

1 **JOINT STIPULATION OF CLASS ACTION AND PAGA SETTLEMENT**

2 This Joint Stipulation of Class Action and PAGA Settlement (“Settlement,” “Agreement,” or
3 “Settlement Agreement”) is made and entered into by and between Plaintiff Sharon Baker (“Plaintiff”
4 or “Class Representative”), individually, and on behalf of all others similarly situated and on behalf
5 of the State of California with respect to aggrieved employees, and Defendant OPARC (“Defendant”)
6 (together, Plaintiff and Defendant are referred to as “Parties” and individually as “Party”).

7 This Settlement Agreement shall be binding on Plaintiff, Settlement Class Members (as
8 defined herein), the State of California as to the employment of PAGA Employees (as defined herein),
9 and Defendant, subject to the terms and conditions hereof and the approval of the Court.

10 **RECITALS**

11 1. On May 2, 2024, Plaintiff provided written notice to the Labor and Workforce
12 Development Agency (“LWDA”) by online submission and to Defendant by U.S. Certified Mail,
13 pursuant to California Labor Code Section 2699.3, of the specific provisions of the California Labor
14 Code alleged to have been violated by Defendant (“PAGA Notice”).

15 2. On May 3, 2024, Plaintiff filed a Class Action Complaint in the action entitled *Sharon*
16 *Baker v. OPARC*, Los Angeles County Superior Court Case No. 24STCV11229 (“Action”), thereby
17 commencing a putative class action against Defendant.

18 3. On July 8, 2024, Plaintiff filed a Complaint for Enforcement Action Under the Private
19 Attorneys General Act, Cal. Labor Code §§ 2698 *Et Seq.* in the action entitled *Sharon Baker v.*
20 *OPARC*, Los Angeles County Superior Court Case No. 24STCV16945 (“PAGA Action”), which
21 alleged one cause of action under the Private Attorneys General Act of 2004 pursuant to California
22 Labor Code Section 2698 *et seq.* (“PAGA”) against Defendant. Together, the Action and the PAGA
23 Action shall herein be referred to as the “Actions.”

24 4. On December 11, 2024, Defendant filed a Notice of Related Case as to the Actions,
25 and on December 17, 2024, Hon. Elihu M. Berle, found the Actions to be related within the meaning
26 of CRC 3.300(a). The Action was designated as the lead case.

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1 5. On May 5, 2025, Plaintiff submitted an amendment to the May 2, 2024, PAGA Notice
2 (the “Amended PAGA Notice”) to add additional California Labor Code violations based upon the
3 same facts and theories of liability pled in the PAGA Action.

4 6. On May 28, 2025, Plaintiff filed a First Amended Class and Representative Action
5 Complaint (the “Operative Complaint”) in the Action, adding the PAGA claims alleged in the PAGA
6 Action and the Amended PAGA Notice.

7 7. The Operative Complaint alleges ten (10) causes of action for violations of the
8 California Labor Code for failure to pay minimum wages, failure to pay overtime wages, including
9 failure to calculate and pay wages correctly based on the regular rate of pay, failure to provide
10 compliant meal periods and legally compliant premium payments in lieu thereof, failure to provide
11 compliant rest periods and legally compliant premium payments in lieu thereof, failure to timely pay
12 wages during employment, failure to provide compliant wage statements, failure to timely pay wages
13 upon termination, and failure to reimburse necessary business expenses, for violations of California
14 Business & Professions Code Section 17200, *et seq.*, and for civil penalties under PAGA based on the
15 Released PAGA Claims (as defined herein), in addition to such other factual and legal claims as may
16 be alleged in the Operative Complaint and Amended PAGA Notice to the LWDA.

17 8. Defendant denies all material allegations set forth in the Actions and has asserted
18 numerous affirmative defenses. Notwithstanding, in the interest of avoiding further litigation,
19 Defendant desires to fully and finally settle the Actions, Released Class Claims (as defined herein),
20 and Released PAGA Claims (as defined herein).

21 9. Class Counsel (as defined herein) diligently investigated the class and PAGA claims
22 against Defendant, including any and all applicable defenses and the applicable law. The investigation
23 included, *inter alia*, the exchange of information, data, and documents, and review of corporate
24 policies and practices. The Parties have engaged in sufficient informal discovery and investigation to
25 assess the relative merits of the claims and contentions of the Parties.

