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13 COUNTY OF LOS ANGELES – SPRING STREET  
14

15 ADRIAN VELAZQUEZ, individually, and on  
16 behalf of all others similarly situated,

17 Plaintiff,

18 vs.  
19

20 HANMAR, LLC, a limited liability company  
dba METALITE MANUFACTURING; and  
21 DOES 1 through 10, inclusive,

22 Defendants  
23

Case No.: 22STCV00544

CLASS ACTION

[Hon. Stuart M. Rice, Dept. 1]

**AMENDED CLASS ACTION AND PAGA  
SETTLEMENT AGREEMENT AND CLASS  
NOTICE**

Complaint filed: January 6, 2022  
Trial date: Not set

## CLASS ACTION AND PAGA SETTLEMENT AGREEMENT AND CLASS NOTICE

This Amended Class Action and PAGA Settlement Agreement ("Agreement") is made by and between plaintiff Adrian Velazquez ("Plaintiff") and defendant Hanmar, LLC ("Defendant"). The Agreement refers to Plaintiff and Defendant collectively as "Parties," or individually as "Party."

### 1. DEFINITIONS.

- 1.1. "Action" means the Plaintiff's lawsuit alleging wage and hour violations against Defendant captioned *Velazquez v. Hanmar, LLC* initiated on January 6, 2022 and pending in Superior Court of the State of California, County of Los Angeles.
- 1.2. "Administrator" means ILYM Group, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. "Administration Expenses Payment" means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator's "not to exceed" bid submitted to the Court in connection with Preliminary Approval of the Settlement.
- 1.4. "Aggrieved Employee" means a person employed by Defendant in California and classified as a non-exempt, hourly paid employee who worked for Defendant during the PAGA Period.
- 1.5. "Class" means all persons employed by Defendant in California and classified as a non-exempt, hourly paid employee who worked for Defendant during the Class Period.
- 1.6. "Class Counsel" means Moon Law Group, PC.
- 1.7. "Class Counsel Fees Payment" and "Class Counsel Litigation Expenses Payment" mean the amounts allocated to Class Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action.
- 1.8. "Class Data" means Class Member identifying information in Defendant's possession including the Class Member's name, last-known mailing address, Social Security number, and number of Class Period Workweeks and PAGA Pay Periods.
- 1.9. "Class Member" or "Settlement Class Member" means a member of the Class, as either a

Participating Class Member or Non-Participating Class Member (including a Non-Participating Class Member who qualifies as an Aggrieved Employee).

- 1.10. "Class Member Address Search" means the Administrator's investigation and search for current Class Member mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Class Members.
- 1.11. "Class Notice" means the COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL COURT APPROVAL, to be mailed to Class Members in English with a Spanish translation, in the form, without material variation, attached as Exhibit A and incorporated by reference into this Agreement.
- 1.12. "Class Period" means the period from January 6, 2018 to December 31, 2022.
- 1.13. "Class Representative" means the named Plaintiff in the Operative Complaint in the Action seeking Court approval to serve as a Class Representative.
- 1.14. "Class Representative Service Payment" means the payment to the Class Representative for initiating the Action and providing services in support of the Action.
- 1.15. "Court" means the Superior Court of California, County of Los Angeles.
- 1.16. "Defendant" means named Defendant Hanmar, LLC.
- 1.17. "Defense Counsel" means O'Hagan Meyer, LLP.
- 1.18. "Effective Date" means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final as of the latest of the following occurrences: (a) if no Participating Class Member objects to the Settlement, the day the Court enters Judgment; (b) if one or more Participating Class Members objects to the Settlement, the day after the deadline for filing a notice of appeal from the Judgment; or if a timely appeal from the Judgment is filed, the day after the appellate court affirms the Judgment and issues a remittitur.
- 1.19. "Final Approval" means the Court's order granting final approval of the Settlement.

- 1.20. "Final Approval Hearing" means the Court's hearing on the Motion for Final Approval of the Settlement.
- 1.21. "Final Judgment" means the Judgment Entered by the Court upon Granting Final Approval of the Settlement.
- 1.22. "Gross Settlement Amount" means \$610,000.00 which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph 9 below. The Gross Settlement Amount will be used to pay Individual Class Payments, Individual PAGA Payments, the LWDA PAGA Payment, Class Counsel Fees, Class Counsel Expenses, Class Representative Service Payment and the Administrator's Expenses.
- 1.23. "Individual Class Payment" means the Participating Class Member's pro rata share of the Net Settlement Amount calculated according to the number of Workweeks worked during the Class Period.
- 1.24. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of PAGA Pay Periods worked during the PAGA Period.
- 1.25. "Judgment" means the judgment entered by the Court based upon the Final Approval.
- 1.26. "LWDA" means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code § 2699(i).
- 1.27. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code § 2699(i).
- 1.28. "Net Settlement Amount" means the Gross Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and the Administration Expenses Payment. The remainder is to be paid to Participating Class Members as Individual Class Payment.
- 1.29. "Non-Participating Class Member" means any Class Member who opts out of the Settlement by sending the Administrator a valid and timely Request for Exclusion.
- 1.30. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked



for Defendant for at least one day during the PAGA Period.

