement, and PAGA
Employees whose Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the

1 PAGA Settlement.

2 40. Class Settlement Release. Upon the Effective Date and full funding of the Gross
3 Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally,
4 and forever released, settled, compromised, relinquished, and discharged the Released Parties of all
5 Released Class Claims.

6 41. PAGA Settlement Release. Upon the Effective Date and full funding of the Gross
7 Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all
8 PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised,
9 relinquished, and discharged the Released Parties of all Released PAGA Claims.

10 42. Plaintiff's General Release. Upon the Effective Date and full funding of the Gross
11 Settlement Amount, Plaintiff, individually and on behalf of her respective former and present spouses,
12 representatives, agents, attorneys, heirs, administrators, executors, successors, agents, and assigns
13 generally, fully, and finally release and discharge the Released Parties from all claims, demands,
14 rights, liabilities, causes of action of every nature and description whatsoever, transactions, or
15 occurrences, known or unknown, asserted or that might or could have been asserted, whether in tort,
16 contract, or for violation of any state or federal rule, regulation or statute arising out of, relating to, or
17 in connection with any act or omission by or on the party of the Released Parties in any way related
18 to Plaintiff's employment with Defendant prior to execution of this Agreement including, but not
19 limited to: (a) all claims that were, or reasonably could have been, alleged, based on the facts
20 contained, in the Action or in the Operative Complaint and the PAGA Action; and (b) all PAGA claims
21 that were, or reasonably could have been, alleged, based on facts contained in the PAGA Letter and
22 Operative Complaint. This release does not extend to any claims or actions to enforce this Settlement
23 Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social
24 security benefits, workers' compensation benefits that arose at any time, or based on occurrences
25 outside the Class Period. Plaintiff acknowledges that Plaintiff may discover facts or law different from,
26 or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless,
27 that this release shall be and remain effective in all respects, notwithstanding such different or
28 additional facts or Plaintiff's discovery of them. This general release includes any unknown claims

1 Plaintiff does not know or suspect to exist in her favor at the time of this general release, which, if
2 known by her, might have affected her settlement with, and release of, the Released Parties or might
3 have affected her decision not to object to this Settlement Agreement or this general release. Any and
4 all rights granted under any state or federal law or regulation limiting the effect of this Settlement
5 Agreement, including the provisions of Section 1542 of the California Civil Code, ARE HEREBY
6 EXPRESSLY WAIVED. Section 1542 of the California Civil Code reads as follows:

7 **A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT**
8 **THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR**
9 **SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF**
10 **EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR**
11 **HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER**
12 **SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.**

13 The significance of this release and waiver of Civil Code Section 1542 has been explained to Plaintiff
14 by her counsel.

15 43. Final Approval Order and Judgment. The Parties shall provide the Settlement
16 Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court,
17 and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for
18 sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the
19 Class will be required.

20 44. Satisfaction of Judgment. Upon Defendant fully funding the Gross Settlement Amount
21 and the Employer Taxes, and upon those fundings clearing, within seven (7) business days of
22 satisfaction of these payments, Plaintiff shall cause to be filed and served an Acknowledgement of
23 Satisfaction of Judgment in the Action.

24 45. Continued Jurisdiction. After entry of the Judgment pursuant to the Settlement, the
25 Court will have continuing jurisdiction pursuant to Rule 3.769 of the California Rules of Court and
26 Section 664.6 of the California Code of Civil Procedure, for purposes of addressing: (a) the
27 interpretation and enforcement of the terms of the Settlement, (b) settlement administration matters,
28 and (c) such post-Judgment matters as may be appropriate under court rules or as set forth in this

1 Settlement Agreement.

2 46. Effects of Termination or Rescission of Settlement. Termination or rescission of the
3 Settlement Agreement, including if the Court does not finally approve the Settlement Agreement, shall
4 have the following effects:

5 a. The Settlement Agreement shall be void and shall have no force or effect, and
6 no Party shall be bound by any of its terms;

7 b. In the event the Settlement Agreement is terminated, Defendant shall have no
8 obligation to make any payments to any Party, Class Member, or attorney, except that the terminating
9 Party shall pay the Settlement Administrator for services rendered up to the date the Settlement
10 Administrator is notified that the Settlement has been terminated;

11 c. The Preliminary Approval Order, Final Approval Order, and Judgment,
12 including any order certifying the Class, shall be vacated;

13 d. The Settlement Agreement and all negotiations, statements, and proceedings
14 relating thereto shall be without prejudice to the rights of any of the Parties, all of whom shall be
15 restored to their respective positions in the Action prior to the execution of the Settlement Agreement;

16 e. Neither this Settlement Agreement, nor any ancillary documents, actions,
17 statements, or filings in furtherance of the Settlement (including all matters associated with the
18 mediation) shall be admissible or offered into evidence in the Action or any other action for any
19 purpose whatsoever; and

20 f. Any documents generated to bring the Settlement into effect, will be null and
21 void, and any order or judgment entered by the Court in furtherance of this Settlement Agreement will
22 likewise be treated as void from the beginning.

23 47. No Prior Assignments. The Parties and their counsel represent, covenant, and warrant
24 that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign,
25 transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause
26 of action or right herein released and discharged.

27 48. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set
28 forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein.

1 Any exhibits to this Settlement Agreement are an integral part of the Settlement.

2 49. Entire Agreement. This Settlement Agreement and any attached exhibits constitute the
3 entirety of the Parties' agreement relating to the settlement and transaction completed thereby, and all
4 prior or contemporaneous agreements, understandings, representations, and statements, whether oral
5 or written and whether by a Party or such Party's legal counsel, are merged herein. No other prior or
6 contemporaneous written or oral agreements may be deemed binding on the Parties. The Parties
7 expressly recognize California Civil Code § 1625 and California Code of Civil Procedure § 1856(a),
8 which provide that a written agreement is to be construed according to its terms and may not be varied
9 or contradicted by extrinsic evidence, and the Parties agree that no such extrinsic oral or written
10 representations or terms will modify, vary, or contradict the terms of this Settlement Agreement.

11 50. Interim Stay of Proceedings. The Parties agree to hold in abeyance all proceedings in
12 the Action (including with respect to California Code of Civil Procedure § 583.310), except such
13 proceedings necessary to implement and complete this Settlement Agreement, pending the Final
14 Approval Hearing to be conducted by the Court.

15 51. Amendment or Modification. Prior to the filing of the motion for preliminary approval
16 of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement
17 except by written agreement signed by counsel for all Parties. After the filing of the motion for
18 preliminary approval of the Settlement, the Parties may not amend or modify any provision of this
19 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
20 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
21 constitute a waiver of any other provision.

22 52. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and
23 represent they are expressly authorized by the Parties whom they represent to negotiate this Settlement
24 Agreement and to take all appropriate action required or permitted to be taken by such Parties pursuant
25 to this Settlement Agreement to effectuate its terms and to execute any other documents required to
26 effectuate the terms of this Settlement Agreement. The Parties warrant that they understand and have
27 full authority to enter into this Settlement Agreement, and further intend that this Settlement
28 Agreement will be fully enforceable and binding on all Parties, and agree that it will be admissible
and subject to disclosure in any proceeding to enforce its terms, notwithstanding any mediation
confidentiality provisions that otherwise might apply under state or federal law.

1 53. Signatories. It is agreed that because the members of the Class are so numerous, it is
2 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
3 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
4 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
5 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
6 the same force and effect as if this Settlement Agreement were executed by each Settlement Class
7 Member and PAGA Employee.

8 54. Binding on Successors and Assigns. This Settlement Agreement will be binding upon,
9 and inure to the benefit of, the successors or assigns of the Parties hereto, as previously defined.