26 10. On January 13, 2025, the Parties participated in a mediation session with Tagore
27 Subramaniam, Esq. (the “Mediator”), a respected mediator of complex wage and hour actions, and
28 with the assistance of the Mediator, the Parties reached the settlement as memorialized herein. The

Parties' settlement discussions were conducted at arms' length, and the Settlement is the result of an informed and detailed analysis of Defendant's potential liability and exposure in relation to the costs and risks associated with continued litigation. Based on Class Counsel's investigation and evaluation, Class Counsel believes that the settlement with Defendant for the consideration and on the terms set forth in this Settlement Agreement is fair, reasonable, and adequate and is in the best interest of the Class Members, State of California, and PAGA Employees in light of all known facts and circumstances, including the risk of significant delay and uncertainty associated with litigation and the various defenses asserted by Defendant.

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

DEFINITIONS

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

a. "Attorneys' Fees and Costs" means attorneys' fees approved by the Court for Class Counsel's litigation and resolution of the Action and all actual costs and expenses incurred and to be incurred by Class Counsel in connection with the Action, as set forth in Paragraph 15.

b. "Class" or "Class Member(s)" means all current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period.

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

d. "Class List" means a complete list of all Class Members that Defendant will diligently and in good faith compile from its records and provide to the Settlement Administrator. The Class List will be formatted in a readable Microsoft Office Excel spreadsheet containing the following

1 information for each Class Member: (1) full name; (2) last known mailing address; (3) Social Security
2 number; (4) dates worked for Defendant during the Class Period; and (8) such other information as is
3 necessary for the Settlement Administrator to calculate Workweeks and PAGA Workweeks (if
4 applicable).

5 e. “Class Notice” means the Notice of Class Action Settlement, substantially in
6 the form attached hereto as “**Exhibit A**.”

7 f. “Class Period” means the period from August 26, 2021 through March 14,
8 2025.

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

11 h. “Court” means the Superior Court of the State of California for the County of
12 Los Angeles.

13 i. “Defendant’s Counsel” means Erin R. Ezra and Tucker Y. Phillips of Berger
14 Kahn, A Law Corporation.

15 j. “Effective Date” means the date by when both of the following have occurred:
16 (a) the Court enters the Judgment; and (b) the Judgment is final. The Judgment is final as of the latest
17 of the following occurrences: (a) if no Settlement Class Member objects to the Class Settlement, the
18 day the Court enters the Judgment; (b) if one or more Settlement Class Members objects to the Class
19 Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely
20 appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a
21 remittitur.

22 k. “Employer Taxes” means the employer’s share of taxes and contributions in
23 connection with the wages portion of Individual Settlement Shares, which shall be paid by Defendant
24 in addition to the Gross Settlement Amount.

25 l. “Enhancement Payment” means the amount to be paid to Plaintiff, in
26 recognition of her effort and work in prosecuting the Actions on behalf of Class Members and PAGA
27 Employees, and general release of claims, as set forth in Paragraph 16.

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

3 n. “Final Approval Hearing” means the hearing at which the Court will consider
4 and determine whether the Settlement should be granted Final Approval.

5 o. “Final Approval Order” means the order granting final approval of the
6 Settlement.

7 p. “Gross Settlement Amount” means the amount of Eight Hundred Fifty
8 Thousand Dollars and Zero Cents (\$850,000.00) to be paid by Defendant in full satisfaction of the
9 Actions, Released Class Claims, and Released PAGA Claims, which includes all Attorneys’ Fees and
10 Costs, Enhancement Payment, PAGA Amount, Settlement Administration Costs, and Net Settlement
11 Amount to be paid to the Settlement Class Members. Defendant shall pay the Employer Taxes
12 separately and in addition to the Gross Settlement Amount. The Gross Settlement Amount is non-
13 reversionary; no portion of the Gross Settlement Payment will return to Defendant. The Gross
14 Settlement Amount is subject to increase, as provided in Paragraph 19.

15 q. “Individual PAGA Payment” means the *pro rata* share of the PAGA Employee
16 Amount that a PAGA Employee may be eligible to receive under the PAGA Settlement, to be
17 calculated in accordance with Paragraph 21.

18 r. “Individual Settlement Payment” means the net payment of each Settlement
19 Class Member’s Individual Settlement Share, after reduction for the employee’s share of taxes and
20 withholdings with respect to the wages portion of the Individual Settlement Share, as provided in
21 Paragraph 22.

22 s. “Individual Settlement Share” means the *pro rata* share of the Net Settlement
23 Amount that a Class Member may be eligible to receive under the Class Settlement, to be calculated
24 in accordance with Paragraph 20.

25 t. “Judgment” means the judgment entered by the Court upon granting final
26 approval of the Settlement.

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1 u. “LWDA Payment” means the amount of Thirty Thousand Dollars and Zero
2 Cents (\$30,000.00), i.e., 75% of the PAGA Amount, that the Parties have agreed to pay to the LWDA
3 under the PAGA Settlement, as set forth in Paragraph 17.