1.31. "PAGA Period" means the period from December 30, 2020 to December 31, 2022.

1.32. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698, *et seq.*).

1.33. "PAGA Notice" means Plaintiff's December 30, 2021 letter to Defendant and the LWDA providing notice pursuant to Labor Code § 2699.3(a).

1.34. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Gross Settlement Amount, allocated 25% to the Aggrieved Employees (\$15,000.00) and the 75% to LWDA (\$45,000.00) in settlement of PAGA claims.

1.35. "Participating Class Member" means a Class Member who does not submit a valid and timely Request for Exclusion from the Settlement.

1.36. "Plaintiff" means Adrian Velazquez, the named plaintiff in the Action.

1.37. "Preliminary Approval" means the Court's Order Granting Preliminary Approval of the Settlement.

1.38. "Preliminary Approval Order" means the proposed Order Granting Preliminary Approval and Approval of PAGA Settlement.

1.39. "Released Class Claims" means the claims being released as described in Paragraph 5.2 below.

1.40. "Released PAGA Claims" means the claims being released as described in Paragraph 5.3 below.

1.41. "Released Parties" means: Defendant and each of its former and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, and affiliates.

1.42. "Request for Exclusion" means a Class Member's submission of a written request to be excluded from the Class Settlement signed by the Class Member.

1.43. "Response Deadline" means 60 days after the Administrator mails Notice to Class Members and Aggrieved Employees, and shall be the last date on which Class Members may: (a) fax, email, or mail Requests for Exclusion from the Settlement, or (b) fax, email, or mail his or her Objection to the Settlement. Class Members to whom Notice Packets are

resent after having been returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the Response Deadline has expired.

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

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

## 2. **RECITALS.**

2.1. On January 6, 2022, Plaintiff commenced this Action by filing a Complaint alleging causes of action against Defendant for (1) Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197]; (2) Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198]; (3) Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512]; (4) Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7]; (5) Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802]; (6) Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203]; (7) Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226]; and (8) Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.]. On April 11, 2022, Plaintiff filed a First Amended Complaint alleging causes of action against Defendant for Civil Penalties Under PAGA. The First Amended Complaint is the operative complaint in the Action (the "Operative Complaint"). Defendant denies the allegations in the Operative Complaint, denies any failure to comply with the laws identified in in the Operative Complaint, and denies any and all liability for the causes of action alleged.

2.2. Pursuant to Labor Code § 2699.3(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notice.

2.3. On October 27, 2022, the Parties participated in an all-day mediation presided over by Steven Rottman, Esq., which led to this Agreement to settle the Action.

2.4. Prior to mediation, Plaintiff obtained, through informal discovery, a 25% sample of time and payroll records, policy documents, class statistics, and additional documents.

Plaintiff's investigation was sufficient to satisfy the criteria for court approval set forth in *Dunk v. Foot Locker Retail, Inc.*, 48 Cal. App. 4<sup>th</sup> 1794, 1801 (1996) and *Kullar v. Foot Locker Retail, Inc.*, 168 Cal. App. 4<sup>th</sup> 116, 129-130 (2008) ("*Dunk/Kullar*").

2.5. The Court has not granted class certification.

2.6. The Parties, Class Counsel and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement.

### 3. **MONETARY TERMS.**

3.1. **Gross Settlement Amount.** Except as otherwise provided by Paragraph 8 below, Defendant promises to pay \$610,000.00 and no more as the Gross Settlement Amount and to separately pay any and all employer payroll taxes owed on the Wage Portions of the Individual Class Payments. Defendant has no obligation to pay the Gross Settlement Amount (or any payroll taxes) prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members or Aggrieved Employees to submit any claim as a condition of payment. None of the Gross Settlement Amount will revert to Defendant.

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

3.2.1. **To Plaintiff:** Class Representative Service Payment to the Class Representative of not more than \$8,500.00 (in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representative is entitled to receive as a Participating Class Member). Defendant will not oppose Plaintiff's request for a Class Representative Service Payment that does not exceed this amount. As part of the motion for Class Counsel Fees Payment and Class Litigation Expenses Payment, Plaintiff will seek Court approval for any Class Representative Service

1 Payments no later than 16 court days prior to the Final Approval Hearing, unless  
2 otherwise ordered by the Court. If the Court approves a Class Representative  
3 Service Payment less than the amount requested, the Administrator will retain the  
4 remainder in the Net Settlement Amount. The Administrator will pay the Class  
5 Representative Service Payment using IRS Form 1099. Plaintiff assumes full  
6 responsibility and liability for employee taxes owed on the Class Representative  
7 Service Payment.