10 55. California Law Governs. All terms of this Settlement Agreement and attached exhibits
11 hereto will be governed by and interpreted according to the laws of the State of California.

12 56. Execution and Counterparts. This Settlement Agreement is subject only to the
13 execution of all Parties. However, this Settlement Agreement may be executed in one or more
14 counterparts. All executed counterparts and each of them, including facsimile, electronic, and scanned
15 copies of the signature page, will be deemed to be one and the same instrument.

16 57. Acknowledgement that the Settlement is Fair and Reasonable. The Parties believe this
17 Settlement Agreement is a fair, adequate, and reasonable settlement of the Action and have arrived at
18 this Settlement after arm's length negotiations and in the context of adversarial litigation, taking into
19 account all relevant factors, present and potential. The Parties further acknowledge that they are each
20 represented by competent counsel and that they have had an opportunity to consult with their counsel
21 regarding the fairness and reasonableness of this Settlement Agreement. In addition, if necessary to
22 obtain approval of the Settlement, the Mediator may execute a declaration supporting the Settlement
23 and the reasonableness of the Settlement and the Court may, in its discretion, contact the Mediator to
24 discuss the Settlement and whether or not the Settlement is objectively fair and reasonable.

25 58. Invalidity of Any Provision. Before declaring any provision of this Settlement
26 Agreement invalid, the Court will first attempt to construe the provision as valid to the fullest extent
27 possible consistent with applicable precedents so as to define all provisions of this Settlement
28 Agreement valid and enforceable.

1 59. Plaintiff's Cooperation. Plaintiff agrees to sign this Settlement Agreement and, by
2 signing this Settlement Agreement, is hereby bound by the terms herein and agrees to fully cooperate
3 to implement the Settlement.

4 60. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
5 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
6 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
7 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines
8 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
9 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;
10 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
11 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
12 construed as an admission or concession by Defendant of any such violations or failures to comply
13 with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement
14 Agreement, this Settlement Agreement and its terms and provisions shall not be offered or received
15 as evidence in any action or proceeding to establish any liability or admission on the part of Defendant
16 or to establish the existence of any condition constituting a violation of, or a non-compliance with,
17 federal, state, local or other applicable law.

18 61. Captions. The captions and paragraph numbers in this Settlement Agreement are
19 inserted for the reader's convenience, and in no way define, limit, construe, or describe the scope or
20 intent of the provisions of this Settlement Agreement.

21 62. Mutual Preparation. The Parties have had a full opportunity to negotiate the terms and
22 conditions of this Settlement Agreement. Accordingly, this Settlement Agreement will not be
23 construed more strictly against one Party than another merely by virtue of the fact that it may have
24 been prepared by counsel for one of the Parties, it being recognized that, because of the arms-length
25 negotiations between the Parties, all Parties have contributed equally to the preparation of this
26 Settlement Agreement.

27 ///

28 ///

1 content of any document needed to implement the Settlement Agreement, or on any supplemental
2 provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties
3 may seek the assistance of the Mediator and then the Court to resolve such disagreement.

4 **IN WITNESS WHEREOF**, the Parties hereto knowingly and voluntarily executed this Joint
5 Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:

6 **IT IS SO AGREED.**

7 **PLAINTIFF LAURA ABARCA**

8 *Laura Abarca*

9 Dated: 06/11/2025

Plaintiff Laura Abarca

11 **DEFENDANT SKIRBALL CULTURAL
12 CENTER**

13 Dated: _____

14 Full Name: _____

15 Title: _____

16 On behalf of Defendant Skirball Cultural Center

1 content of any document needed to implement the Settlement Agreement, or on any supplemental
2 provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties
3 may seek the assistance of the Mediator and then the Court to resolve such disagreement.