4 v. “Net Settlement Amount” means the portion of the Gross Settlement Amount
5 that is available for distribution to Settlement Class Members, which is the Gross Settlement Amount
6 less the Court-approved Attorneys’ Fees and Costs, Enhancement Payment, PAGA Amount, and
7 Settlement Administration Costs.

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

15 x. “PAGA Amount” means the allocation of Forty Thousand Dollars and Zero
16 Cents (\$40,000.00) from the Gross Settlement Amount for the PAGA Settlement. Seventy-five
17 percent (75%) of the PAGA Amount, or \$30,000.00, will be paid to the LWDA (i.e., the LWDA
18 Payment) and the remaining twenty-five percent (25%), or \$10,000.00, will be distributed to the
19 PAGA Employees (i.e., the PAGA Employee Amount).

20 y. “PAGA Employee(s)” means all current and former hourly-paid and/or non-
21 exempt employees who worked for Defendant in the State of California at any time during the PAGA
22 Period.

23 z. “PAGA Employee Amount” means the amount of Ten Thousand Dollars and
24 Zero Cents (\$10,000.00), i.e., 25% of the PAGA Amount, to be distributed to PAGA Employees on a
25 *pro rata* basis based on their PAGA Workweeks.

26 aa. “PAGA Period” means the period from May 2, 2023 through March 14, 2025.

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

1 cc. "PAGA Workweeks" means the number of weeks each PAGA Employee
2 worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA
3 Period. The exact number of PAGA Workweeks within the PAGA Period will be calculated by the
4 Settlement Administrator.

5 dd. "Preliminary Approval" means the date on which the Court enters the
6 Preliminary Approval Order.

7 ee. "Preliminary Approval Order" means the order granting preliminary approval
8 of the Settlement, in a form and content mutually agreed to by the Parties, and subject to approval by
9 the Court.

10 ff. "Released Class Claims" means all claims which were alleged or which could
11 have been reasonably alleged based on the factual allegations in the Operative Complaint, arising
12 during the Class Period, which shall specifically include claims for Defendant's alleged failure to pay
13 minimum and overtime wages, calculate and pay wages correctly based on the regular rate of pay,
14 provide compliant meal and rest periods and associated legally compliant premium payments, timely
15 pay all wages and compensation owed during employment and upon termination, provide complaint
16 wage statements, and reimburse necessary business-related expenses, including but not limited to
17 expenses related to personal cell phone(s), office supplies, and mileage, in violation of California
18 Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7(c), 226.7, 227.3, 246, 510, 512(a), ,
19 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, and 2802, the applicable Industrial Welfare
20 Commission Wage Order(s), and California Business and Professions Code sections 17200, *et seq.*
21 The Released Class Claims do not include claims for vested benefits, wrongful termination, violation
22 of the Fair Employment and Housing Act, unemployment insurance, disability, social security,
23 workers' compensation, or claims based on facts occurring outside the Class Period.

24 gg. "Released PAGA Claims" means all claims for civil penalties under the Private
25 Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which were alleged or
26 which could have been reasonably alleged based on the factual allegations in the PAGA Notice, the
27 Amended PAGA Notice, and the Operative Complaint, arising during the PAGA Period, which shall
28 specifically include claims for Defendant's alleged failure to pay minimum and overtime wages,

1 calculate and pay wages correctly based on the regular rate of pay, provide compliant meal and rest
2 periods and associated legally compliant premium payments, timely pay all wages and compensation
3 owed during employment and upon termination, provide complaint wage statements, keep requisite
4 payroll records, and reimburse necessary business-related expenses, including but not limited to
5 personal cell phone expenses and mileage, in violation of California Labor Code Sections 200, 201,
6 202, 203, 204, 210, 226(a), 226.7, 227.3, 246, 510, 512(a), 1174(d), 1194, 1194.2, 1197, 1197.1, 1198,
7 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order(s).

8 hh. “Released Parties” means Defendant and its former and present managers,
9 board members, directors, officers, shareholders, owners, members, attorneys, insurers, predecessors,
10 successors, assigns, subsidiaries, agents, and affiliates, including, but not limited to, Susan Pittman,
11 Scott J. Treymane, Sonia J. Borja, and Andrea Credille.

12 ii. “Request for Exclusion” means a letter submitted by a Class Member indicating
13 a request to be excluded from the Class Settlement, which must: (a) contain the case name and number
14 of the Action; (b) contain the Class Member’s full name, signature, address, telephone number, and
15 last four (4) digits of the Class Member’s Social Security number; (c) clearly state that the Class
16 Member does not wish to be included in the Class Settlement; and (d) be returned by mail to the
17 Settlement Administrator at the specified address, postmarked on or before the Response Deadline.