8 3.2.2. To Class Counsel: A Class Counsel Fees Payment of not more than 33 1/3%,  
9 which is currently estimated to be \$203,333.33, and a Class Counsel Litigation  
10 Expenses Payment of not more than \$20,000.00. Defendant will not oppose  
11 requests for these payments provided that do not exceed these amounts. Plaintiff  
12 and/or Class Counsel will file a motion for Class Counsel Fees Payment and Class  
13 Litigation Expenses Payment no later than 16 court days prior to the Final  
14 Approval Hearing, unless otherwise ordered by the Court. If the Court approves a  
15 Class Counsel Fees Payment and/or a Class Counsel Litigation Expenses Payment  
16 less than the amounts requested, the Administrator will allocate the remainder to  
17 the Net Settlement Amount. Released Parties shall have no liability to Class  
18 Counsel or any other Plaintiff's Counsel arising from any claim to any portion any  
19 Class Counsel Fee Payment and/or Class Counsel Litigation Expenses Payment.  
20 The Administrator will pay the Class Counsel Fees Payment and Class Counsel  
21 Expenses Payment using one or more IRS 1099 Forms. Class Counsel assumes full  
22 responsibility and liability for taxes owed on the Class Counsel Fees Payment and  
23 the Class Counsel Litigation Expenses Payment and holds Defendant harmless, and  
24 indemnifies Defendant, from any dispute or controversy regarding any division or  
25 sharing of any of these Payments.

26 3.2.3. To the Administrator: An Administration Expenses Payment not to exceed  
27 \$7,500.00 except for a showing of good cause and as approved by the Court. To  
28 the extent the Administration Expenses are less or the Court approves payment less

1 than \$7,500.00, the Administrator will retain the remainder in the Net Settlement  
2 Amount.

3 3.2.4. To Each Participating Class Member: An Individual Class Payment calculated by  
4 (a) dividing the Net Settlement Amount by the total number of Workweeks worked  
5 by all Participating Class Members during the Class Period and (b) multiplying the  
6 result by each Participating Class Member's Workweeks.

7 3.2.4.1. Tax Allocation of Individual Class Payments. 15% of each Participating  
8 Class Member's Individual Class Payment will be allocated to settlement  
9 of wage claims (the "Wage Portion"). The Wage Portions are subject to tax  
10 withholding and will be reported on an IRS W-2 Form. The 85% of each  
11 Participating Class Member's Individual Class Payment will be allocated  
12 to settlement of claims for interest and penalties (the "Non-Wage  
13 Portion"). The Non-Wage Portions are not subject to wage withholdings  
14 and will be reported on IRS 1099 Forms. Participating Class Members  
15 assume full responsibility and liability for any employee taxes owed on  
16 their Individual Class Payment.

17 3.2.4.2. Effect of Non-Participating Class Members on Calculation of Individual  
18 Class Payments. Non-Participating Class Members will not receive any  
19 Individual Class Payments. The Administrator will retain amounts equal to  
20 their Individual Class Payments in the Net Settlement Amount for  
21 distribution to Participating Class Members on a pro rata basis.

22 3.2.5. To the LWDA and Aggrieved Employees: PAGA Penalties in the amount of  
23 \$60,000.00 to be paid from the Gross Settlement Amount, with 75% (\$45,000.00)  
24 allocated to the LWDA PAGA Payment and 25% (\$15,000.00) allocated to the  
25 Individual PAGA Payments.

26 3.2.5.1. The Administrator will calculate each Individual PAGA Payment by (a)  
27 dividing the amount of the Aggrieved Employees' 25% share of PAGA  
28 Penalties \$15,000.00 by the total number of PAGA Pay Periods worked by

all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.5.2. If the Court approves PAGA Penalties of less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

**4. SETTLEMENT FUNDING AND PAYMENTS.**

4.1. Class Workweeks and Aggrieved Employee Pay Periods. Based on a review of its records to the date of the mediation, Defendant estimates there are 118 Class Members who collectively worked a total of 18,136 Workweeks, and 85 of Aggrieved Employees who worked a total 6,301 of PAGA Pay Periods.

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

4.3. Funding of Gross Settlement Amount. Defendant shall fully fund the Gross Settlement



1 Amount, and also fund the amounts necessary to fully pay Defendant's share of payroll  
2 taxes, by transmitting the funds to the Administrator no later than 30 days after the  
3 Effective Date.

4 4.4. Payments from the Gross Settlement Amount. Within 14 days after Defendant funds the  
5 Gross Settlement Amount, the Administrator will mail checks for all Individual Class  
6 Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the  
7 Administration Expenses Payment, the Class Counsel Fees Payment, the Class Counsel  
8 Litigation Expenses Payment, and the Class Representative Service Payment.  
9 Disbursement of the Class Counsel Fees Payment, the Class Counsel Litigation Expenses  
10 Payment, and the Class Representative Service Payment shall not precede disbursement of  
11 Individual Class Payments and Individual PAGA Payments.