4 **IN WITNESS WHEREOF**, the Parties hereto knowingly and voluntarily executed this Joint
5 Stipulation of Class Action and PAGA Settlement between Plaintiff and Defendant:

6 **IT IS SO AGREED.**

PLAINTIFF LAURA ABARCA

7
8
9 Dated: _____

Plaintiff Laura Abarca

DEFENDANT SKIRBALL CULTURAL CENTER

10
11
12
13 Dated: 6/11/2025

Signed by:

68D1F934F001438...

Full Name: Jessie Kornberg

Title: President & CEO

On behalf of Defendant Skirball Cultural Center

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Laura Abarca v. Skirball Cultural Center
Superior Court of California for the County of Los Angeles, Case No. 24STCV07567

PLEASE READ THIS CLASS NOTICE CAREFULLY.

You have received this Class Notice because Defendant’s records indicate that you may be eligible to take part in the class action settlement reached in the above-referenced case.

You do not need to take any action to receive a settlement payment.

This Class Notice is designed to advise you of your rights and options with respect to the settlement, and how you can request to be excluded from the Class Settlement, object to the Class Settlement, and/or dispute the number of Workweeks and/or PAGA Pay Periods that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Laura Abarca (“Plaintiff”) and Defendant Skirball Cultural Center (“Defendant”) (Plaintiff and Defendant are collectively referred to as the “Parties”) in the case entitled *Laura Abarca v. Skirball Cultural Center*, Los Angeles County Superior Court Case No. 24STCV07567 (“Action”), which may affect your legal rights. On [date of Preliminary Approval], the Court granted preliminary approval of the settlement and scheduled a hearing on [hearing date] at [hearing time] (“Final Approval Hearing”) to determine whether or not the Court should grant final approval of the settlement.

I. IMPORTANT DEFINITIONS

“Class” or “Class Member(s)” means all current and former hourly-paid and/or non-exempt employees employed directly by Defendant who worked for Defendant in the State of California at any time during the Class Period, and all current and former non-exempt temporary employees of Culinary Services of America, Inc. dba Culinary Staffing Service, Pristine Quality Compliance & Consulting, LLC, and Qwick, Inc. who worked for Defendant in the State of California at any time during the Class Period.

“Class Period” means the period from March 30, 2020 through March 15, 2025.

“Class Settlement” means the settlement and resolution of all Released Class Claims.

“PAGA Employee(s)” means all current and former hourly-paid and/or non-exempt employees employed directly by Defendant who worked for Defendant in the State of California at any time during the PAGA Period, and all current and former non-exempt temporary employees of Culinary Services of America, Inc. dba Culinary Staffing Service, Pristine Quality Compliance & Consulting, LLC, and Qwick, Inc. who worked for Defendant in the State of California at any time during the PAGA Period.

“PAGA Period” means the period from May 24, 2023 through March 15, 2025.

“PAGA Settlement” means the settlement and resolution of all Released PAGA Claims.

II. BACKGROUND OF THE ACTION

On March 19, 2024, Plaintiff provided written notice to the California Labor and Workforce Development Agency (“LWDA”) and Defendant of the specific provisions of the California Labor Code that Plaintiff contends were violated (“PAGA Letter”). On March 25, 2024, Plaintiff commenced a putative class action lawsuit by filing a Class Action Complaint in the Action. On [redacted], Plaintiff filed a First Amended Class and Representative Action Complaint (“Operative Complaint”) in the Action.

Plaintiff contends that Defendant failed to properly pay minimum and overtime wages, provide compliant meal and rest breaks and associated premiums, timely pay wages during and upon termination of employment and associated waiting-time penalties, provide all accrued gratuities, provide accurate wage statements, and reimburse business expenses, and thereby engaged in unfair business practices in violation of the California Business and Professions Code section 17200, *et seq.*, and conduct that gives rise to penalties under the Private Attorneys General Act of 2004 pursuant to California Labor

Code Section 2698, *et seq.* (“PAGA”). Plaintiff seeks, among other things, recovery of unpaid wages and meal and rest period premiums, unreimbursed business expenses, restitution, penalties, interest, and attorneys’ fees and costs.