18 jj. “Response Deadline” means the deadline by which Class Members must submit
19 a Request for Exclusion, Notice of Objection, and/or Workweeks Dispute, which shall be the date that
20 is forty-five (45) calendar days from the initial mailing of the Class Notice by the Settlement
21 Administrator to Class Members, unless the 45th day falls on a Sunday or Federal holiday, in which
22 case the Response Deadline will be extended to the next day on which the United States Postal service
23 is open. The Response Deadline may also be extended by express agreement between Class Counsel
24 and Defendant’s Counsel. Under no circumstances, however, will the Settlement Administrator have
25 the authority to extend the Response Deadline. In the event that a Class Notice is re-mailed to a Class
26 Member, the Response Deadline for that Class Member shall be extended fifteen (15) calendar days
27 from the original Response Deadline.

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

6 ll. “Settlement Administration Costs” means the costs payable from the Gross
7 Settlement Amount to the Settlement Administrator for administering the Settlement, as set forth in
8 Paragraph 18. The Parties have verified that as a condition of appointment, ILYM Group, Inc. agrees
9 to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement
10 in exchange for payment of the Settlement Administration Costs. Plaintiff agrees that it will secure
11 prior to the filing of the motion for preliminary approval a signed declaration from the Settlement
12 Administrator attaching its “not to exceed” bid for administering the Settlement and attesting to its
13 willingness to serve; competency; operative procedures for protecting the security of Class List;
14 amounts of insurance coverage for any data breach, defalcation of funds, or other misfeasance; all
15 facts relevant to any actual or potential conflicts of interest with Class Members; and the nature and
16 extent of any financial relationship with Plaintiff, Class Counsel, or Defendant’s Counsel.

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

19 nn. “Workweeks” means the number of weeks each Class Member worked for
20 Defendant as an hourly-paid and/or non-exempt employee in California during the Class Period. The
21 exact number of Workweeks in the Class Period will be calculated by the Settlement Administrator.

22 oo. “Workweeks Dispute” means a letter submitted by a Class Member disputing
23 the number of Workweeks and/or PAGA Workweeks to which they have been credited, which must:
24 (a) contain the case name and number of the Action; (b) contain the Class Member’s full name,
25 signature, address, telephone number, and the last four (4) digits of the Class Member’s Social Security
26 number; (c) clearly state that the Class Member disputes the number of Workweeks and/or PAGA
27 Workweeks credited to the Class Member and what the Class Member contends is the correct number;
28 and (d) be returned by mail to the Settlement Administrator at the specified address, postmarked on or

1 before the Response Deadline.

2 **CLASS CERTIFICATION**

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

5 14. 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 15. 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 one-third (1/3) of the Gross
16 Settlement Amount (i.e., \$283,333.33 if the Gross Settlement Amount is \$850,000.00) and
17 reimbursement of actual costs and expenses associated with Class Counsel's litigation and settlement
18 of the Actions, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents
19 (\$25,000.00), both of which will be paid from the Gross Settlement Amount. These amounts will
20 cover any and all work performed and any and all costs incurred by Class Counsel in connection with
21 the litigation of the Actions, including without limitation all work performed and costs incurred to
22 date, and all work to be performed and all costs to be incurred in connection with obtaining the Court's
23 approval of this Settlement Agreement, including any objections raised and any appeals necessitated
24 by those objections. Class Counsel shall be solely and legally responsible for correctly characterizing
25 this 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 16. 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
8 1099 to Plaintiff for the Enhancement Payment. Any portion of the requested Enhancement Payment
9 that is not awarded by the Court to Plaintiff shall be reallocated to the Net Settlement Amount for the
10 benefit of the Settlement Class Members.

11 17. PAGA Amount. Subject to approval by the Court, the Parties agree that the amount of
12 Forty Thousand Dollars and Zero Cents (\$40,000.00) shall be allocated from the Gross Settlement
13 Amount toward penalties under the Private Attorneys General Act, California Labor Code Section
14 2698, *et seq.* (i.e., the PAGA Amount), of which seventy-five percent (75%), or \$30,000.00, will be
15 paid to the LWDA (i.e., the LWDA Payment) and twenty-five percent (25%), or \$10,000.00, will be
16 distributed to PAGA Employees (i.e., the PAGA Employee Amount) on a *pro rata* basis, based on the
17 total number of PAGA Workweeks worked by each PAGA Employee during the PAGA Period (i.e.,
18 the Individual PAGA Payments).