12 4.4.1. The Administrator will issue checks for the Individual Class Payments and/or  
13 Individual PAGA Payments and send them to the Class Members via First Class  
14 U.S. Mail, postage prepaid. The face of each check shall prominently state the  
15 date (not less than 180 days after the date of mailing) when the check will be  
16 voided. The Administrator will cancel all checks not cashed by the void date. The  
17 Administrator will send checks for Individual Settlement Payments to all  
18 Participating Class Members (including those for whom Class Notice was returned  
19 undelivered). The Administrator will send checks for Individual PAGA Payments  
20 to all Aggrieved Employees including Non-Participating Class Members who  
21 qualify as Aggrieved Employees (including those for whom Class Notice was  
22 returned undelivered). The Administrator may send Participating Class Members a  
23 single check combining the Individual Class Payment and the Individual PAGA  
24 Payment. Before mailing any checks, the Settlement Administrator must update  
25 the recipients' mailing addresses using the National Change of Address Database.

26 4.4.2. The Administrator must conduct a Class Member Address Search for all other  
27 Class Members whose checks are returned undelivered without USPS forwarding  
28 address. Within 7 days of receiving a returned check the Administrator must re-



1 mail checks to the USPS forwarding address provided or to an address ascertained  
2 through the Class Member Address Search. The Administrator need not take  
3 further steps to deliver checks to Class Members whose re-mailed checks are  
4 returned as undelivered. The Administrator shall promptly send a replacement  
5 check to any Class Member whose original check was lost or misplaced, requested  
6 by the Class Member prior to the void date.

7 4.4.3. For any Class Member whose Individual Class Payment check or Individual  
8 PAGA Payment check is uncashed and cancelled after the void date, the  
9 Administrator shall transmit the funds represented by such checks to the California  
10 Controller's Unclaimed Property Fund in the name of the Class Member thereby  
11 leaving no "unpaid residue" subject to the requirements of California Code of Civil  
12 Procedure § 384(b).

13 4.4.4. The payment of Individual Class Payments and Individual PAGA Payments shall  
14 not obligate Defendant to confer any additional benefits or make any additional  
15 payments to Class Members (such as 401(k) contributions or bonuses) beyond  
16 those specified in this Agreement.

17  
18 **5. RELEASES OF CLAIMS. Effective on the date when Defendant fully funds the entire**  
19 **Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of**  
20 **the Individual Class Payments, Plaintiff, Class Members, and Class Counsel will release**  
21 **claims against all Released Parties as follows:**

22 5.1. Plaintiff's Release. Plaintiff and his or her respective former and present spouses,  
23 representatives, agents, attorneys, heirs, administrators, successors, and assigns generally,  
24 release and discharge Released Parties from all claims, transactions, or occurrences that  
25 occurred during the Class Period, including, but not limited to: (a) all claims that were, or  
26 reasonably could have been, alleged, based on the facts contained, in the Operative  
27 Complaint and (b) all PAGA claims that were, or reasonably could have been, alleged  
28 based on facts contained in the Operative Complaint and Plaintiff's PAGA Notice

1 ("Plaintiff's Release"). Plaintiff's Release does not extend to any claims or actions to  
2 enforce this Agreement, or to any claims for vested benefits, unemployment benefits,  
3 disability benefits, social security benefits, workers' compensation benefits that arose at  
4 any time, or based on occurrences outside the Class Period. Plaintiff acknowledges that  
5 Plaintiff may discover facts or law different from, or in addition to, the facts or law that  
6 Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff's Release  
7 shall be and remain effective in all respects, notwithstanding such different or additional  
8 facts or Plaintiff's discovery of them.

9 5.1.1. Plaintiff's Waiver of Rights Under California Civil Code § 1542. For purposes of  
10 Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions,  
11 rights, and benefits, if any, of Section 1542 of the California Civil Code, which  
12 reads:

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

16 5.2. Release by Participating Class Members Who Are Not Aggrieved Employees: All  
17 Participating Class Members, on behalf of themselves and their respective former and  
18 present representatives, agents, attorneys, heirs, administrators, successors, and assigns,  
19 release Released Parties from (i) all claims that were alleged, or reasonably could have  
20 been alleged, based on the Class Period facts stated in the Operative Complaint including,  
21 any and all claims involving unpaid wages, failure to pay minimum wages, overtime  
22 compensation, straight time compensation, rest and recovery time, non-productive time;  
23 failure to provide compliant meal, rest, and/or recovery periods; failure to pay premiums at  
24 all or at the correct rate for any violation of meal, rest, and recovery period obligations;  
25 failure to provide legally complaint wage statements; failure to timely pay regular and final  
26 wages; failure to reimburse business expenses; unfair business practices and unfair  
27 competition; failure to pay all hours worked; failure to keep accurate records; liquidated  
28 damages; interest; declaratory relief; any and all related penalties, including, but not

1 limited to, recordkeeping penalties, wage statement penalties, minimum wage penalties,  
2 meal and rest period penalties, and waiting time penalties; statutory penalties and/or civil  
3 penalties; attorneys' fees and costs; liquidated damages; and/or interest associated with any  
4 of the foregoing. Except as set forth in Section 5.3 of this Agreement, Participating Class  
5 Members do not release any other claims, including claims for vested benefits, wrongful  
6 termination, violation of the Fair Employment and Housing Act, unemployment insurance,  
7 disability, social security, workers' compensation, or claims based on facts occurring  
8 outside the Class Period.