Defendant denies all of the allegations in the Action or that it violated any law.

The Parties participated in mediation with a respected class action mediator, and as a result, the Parties reached a settlement. The Parties have since entered into a Joint Stipulation of Class Action and PAGA Settlement (“Settlement” or “Settlement Agreement”).

On [Date of Preliminary Approval], the Court entered an order preliminarily approving the Settlement. The Court has appointed ILYM Group, Inc. as the administrator of the Settlement (“Settlement Administrator”), Plaintiff Laura Abarca as representative of the Class (“Class Representative”), and the following Plaintiff’s attorneys as counsel for the Class (“Class Counsel”):

Jonathan M. Genish
Miriam L. Schimmel
Joana Fang
Alexandra Rose
Jared C. Osborne
Blackstone Law, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

If you are a Class Member, you need not take any action to receive an Individual Settlement Payment, but you have the opportunity to request exclusion from the Class Settlement (in which case you will not receive an Individual Settlement Payment), object to the Class Settlement, and/or dispute the Workweeks and/or PAGA Pay Periods credited to you, if you so choose, as explained more fully in Sections III and IV below. If you are a PAGA Employee, you do not need to take any action to receive an Individual PAGA Payment; you will not have the opportunity to object or seek exclusion from the PAGA Settlement and all PAGA Employees will be bound to the PAGA Settlement if the Court grants final approval of the Settlement.

The Settlement represents a compromise and settlement of highly disputed claims. Nothing in the Settlement is intended or will be construed as an admission by Defendant that the claims in the Action have merit or that Defendant has any liability to Plaintiff, Class Members, or PAGA Employees. Plaintiff and Defendant, and their respective counsel, have concluded and agree that, in light of the risks and uncertainties to each side of continued litigation, the Settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, the State of California, and PAGA Employees.

III. SUMMARY OF THE PROPOSED SETTLEMENT

A. Settlement Formula

The total gross settlement amount is Two Million Dollars and Zero Cents (\$2,000,000.00) (the “Gross Settlement Amount”). The portion of the Gross Settlement Amount that is available for payment to Class Members is referred to as the “Net Settlement Amount.” The Net Settlement Amount will be the Gross Settlement Amount less the following payments which are subject to approval by the Court: (1) attorneys’ fees, in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$700,000.00 if the Gross Settlement Amount is \$2,000,000.00) and reimbursement of litigation costs and expenses, in an amount not to exceed Thirty-Five Thousand Dollars and Zero Cents (\$35,000.00) to Class Counsel; (2) Enhancement Payment in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) to Plaintiff for her services in the Action; (3) the amount of One Hundred Thousand Dollars and Zero Cents (\$100,000.00) allocated toward civil penalties under the Private Attorneys General Act (“PAGA Amount”), of which the LWDA will be paid 75% (\$75,000.00) (“LWDA Payment”) and the remaining 25% (\$25,000.00) will be distributed to PAGA Employees (“PAGA Employee Amount”); and (4) Settlement Administration Costs in an amount not to exceed Seventeen Thousand Dollars and Zero Cents (\$17,000.00) to the Settlement Administrator.

Class Members are eligible to receive payment under the Class Settlement of their *pro rata* share of the Net Settlement

Amount (“Individual Settlement Share”) based on the number of weeks each Class Member worked for Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period (“Workweeks”). The Settlement Administrator has divided the Net Settlement Amount by the Workweeks of all Class Members to yield the “Estimated Workweek Value,” and multiplied each Class Member’s individual Workweeks by the Estimated Workweek Value to yield an estimated Individual Settlement Share that each Class Member may be entitled to receive under the Class Settlement (which is listed in Section III.C below). Class Members who do not submit a timely and valid Request for Exclusion (“Settlement Class Members”) will be issued their final Individual Settlement Payment.