19 18. 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 in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00). These costs, which
22 will be paid from the Gross Settlement Amount, subject to Court approval, will include, *inter alia*,
23 translating the Class Notice to Spanish, printing, distributing, and tracking Class Notices and other
24 documents for the Settlement, calculating and distributing payments due under the Settlement, issuing
25 of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings, and remittances,
26 providing necessary reports and declarations, and other duties and responsibilities set forth herein to
27 process the Settlement, and as requested by the Parties. To the extent the actual Settlement
28 Administrator's costs are greater than the estimated amount stated herein, such excess amount will be

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

19. Escalator Clause. Defendant has represented that the Class Members worked a total of 34,687 workweeks during the period August 26, 2021 through January 13, 2025. If it is determined by the Settlement Administrator that the total number of Workweeks worked by the Class Members during the Class Period exceeds 34,687 by more than 10% (i.e., by more than 38,156 Workweeks), then the Gross Settlement Amount will be increased on a *pro rata* basis equal to the percentage increase in the number of Workweeks worked by the Class Members above 10%. For example, if the number of Workweeks increases by 11% to 38,502 Workweeks, then the Gross Settlement Amount will increase by 1%.

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

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

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

21. Individual PAGA Payment Calculations. Individual PAGA Payments will be calculated and apportioned from the PAGA Employee Amount based on the PAGA Employees' number of PAGA Workweeks, as follows: The Settlement Administrator will divide the PAGA

Employee Amount, i.e., 25% of the PAGA Amount, by the PAGA Workweeks of all PAGA Employees to yield the “PAGA Workweek Value,” and multiply each PAGA Employee’s individual PAGA Workweeks by the PAGA Workweek Value to yield each PAGA Employee’s Individual PAGA Payment.

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

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

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

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

4 25. 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 26. 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
4 Settlement shall not in any way entitle Plaintiff, Settlement Class Members, or any PAGA Employee
5 to additional compensation or benefits under any new or additional compensation or benefits, or any
6 bonus, contest, or other compensation or benefit plan or agreement in place during the Class Period,
7 nor will it entitle Plaintiff, Settlement Class Members, or any PAGA Employee to any increased
8 retirement, 401K benefits or matching benefits, or deferred compensation benefits (notwithstanding
9 any contrary language or agreement in any benefit or compensation plan document that might have
10 been in effect during the Class Period).

11 27. 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 28. 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 29. Delivery of Class List. Within fourteen (14) calendar days of Preliminary Approval,
4 Defendant will provide the Class List to the Settlement Administrator.

5 30. 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 31. Disputes Regarding Workweeks and/or PAGA Workweeks. Class Members will have
25 an opportunity to dispute the number of Workweeks and/or PAGA Workweeks to which they have
26 been credited, as reflected in their respective Class Notices, by submitting a timely and valid
27 Workweeks Dispute to the Settlement Administrator, by mail, postmarked on or before the Response
28 Deadline. The date of the postmark on the return mailing envelope will be the exclusive means to

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

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

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

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

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

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

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

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

16 b. Certification of the Settlement Class;

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

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

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

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

23 38. Funding of the Gross Settlement Amount. No later than fifteen (15) business days after
24 the Effective Date, Defendant will deposit the Gross Settlement Amount into a Qualified Settlement
25 Fund ("QSF") within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be established
26 by the Settlement Administrator. Defendant shall provide all information necessary for the Settlement
27 Administrator to calculate necessary payroll taxes including its official name, 8-digit state
28 unemployment insurance tax ID number, and other information requested by the Settlement
Administrator, no later than five (5) business days after the Effective Date.

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

8 40. Settlement Checks. The Settlement Administrator will be responsible for undertaking
9 appropriate deductions, required tax reporting, and issuing the Individual Settlement Payments by way
10 of check to the Settlement Class Members and the Individual PAGA Payments by way of check to the
11 PAGA Employees in accordance with this Settlement Agreement. When issuing payments, the
12 Settlement Administrator may combine the Individual Settlement Payment and Individual PAGA
13 Payment into one check if the intended recipient for both payments is one individual. Settlement Class
14 Members and PAGA Employees are not required to submit a claim to be issued an Individual
15 Settlement Payment and/or Individual PAGA Payment. Each Individual Settlement Payment and
16 Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180)
17 calendar days from the date the checks are issued, and thereafter, shall be canceled. Any remaining
18 unclaimed settlement funds associated with such canceled checks shall be distributed by the Settlement
19 Administrator to Center for Workers' Rights (the proposed *cy pres*) in accordance with California
20 Civil Procedure Code § 384. Should the Court not approve Center for Workers' Rights, the Parties
21 agree on any of the following *cy pres*: 1) Los Angeles Worker Center Network, 2) La Raza Centro
22 Legal's Workers' Rights Program, 3) Wage Justice Center, and 4) Coalition for Humane Immigrant
23 Rights – Workers' Rights and Labor Legal Services Department. The Parties and their counsel each
24 represent that they do not have any financial interest in, or otherwise have a relationship with, the
25 proposed *cy pres* recipient or any of the alternative *cy pres* recipients that could create a conflict of
26 interest. The Settlement Administrator shall undertake amended and/or supplemental tax filings and
27 reporting required under applicable local, state, and federal tax laws that are necessitated due to the
28 cancelation of any Individual Settlement Payment and/or Individual PAGA Payment checks. To the
extent that the Settlement Administrator is able to obtain or receive the return or refund of the amounts