9 5.3. Release by Class Members Who Are Aggrieved Employees: All Participating Class  
10 Members and all Non-Participating Class Members who are Aggrieved Employees are  
11 deemed to release, on behalf of themselves and their respective former and present  
12 representatives, agents, attorneys, heirs, administrators, successors, and assigns, the  
13 Released Parties from all claims for PAGA penalties that were alleged, or reasonably could  
14 have been alleged, based on the PAGA Period facts stated in the Operative Complaint and  
15 the PAGA Notice including, any and all claims involving unpaid wages, failure to pay  
16 minimum wages, overtime compensation, straight time compensation, rest and recovery  
17 time, non-productive time; failure to provide compliant meal, rest, and/or recovery periods;  
18 failure to pay premiums at all or at the correct rate for any violation of meal, rest, and  
19 recovery period obligations; failure to provide legally compliant wage statements; failure  
20 to timely pay regular and final wages; failure to reimburse business expenses; unfair  
21 business practices and unfair competition; failure to pay all hours worked; failure to keep  
22 accurate records; liquidated damages; interest; declaratory relief; any and all related  
23 penalties, including, but not limited to, recordkeeping penalties, wage statement penalties,  
24 minimum wage penalties, meal and rest period penalties, and waiting time penalties;  
25 statutory penalties and/or civil penalties; attorneys' fees and costs; liquidated damages;  
26 and/or interest associated with any of the foregoing.

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

4 6.1. Defendant's Declaration in Support of Preliminary Approval. Within 30 days of the full  
5 execution of this Agreement, Defendant will prepare and deliver to Class Counsel a signed  
6 Declaration from Defendant and Defense Counsel disclosing all facts relevant to any actual  
7 or potential conflicts of interest with the Administrator. In their Declarations, Defense  
8 Counsel and Defendant shall aver that they are not aware of any other pending matter or  
9 action asserting claims that will be extinguished or adversely affected by the Settlement.

10 6.2. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all  
11 documents necessary for obtaining Preliminary Approval, including: (i) a draft of the  
12 notice, and memorandum in support, of the Motion for Preliminary Approval that includes  
13 an analysis of the Settlement under *Dunk/Kullar* and a request for approval of the PAGA  
14 Settlement under Labor Code § 2699(f)(2)); (ii) a draft proposed Order Granting  
15 Preliminary Approval and Approval of PAGA Settlement; (iii) a draft proposed Class  
16 Notice; (iv) a signed declaration from the Administrator attaching its "not to exceed" bid  
17 for administering the Settlement and attesting to its willingness to serve; competency;  
18 operative procedures for protecting the security of Class Data; amounts of insurance  
19 coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant  
20 to any actual or potential conflicts of interest with Class Members; and the nature and  
21 extent of any financial relationship with Plaintiff, Class Counsel or Defense Counsel; (v) a  
22 signed declaration from Plaintiff confirming willingness and competency to serve and  
23 disclosing all facts relevant to any actual or potential conflicts of interest with Class  
24 Members, and/or the Administrator; (v) a signed declaration from each Class Counsel firm  
25 attesting to its competency to represent the Class Members; its timely transmission to the  
26 LWDA of all necessary PAGA documents (initial notice of violations (Labor Code §  
27 2699.3(a)), Operative Complaint (Labor Code § 2699(l)(1)), this Agreement (Labor Code  
28 § 2699(l)(2)); (vi) a redlined version of the parties' Agreement showing all modifications

made to the Model Agreement ready for filing with the Court; and (vii) all facts relevant to any actual or potential conflict of interest with Class Members, the Administrator. In their Declarations, Plaintiff and Class Counsel Declaration shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.3. Responsibilities of Counsel. Class Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the Motion for Preliminary Approval no later than 60 days after the full execution of this Agreement; obtaining a prompt hearing date for the Motion for Preliminary Approval; and for appearing in Court to advocate in favor of the Motion for Preliminary Approval. Class Counsel is responsible for delivering the Court's Preliminary Approval to the Administrator.

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

## **7. SETTLEMENT ADMINISTRATION.**

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

1       7.2.   Employer Identification Number. The Administrator shall have and use its own Employer  
2       Identification Number for purposes of calculating payroll tax withholdings and providing  
3       reports state and federal tax authorities.

4       7.3.   Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets  
5       the requirements of a Qualified Settlement Fund (“QSF”) under US Treasury Regulation §  
6       468B-1.

7       7.4.   Notice to Class Members.