Each Individual Settlement Share will be allocated as twenty percent (20%) as wages, which will be reported on an IRS Form W-2, and eighty percent (80%) as penalties, interest, and non-wage damages, which will be reported on an IRS Form 1099 (if applicable). Each Individual Settlement Share will be subject to reduction for the employee’s share of payroll taxes and withholdings with respect to the wages portion of the Individual Settlement Shares resulting in a net payment to the Settlement Class Member (“Individual Settlement Payment”). The employer’s share of taxes and contributions in connection with the wages portion of Individual Settlement Shares (“Employer Taxes”) will be paid by Defendant separately and in addition to the Gross Settlement Amount.

PAGA Employees are eligible to receive payment under the PAGA Settlement of their *pro rata* share of the PAGA Employee Amount (“Individual PAGA Payment”) based on the number of pay periods each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period (“PAGA Pay Periods”). The Settlement Administrator had divided the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the PAGA Pay Periods of all PAGA Employees to yield the “PAGA Pay Period Value,” and multiplied each PAGA Employee’s individual PAGA Pay Periods by the PAGA Pay Period Value to yield each PAGA Employee’s Individual PAGA Payment.

Each Individual PAGA Payment will be allocated as one hundred percent (100%) penalties, will not be subject to taxes or withholdings, and will be reported on IRS Form 1099 (if applicable).

If the Court grants final approval of the Settlement, Individual Settlement Payments will be mailed to Settlement Class Members and Individual PAGA Payments will be mailed to PAGA Employees at the address that is on file with the Settlement Administrator. **If the address to which this Class Notice was mailed is not correct, or if you move after you receive this Class Notice, you must provide your correct mailing address to the Settlement Administrator as soon as possible to ensure you receive any payment that you may be entitled to under the Settlement.**

B. Your Workweeks and PAGA Pay Periods (if applicable) Based on Defendant’s Records

According to Defendant’s records:

- **From March 30, 2020 through March 15, 2025 (i.e., the Class Period), you are credited as having worked [REDACTED] Workweeks.**
- **From May 24, 2023 through March 15, 2025 (i.e., the PAGA Period), you are credited as having worked [REDACTED] PAGA Pay Periods.**

If you wish to dispute the Workweeks and/or PAGA Pay Periods credited to you, you must submit your dispute in writing to the Settlement Administrator (“Dispute”). The Dispute must: (a) contain the case name and number of the Action (*Laura Abarca v. Skirball Cultural Center*, Case No. 24STCV07567); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) clearly state that you dispute the number of Workweeks and/or PAGA Pay Periods credited to you and what you contend is the correct number; and (d) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B below, postmarked **on or before [Response Deadline]**.

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

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

Under the terms of the Settlement, your Individual Settlement Share is estimated to be \$ [REDACTED]. The Individual Settlement Share is subject to reduction for the employee’s share of taxes and

withholdings with respect to the wages portion of the Individual Settlement Share and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

Under the terms of the Settlement, your Individual PAGA Payment is estimated to be \$ [REDACTED] and will only be distributed if the Court approves the Settlement and after the Settlement goes into effect.

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

D. Release of Claims

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released Class Claims.

Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of all Released PAGA Claims.

“Released Class Claims” means all claims which were alleged or which could have been reasonably alleged based on the factual allegations in the Action and Operative Complaint, arising during the Class Period, which shall specifically include claims for Defendant’s alleged failure to pay minimum and overtime wages, including the alleged failure to pay overtime at the correct rates of pay, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide all accrued gratuities, provide complaint wage statements, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 350, 351, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order(s), California Business and Professions Code sections 17200, *et seq.*, and any claims for penalties, interest, costs, and attorney’s fees related to these claims except as otherwise set forth herein. The Released Class Claims do not include claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