1 that were transmitted to taxing authorities for the employees' share of taxes, contributions, and/or
2 withholding associated with canceled Individual Settlement Payment, all such amounts shall also be
3 transmitted to the Court-approved *cy pres*. Settlement Class Members whose Individual Settlement
4 Payment checks are canceled shall, nevertheless, be bound by the Class Settlement, and PAGA
5 Employees whose Individual PAGA Payment checks are canceled shall, nevertheless, be bound by the
6 PAGA Settlement.

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

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

15 43. Plaintiff's General Release. Upon the Effective Date and full funding of the Gross
16 Settlement Amount, Plaintiff, individually and on behalf of her respective former and present spouses,
17 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and
18 discharge the Released Parties from all claims, transactions, or occurrences that occurred during the
19 Class Period, including, but not limited to: (a) all claims that were, or reasonably could have been,
20 alleged, based on the facts contained, in the Operative Complaint and (b) all PAGA claims that were,
21 or reasonably could have been, alleged, based on facts contained in the PAGA Notice, Amended
22 PAGA Notice, and Operative Complaint. This release does not extend to any claims or actions to
23 enforce this Settlement Agreement, or to any claims for vested benefits, unemployment benefits,
24 disability benefits, social security benefits, workers' compensation benefits that arose at any time, or
25 based on occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may discover
26 facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to
27 be true but agrees, nonetheless, that this release shall be and remain effective in all respects,
28 notwithstanding such different or additional facts or Plaintiff's discovery of them. Any and all rights

1 granted under any state or federal law or regulation limiting the effect of this Settlement Agreement,
2 including the provisions of Section 1542 of the California Civil Code, ARE HEREBY EXPRESSLY
3 WAIVED. Section 1542 of the California Civil Code reads as follows:

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

9 44. Final Approval Order and Judgment. The Parties shall provide the Settlement
10 Administrator with a copy of the Final Approval Order and Judgment once it is entered by the Court,
11 and the Settlement Administrator shall post the Final Approval Order and Judgment on its website for
12 sixty (60) calendar days. No individualized notice of the Final Approval Order and Judgment to the
13 Class will be required.

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

20 46. Effects of Termination or Rescission of Settlement. Termination or rescission of the
21 Settlement Agreement shall have the following effects:

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

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

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

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

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

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

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

17 48. Exhibits Incorporated by Reference. The terms of this Settlement include the terms set
18 forth in any attached exhibits, which are incorporated by this reference as though fully set forth herein.
19 Any exhibits to this Settlement Agreement are an integral part of the Settlement.

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

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

5 51. Amendment or Modification. Prior to the filing of the motion for preliminary approval
6 of the Settlement, the Parties may not amend or modify any provision of this Settlement Agreement
7 except by written agreement signed by counsel for all Parties. After the filing of the motion for
8 preliminary approval of the Settlement, the Parties may not amend or modify any provision of this
9 Settlement Agreement except by written agreement signed by counsel for all the Parties and subject
10 to Court approval. A waiver or amendment of any provision of this Settlement Agreement will not
11 constitute a waiver of any other provision.

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

21 53. Signatories. It is agreed that because the members of the Class are so numerous, it is
22 impossible or impractical to have each Settlement Class Member or PAGA Employee execute this
23 Settlement Agreement. The Class Notice will advise all Class Members of the binding nature of the
24 Class Settlement as to the Settlement Class Members and the binding nature of the PAGA Settlement
25 as to the PAGA Employees, and the releases provided for by this Settlement Agreement shall have
26 the same force and effect as if this Settlement Agreement were executed by each Settlement Class
27 Member and PAGA Employee.