8       7.4.1. No later than three (3) business days after receipt of the Class Data, the  
9       Administrator shall notify Class Counsel that the list has been received and state  
10      the number of Class Members, PAGA Members, Workweeks, and Pay Periods in  
11      the Class Data.

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

22     7.4.3. Not later than 3 business days after the Administrator’s receipt of any Class Notice  
23     returned by the USPS as undelivered, the Administrator shall re-mail the Class  
24     Notice using any forwarding address provided by the USPS. If the USPS does not  
25     provide a forwarding address, the Administrator shall conduct a Class Member  
26     Address Search, and re-mail the Class Notice to the most current address obtained.  
27     The Administrator has no obligation to make further attempts to locate or send  
28     Class Notice to Class Members whose Class Notice is returned by the USPS a



1 second time.

2 7.4.4. The deadlines for Class Members' written objections, Challenges to Workweeks  
3 and/or Pay Periods, and Requests for Exclusion will be extended an additional 14  
4 days beyond the 60 days otherwise provided in the Class Notice for all Class  
5 Members whose notice is re-mailed. The Administrator will inform the Class  
6 Member of the extended deadline with the re-mailed Class Notice.

7 7.4.5. If the Administrator, Defendant, or Class Counsel is contacted by or otherwise  
8 discovers any persons who believe they should have been included in the Class  
9 Data and should have received Class Notice, the Parties will expeditiously meet  
10 and confer in person or by telephone, and in good faith, in an effort to agree on  
11 whether to include them as Class Members. If the Parties agree, such persons will  
12 be Class Members entitled to the same rights as other Class Members, and the  
13 Administrator will send, via email or overnight delivery, a Class Notice requiring  
14 them to exercise options under this Agreement not later than 14 days after receipt  
15 of Class Notice, or the deadline dates in the Class Notice, whichever are later.

16 7.5. Requests for Exclusion (Opt-Outs).

17 7.5.1. Class Members who wish to exclude themselves (opt-out of) the Class Settlement  
18 must send the Administrator, by fax, email, or mail, a signed written Request for  
19 Exclusion not later than 60 days after the Administrator mails the Class Notice  
20 (plus an additional 14 days for Class Members whose Class Notice is re-mailed).  
21 A Request for Exclusion is a letter from a Class Member or his/her representative  
22 that reasonably communicates the Class Member's election to be excluded from  
23 the Settlement and includes the Class Member's name, address and email address  
24 or telephone number. To be valid, a Request for Exclusion must be timely faxed,  
25 emailed, or postmarked by the Response Deadline.

26 7.5.2. The Administrator may not reject a Request for Exclusion as invalid because it  
27 fails to contain all the information specified in the Class Notice. The Administrator  
28 shall accept any Request for Exclusion as valid if the Administrator can reasonably



ascertain the identity of the person as a Class Member and the Class Member's desire to be excluded. The Administrator's determination shall be final and not appealable or otherwise susceptible to challenge. If the Administrator has reason to question the authenticity of a Request for Exclusion, the Administrator may demand additional proof of the Class Member's identity. The Administrator's determination of authenticity shall be final and not appealable or otherwise susceptible to challenge.

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

7.5.4. Every Class Member who submits a valid and timely Request for Exclusion is a Non-Participating Class Member and shall not receive an Individual Class Payment or have the right to object to the class action components of the Settlement. Because future PAGA claims are subject to claim preclusion upon entry of the Judgment, Non-Participating Class Members who are Aggrieved Employees are deemed to release the claims identified in Paragraph 5.3 of this Agreement and are eligible for an Individual PAGA Payment.

7.6. Challenges to Calculation of Workweeks. Each Class Member shall have 60 days after the Administrator mails the Class Notice (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks and PAGA Pay Periods (if any) allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via fax, email, or mail. The Administrator must encourage the challenging Class Member to submit supporting documentation. In the absence of any contrary documentation, the Administrator is entitled to presume that the Workweeks and/or PAGA Pay Periods

1 contained in the Class Notice are correct so long as they are consistent with the Class Data.  
2 The Administrator's determination of each Class Member's allocation of Workweeks  
3 and/or PAGA Pay Periods shall be final and not appealable or otherwise susceptible to  
4 challenge. The Administrator shall promptly provide copies of all challenges to calculation  
5 of Workweeks and/or PAGA Pay Periods to Defense Counsel and Class Counsel and the  
6 Administrator's determination the challenges.

7 **7.7. Objections to Settlement.**

8 7.7.1. Only Participating Class Members may object to the class action components of  
9 the Settlement and/or this Agreement, including contesting the fairness of the  
10 Settlement, and/or amounts requested for the Class Counsel Fees Payment, Class  
11 Counsel Litigation Expenses Payment and/or Class Representative Service  
12 Payment.

13 7.7.2. Participating Class Members may send written objections to the Administrator, by  
14 fax, email, or mail. In the alternative, Participating Class Members may appear in  
15 Court (or hire an attorney to appear in Court) to present verbal objections at the  
16 Final Approval Hearing. A Participating Class Member who elects to send a  
17 written objection to the Administrator must do so not later than 60 days after the  
18 Administrator's mailing of the Class Notice (plus an additional 14 days for Class  
19 Members whose Class Notice was re-mailed).