“Released PAGA Claims” means all claims for civil penalties under the Private Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which were alleged or which could have been reasonably alleged based on the factual allegations in the PAGA Letter and Operative Complaint, arising during the PAGA Period, which shall specifically include claims for Defendant’s alleged failure to pay minimum and overtime wages, including the alleged failure to pay overtime at the correct rates of pay, provide compliant meal and rest periods and associated premium payments, timely pay wages during employment and upon termination, provide all accrued gratuities, provide complaint wage statements, keep requisite payroll records, and reimburse necessary business-related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 350, 351, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order(s), including attorney’s fees and costs related thereto.

“Released Parties” means Defendant, Culinary Services of America, Inc. dba Culinary Staffing Service, Pristine Quality Compliance & Consulting, LLC, and Qwick, Inc., and their past and present direct or indirect parents, subsidiaries, predecessors, successors, assigns, joint venturers and affiliated companies and entities, as well as their past and present owners, officers, shareholders, directors, members, managers, operators, employees that are not Class Members or PAGA Employees, consultants, vendors, partners, affiliates, subsidiaries, shareholders, attorneys, insurers, reinsurers, payroll providers, joint venturers, joint employers, agents, successors, assigns, and legal representatives, and any individual or entity that could be jointly liable with Defendant.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (i.e., \$700,000.00 if the Gross Settlement Amount is \$2,000,000.00) and reimbursement of litigation costs and expenses in an amount not to exceed Thirty-Five Thousand Dollars and Zero Cents (\$35,000.00) (collectively, “Attorneys’ Fees and Costs”), subject to approval by the Court. The Attorneys’ Fees and Costs granted by the Court will be paid from the Gross

Settlement Amount. Class Counsel has been prosecuting the Action on behalf of Plaintiff, Class Members, and PAGA Employees on a contingency fee basis (that is, without being paid any money to date) and has been paying all litigation costs and expenses.

F. Enhancement Payment to Plaintiff

Plaintiff will seek the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00) (“Enhancement Payment), in recognition of her services in connection with the Action. The Enhancement Payment will be paid from the Gross Settlement Amount, subject to approval by the Court, and if awarded, it will be paid to Plaintiff in addition to his Individual Settlement Payment and Individual PAGA Payment that he is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Seventeen Thousand Dollars and Zero Cents (\$17,000.00) (“Settlement Administration Costs”) for the costs of the notice and settlement administration process, including and not limited to, the expense of notifying the Class Members of the Settlement, processing Requests for Exclusion, Notices of Objection, and Disputes, calculating Individual Settlement Shares, Individual Settlement Payments, and Individual PAGA Payments, and distributing payments and tax forms under the Settlement, and shall be paid from the Gross Settlement Amount, subject to approval by the Court.

IV. WHAT ARE YOUR RIGHTS AND OPTIONS AS A CLASS MEMBER?

A. Participate in the Settlement

If you want to participate in the Class Settlement and receive money from the Class Settlement, you do not have to do anything. You will automatically be included in the Class Settlement and issued your Individual Settlement Payment unless you decide to exclude yourself from the Class Settlement.

Unless you elect to exclude yourself from the Class Settlement and if the Court grants final approval of the Settlement, you will be bound by the terms of the Class Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released Class Claims against the Released Parties as described in Section III.D above.

If you are a PAGA Employee and the Court grants final approval of the Settlement, you will automatically be included in the PAGA Settlement and issued your Individual PAGA Payment. This means you will be bound by the terms of the PAGA Settlement and any judgment that may be entered by the Court based thereon, and you will release the Released PAGA Claims against the Released Parties as described in Section III.D above.

As a Class Member and PAGA Employee (if applicable), you will not be separately responsible for the payment of attorney’s fees or litigation costs and expenses, unless you retain your own counsel, in which event you will be responsible for your own attorney’s fees and expenses.