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

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

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

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

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

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

23 60. Non-Admission of Liability. The Parties enter into this Settlement Agreement to
24 resolve the dispute that has arisen between them and to avoid the burden, expense, and risk of
25 continued litigation. In entering into this Settlement Agreement, Defendant does not admit, and
26 specifically denies, it has violated any federal, state, or local law; violated any regulations or guidelines
27 promulgated pursuant to any statute or any other applicable laws, regulations, or legal requirements;
28 breached any contract; violated or breached any duty; engaged in any misrepresentation or deception;

1 or engaged in any other unlawful conduct with respect to its employees. Neither this Settlement
2 Agreement, nor any of its terms or provisions, nor any of the negotiations connected with it, shall be
3 construed as an admission or concession by Defendant of any such violations or failures to comply
4 with any applicable law. Except as necessary in a proceeding to enforce the terms of this Settlement
5 Agreement, this Settlement Agreement and its terms and provisions shall not be offered or received
6 as evidence in any action or proceeding to establish any liability or admission on the part of Defendant
7 or to establish the existence of any condition constituting a violation of, or a non-compliance with,
8 federal, state, local or other applicable law.

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

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

18 63. Representation By Counsel. The Parties acknowledge that they have been represented
19 by counsel throughout all negotiations that preceded the execution of this Settlement Agreement, and
20 that this Settlement Agreement has been executed with the consent and advice of counsel, and
21 reviewed in full.

22 64. All Terms Subject to Final Court Approval. All amounts and procedures described in
23 this Settlement Agreement herein will be subject to final Court approval.

24 65. Notices. All notices, demands, and other communications to be provided concerning
25 the Settlement Agreement shall be in writing and deemed to have been duly given as of the third
26 business day after mailing by First Class U.S. Mail, or the day sent by email or messenger, addressed
27 as follows:

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To Plaintiff and Class Counsel:
Miriam L. Schimmel
mschimmel@blackstonepc.com
Joana Fang
jfang@blackstonepc.com
Alexandra Rose
arose@blackstonepc.com
Jared C. Osborne
josborne@blackstonepc.com
BLACKSTONE LAW, APC
8383 Wilshire Boulevard, Suite 745
Beverly Hills, California 90211
Tel: (310) 622-4278 / Fax: (855) 786-6356

To Defendant:
Erin R. Ezra
eezra@bergerkahn.com
Tucker Y. Phillips
tphillips@bergerkahn.com
BERGER KAHN, A Law Corporation
1 Spectrum Pointe Dr., Suite 340
Lake Forest, California 92630
Tel: (949) 614-0100 / (949) 771-1922

66. Cooperation and Execution of Necessary Documents. All Parties and their counsel will cooperate with each other in good faith and use their best efforts to implement the Settlement, including and not limited to, executing all documents to the extent reasonably necessary to effectuate the terms of this Settlement Agreement. If the Parties are unable to reach agreement on the form or content of any document needed to implement the Settlement Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Settlement Agreement, the Parties may seek the assistance of the Mediator and then the Court to resolve such disagreement.

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

IT IS SO AGREED.

PLAINTIFF SHARON BAKER

Dated: 06/26/2025



Plaintiff Sharon Baker

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DEFENDANT OPARC

Dated: _____

Full Name: _____

Title: _____
On behalf of Defendant OPARC

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC



Dated: June 26, 2025 _____

Alexandra Rose
*Attorneys for Plaintiff Sharon Baker
and Proposed Class Counsel*

BERGER KAHN, A Law Corporation

Dated: _____

Erin R. Ezra
Tucker Y. Phillips
Attorneys for Defendant OPARC

DEFENDANT OPARC

Dated: 07/02/2025



Full Name: Susan Pittman

Title: Chief Executive Officer
On behalf of Defendant OPARC

APPROVED AS TO FORM ONLY:

BLACKSTONE LAW, APC

Dated:

Alexandra Rose
*Attorneys for Plaintiff Sharon Baker
and Proposed Class Counsel*

BERGER KAHN, A Law Corporation

Dated: July 2, 2025


Erin R. Ezra
Tucker Y. Phillips
Attorneys for Defendant OPARC

EXHIBIT A

NOTICE OF CLASS ACTION SETTLEMENT

Sharon Baker v. OPARC

Superior Court of California for the County of Los Angeles, Case No. 24STCV11229

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 Workweeks that you are credited with, if you so choose.

YOU ARE NOTIFIED THAT: A class and representative action settlement has been reached between Plaintiff Sharon Baker ("Plaintiff") and Defendant OPARC ("Defendant") (Plaintiff and Defendant are collectively referred to as the "Parties") in the case entitled *Sharon Baker v. OPARC*, Los Angeles County Superior Court Case No. 24STCV11229 ("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 who worked for Defendant in the State of California at any time during the Class Period.

"Class Period" means the period from August 26, 2021 through March 14, 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 who worked for Defendant in the State of California at any time during the PAGA Period.

"PAGA Period" means the period from May 2, 2023 through March 14, 2025.