20 7.7.3. Non-Participating Class Members have no right to object to any of the class action  
21 components of the Settlement.

22 **7.8. Administrator Duties.** The Administrator has a duty to perform or observe all tasks to be  
23 performed or observed by the Administrator contained in this Agreement or otherwise.

24 7.8.1. Website, Email Address, and Toll-Free Number. The Administrator will establish  
25 and maintain and use an internet website to post information of interest to Class  
26 Members including the date, time, and location for the Final Approval Hearing and  
27 copies of the Settlement Agreement, Motion for Preliminary Approval, the  
28 Preliminary Approval, the Class Notice, the Motion for Final Approval, the Motion

1 for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment and  
2 Class Representative Service Payment, the Final Approval and the Judgment. The  
3 Administrator will also maintain and monitor an email address and a toll-free  
4 telephone number to receive Class Member calls, faxes, and emails.

5 7.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will  
6 promptly review on a rolling basis Requests for Exclusion to ascertain their  
7 validity. Not later than 5 days after the expiration of the deadline for submitting  
8 Requests for Exclusion, the Administrator shall email a list to Class Counsel and  
9 Defense Counsel containing (a) the names and other identifying information of  
10 Class Members who have timely submitted valid Requests for Exclusion  
11 (“Exclusion List”); (b) the names and other identifying information of Class  
12 Members who have submitted invalid Requests for Exclusion; (c) copies of all  
13 Requests for Exclusion from Settlement submitted (whether valid or invalid).

14 7.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written  
15 reports to Class Counsel and Defense Counsel that, among other things, tally the  
16 number of: Class Notices mailed or re-mailed, Class Notices returned undelivered,  
17 Requests for Exclusion (whether valid or invalid) received, objections received,  
18 challenges to Workweeks and/or PAGA Pay Periods received and/or resolved, and  
19 checks mailed for Individual Class Payments and Individual PAGA Payments  
20 (“Weekly Report”). The Weekly Reports must include provide the Administrator’s  
21 assessment of the validity of Requests for Exclusion and attach copies of all  
22 Requests for Exclusion and objections received.

23 7.8.4. Workweek and/or PAGA Pay Period Challenges. The Administrator has the  
24 authority to address and make final decisions consistent with the terms of this  
25 Agreement on all Class Member challenges over the calculation of Workweeks  
26 and/or PAGA Pay Periods. The Administrator’s decision shall be final and not  
27 appealable or otherwise susceptible to challenge.

28 7.8.5. Administrator’s Declaration. Not later than 14 days before the date by which

1 Plaintiff is required to file the Motion for Final Approval of the Settlement, the  
2 Administrator will provide to Class Counsel and Defense Counsel, a signed  
3 declaration suitable for filing in Court attesting to its due diligence and compliance  
4 with all of its obligations under this Agreement, including, but not limited to, its  
5 mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing  
6 of Class Notices, attempts to locate Class Members, the total number of Requests  
7 for Exclusion from Settlement it received (both valid or invalid), the number of  
8 written objections and attach the Exclusion List. The Administrator will  
9 supplement its declaration as needed or requested by the Parties and/or the Court.  
10 Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

11 7.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator  
12 disburses all funds in the Gross Settlement Amount, the Administrator will provide  
13 Class Counsel and Defense Counsel with a final report detailing its disbursements  
14 by employee identification number only of all payments made under this  
15 Agreement. At least 15 days before any deadline set by the Court, the  
16 Administrator will prepare, and submit to Class Counsel and Defense Counsel, a  
17 signed declaration suitable for filing in Court attesting to its disbursement of all  
18 payments required under this Agreement. Class Counsel is responsible for filing  
19 the Administrator's declaration in Court.  
20

21 **8. CLASS SIZE ESTIMATES and ESCALATOR CLAUSE**

22 Based on its records, Defendant estimates that, as of the October 27, 202 mediation date, (1) there are 118  
23 Class Members and 18,136 Total Workweeks during the Class period and (2) there were 85 Aggrieved  
24 Employees who worked 6,301 Pay Periods during the PAGA Period. Should the Total Workweeks  
25 worked by the Class Members in the Class Period ultimately increase by more than 10% of what was  
26 represented at the mediation (i.e., by more than 1,814 Workweeks, or in other words, if the Workweeks  
27 worked between January 6, 2018 to December 31, 2022 exceed 19,950), Defendant, at its option, can  
28 either choose to: (1) cut off the end date for the class releases as of the date on which the number of

workweeks reaches 19,950, or (2) increase the Gross Settlement Amount on a proportional basis equal to the percentage increase in number of workweeks worked by the Class Members above the 10% (i.e., if there was 11% increase in the number workdays during the Class Period, Defendant would agree to increase the Settlement Fund by 1%).