B. Request Exclusion from the Class Settlement

Class Members may request to be excluded from the Class Settlement by submitting a letter (“Request for Exclusion”) to the Settlement Administrator, at the following address:

[Settlement Administrator]
[Mailing Address]

A Request for Exclusion must: (a) contain the case name and number of the Action (*Laura Abarca v. Skirball Cultural Center*, Case No. 24STCV07567); (b) contain your full name, signature, address, telephone number, and last four (4) digits of your Social Security number; (c) clearly state that you do not wish to be included in the Class Settlement; and (d) be returned by mail to the Settlement Administrator at the specified address above, postmarked **on or before [Response Deadline]**.

If the Court grants final approval of the Settlement, any Class Member who submits a timely and valid Request for Exclusion will not be issued an Individual Settlement Payment, will not be bound by the Class Settlement (and the release of Released Class Claims described in Section III.D above), and will not have any right to object to, appeal, or comment on the Class Settlement. Class Members who do not submit a timely and valid Request for Exclusion will be deemed Settlement Class

Members and will be bound by all terms of the Class Settlement, including those pertaining to the release of claims described in Section III.D above, as well as any judgment that may be entered by the Court based thereon. PAGA Employees will be bound to the PAGA Settlement (and the release of Released PAGA Claims described in Section III.D above) and will still be issued an Individual PAGA Payment, irrespective of whether they submit a Request for Exclusion.

C. Object to the Class Settlement

You can object to the Class Settlement as long as you have not submitted a Request for Exclusion by submitting a written objection (“Notice of Objection”) to the Settlement Administrator.

The Notice of Objection must: (a) contain the case name and number of the Action (*Laura Abarca v. Skirball Cultural Center*, Case No. 24STCV07567); (b) contain your full name, signature, address, telephone number, and the last four (4) digits of your Social Security number; (c) contain a written statement of all grounds for the objection accompanied by any legal support for such objection; (d) contain copies of any papers, briefs, or other documents upon which the objection is based; and (e) be returned by mail to the Settlement Administrator at the specified address listed in Section IV.B above, postmarked **on or before [Response Deadline]**.

You may also appear at the Final Approval Hearing and present your objection orally, regardless of whether you have submitted a Notice of Objection.

V. FINAL APPROVAL HEARING

The Court will hold a Final Approval Hearing in Department 6 of the Los Angeles County Superior Court, located at located at Spring Street Courthouse, 312 North Spring Street, Los Angeles, California 90012, on **[date]**, at **[time]**, to determine whether the Settlement should be finally approved as fair, reasonable, and adequate. The Court also will be asked to approve and grant the Attorneys’ Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, and Settlement Administration Costs to the Settlement Administrator.

The Final Approval Hearing may be continued without further notice to the Class Members and PAGA Employees. It is not necessary for you to appear at the Final Approval Hearing, although you may appear if you wish to.

You can find more information regarding appearing remotely through LA Court Connect online at: <https://www.lacourt.org/lacceligibility/ui/civil.aspx?casetype=ci>

VI. ADDITIONAL INFORMATION

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement Agreement, you should review the detailed Settlement Agreement and other papers, which are on file with the Court.

You may view the Settlement Agreement and other documents filed in the Action by visiting Stanley Mosk Courthouse, 111 North Hill Street, California 90012, during normal business hours, or by online by visiting the following website: <https://www.lacourt.org/casesummary/ui/>

You may also visit the Settlement Administrator’s website at **[redacted]** for more information and documents relating to the Settlement.

PLEASE DO NOT TELEPHONE THE COURT OR THE OFFICE OF THE CLERK FOR INFORMATION REGARDING THIS SETTLEMENT.

IF YOU HAVE ANY QUESTIONS, YOU MAY CALL THE SETTLEMENT ADMINISTRATOR AT THE FOLLOWING TOLL-FREE NUMBER: [INSERT], OR YOU MAY ALSO CONTACT CLASS COUNSEL.