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

II. BACKGROUND OF THE ACTION

On May 2, 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 Notice"). On May 3, 2024, Plaintiff commenced a putative class action lawsuit by filing a Class Action Complaint in the Action. On May 5, 2025, Plaintiff provided an amended written notice to the LWDA and Defendant ("Amended PAGA Notice"). On May 28, 2025, Plaintiff filed a First Amended Class and Representative Action Complaint ("Operative Complaint"), adding a cause of action under the Private Attorneys General Act of 2004 pursuant to California Labor Code Section 2698, *et seq.* ("PAGA").

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 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 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 Sharon Baker 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 Workweeks 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 Eight Hundred Fifty Thousand Dollars and Zero Cents (\$850,000.00) (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 one-third (1/3) of the Gross Settlement Amount (i.e., \$283,333.33 if the Gross Settlement Amount is \$850,000.00) and reimbursement of litigation costs and expenses, in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) 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 Forty Thousand Dollars and Zero Cents (\$40,000.00) allocated toward civil penalties under the Private Attorneys General Act (“PAGA Amount”), of which the LWDA will be paid 75% (\$30,000.00) (“LWDA Payment”) and the remaining 25% (\$10,000.00) will be distributed to PAGA Employees (“PAGA Employee Amount”); and (4) Settlement Administration Costs in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) 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 weeks each PAGA Employee worked for Defendant as an hourly-paid and/or non-exempt employee in California during the PAGA Period (“PAGA Workweeks”). The Settlement Administrator had divided the PAGA Employee Amount, i.e., 25% of the PAGA Amount, by the PAGA Workweeks of all PAGA Employees to yield the “PAGA Workweek Value,” and multiplied each PAGA Employee’s individual PAGA Workweeks by the PAGA Workweek 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 Workweeks (if applicable) Based on Defendant’s Records

According to Defendant’s records:

- **From August 26, 2021 through March 14, 2025 (i.e., the Class Period), you are credited as having worked [REDACTED] Workweeks.**
- **From May 2, 2023 through March 14, 2025 (i.e., the PAGA Period), you are credited as having worked [REDACTED] PAGA Workweeks.**

If you wish to dispute the Workweeks and/or PAGA Workweeks credited to you, you must submit your dispute in writing to the Settlement Administrator (“Workweeks Dispute”). The Workweeks Dispute must: (a) contain the case name and number of the Action (*Baker v. OPARC*, Case No. 24STCV11229); (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 Workweeks 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 Workweeks (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 Operative Complaint, arising during the Class Period, which shall specifically include claims for Defendant’s alleged failure to pay minimum and overtime wages, calculate and pay wages correctly based on the regular rate of pay, provide compliant meal and rest periods and associated legally compliant premium payments, timely pay all wages and compensation owed during employment and upon termination, provide complaint wage statements, and reimburse necessary business-related expenses, including but not limited to expenses related to personal cell phone(s), office supplies, and mileage, in violation of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7(c), 226.7, 227.3, 246, 510, 512(a), , 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order(s), and California Business and Professions Code sections 17200, *et seq.* 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 Notice, the Amended PAGA Notice, and the Operative Complaint, arising during the PAGA Period, which shall specifically include claims for Defendant’s alleged failure to pay minimum and overtime wages, calculate and pay wages correctly based on the regular rate of pay, provide compliant meal and rest periods and associated legally compliant premium payments, timely pay all wages and compensation owed during employment and upon termination, provide complaint wage statements, keep requisite payroll records, and reimburse necessary business-related expenses, including but not limited to personal cell phone expenses and mileage, in violation of California Labor Code Sections 200, 201, 202, 203, 204, 210, 226(a), 226.7, 227.3, 246, 510, 512(a), 1174(d), 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission Wage Order(s).

“Released Parties” means Defendant and its former and present managers, board members, directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, agents, and affiliates, including, but not limited to, Susan Pittman, Scott J. Treymane, Sonia J. Borja, and Andrea Credille.

E. Attorneys’ Fees and Costs to Class Counsel

Class Counsel will seek attorneys’ fees in an amount not to exceed one-third (1/3) of the Gross Settlement Amount (i.e., \$283,333.33 if the Gross Settlement Amount is \$850,000.00) and reimbursement of litigation costs and expenses in an amount not to exceed Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) (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 her Individual Settlement Payment and Individual PAGA Payment that she is entitled to under the Settlement.

G. Settlement Administration Costs to Settlement Administrator

Payment to the Settlement Administrator is estimated not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00) (“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 Workweeks 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 (*Baker v. OPARC*, Case No. 24STCV11229); (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 (*Baker v. OPARC*, Case No. 24STCV11229); (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/laceligibility/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.**