**9. DEFENDANT'S RIGHT TO WITHDRAW.**

If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 5% of the total of all Class Members, Defendant may, but is not obligated, elect to withdraw from the Settlement. The Parties agree that, if Defendant withdraws, the Settlement shall be void ab initio, have no force or effect whatsoever, and that neither Party will have any further obligation to perform under this Agreement; provided, however, Defendant will remain responsible for paying all Settlement Administration Expenses incurred to that point. Defendant must notify Class Counsel and the Court of its election to withdraw not later than seven days after the Administrator sends the final Exclusion List to Defense Counsel; late elections will have no effect.

**10. MOTION FOR FINAL APPROVAL.**

Not later than 16 court days before the calendared Final Approval Hearing, Plaintiff will file in Court, a motion for final approval of the Settlement that includes a request for approval of the PAGA settlement under Labor Code § 2699(I), a Proposed Final Approval Order, and a Proposed Judgment (collectively, the "Motion for Final Approval"). Plaintiff shall provide drafts of these documents to Defense Counsel not later than seven days prior to filing the Motion for Final Approval. Class Counsel and Defense Counsel will expeditiously meet and confer in person or by telephone, and in good faith, to resolve any disagreements concerning the Motion for Final Approval.

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

10.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final

1 Approval on any material change to the Settlement (including, but not limited to, the scope  
2 of release to be granted by Class Members), the Parties will expeditiously work together in  
3 good faith to address the Court's concerns by revising the Agreement as necessary to  
4 obtain Final Approval. The Court's decision to award less than the amounts requested for  
5 the Class Representative Service Payment, Class Counsel Fees Payment, Class Counsel  
6 Litigation Expenses Payment, and/or Administration Expenses Payment shall not  
7 constitute a material modification to the Agreement within the meaning of this paragraph.

8 10.3. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the  
9 Court will retain jurisdiction over the Parties, Action, and the Settlement solely for  
10 purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement  
11 administration matters, and (iii) addressing such post-Judgment matters as are permitted by  
12 law.

13 10.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and  
14 conditions of this Agreement, specifically including the Class Counsel Fees Payment and  
15 Class Counsel Litigation Expenses Payment reflected set forth in this Settlement, the  
16 Parties, their respective counsel, and all Participating Class Members who did not object to  
17 the Settlement as provided in this Agreement, waive all rights to appeal from the  
18 Judgment, including all rights to post-judgment and appellate proceedings, the right to file  
19 motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The  
20 waiver of appeal does not include any waiver of the right to oppose such motions, writs or  
21 appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this  
22 Agreement will be suspended until such time as the appeal is finally resolved and the  
23 Judgment becomes final, except as to matters that do not affect the amount of the Net  
24 Settlement Amount.

25 10.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment. If the  
26 reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a  
27 material modification of this Agreement (including, but not limited to, the scope of release  
28 to be granted by Class Members), this Agreement shall be null and void. The Parties shall



nevertheless expeditiously work together in good faith to address the appellate court's concerns and to obtain Final Approval and entry of Judgment, sharing, on a 50-50 basis, any additional Administration Expenses reasonably incurred after remittitur. An appellate decision to vacate, reverse, or modify the Court's award of the Class Representative Service Payment or any payments to Class Counsel shall not constitute a material modification of the Judgment within the meaning of this paragraph, as long as the Gross Settlement Amount remains unchanged.

**11. AMENDED JUDGMENT.**

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

**12. ADDITIONAL PROVISIONS.**

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



1 12.2. Confidentiality Prior to Preliminary Approval. Plaintiff, Class Counsel, Defendant, and  
2 Defense Counsel separately agree that, until the Motion for Preliminary Approval of  
3 Settlement is filed, they and each of them will not disclose, disseminate, and/or publicize,  
4 or cause or permit another person to disclose, disseminate, or publicize, any of the terms of  
5 the Agreement directly or indirectly, specifically or generally, to any person, corporation,  
6 association, government agency, or other entity except: (1) to the Parties' attorneys,  
7 accountants, or spouses, all of whom will be instructed to keep this Agreement  
8 confidential; (2) counsel in a related matter; (3) to the extent necessary to report income to  
9 appropriate taxing authorities; (4) in response to a court order or subpoena; or (5) in  
10 response to an inquiry or subpoena issued by a state or federal government agency. Each  
11 Party agrees to immediately notify each other Party of any judicial or agency order,  
12 inquiry, or subpoena seeking such information. Plaintiff, Class Counsel, Defendant, and  
13 Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or  
14 other communication, before the filing of the Motion for Preliminary Approval, any with  
15 third party regarding this Agreement or the matters giving rise to this Agreement except to  
16 respond only that "the matter was resolved," or words to that effect. This paragraph does  
17 not restrict Class Counsel's communications with Class Members in accordance with Class  
18 Counsel's ethical obligations owed to Class Members.

19 12.3. No Solicitation. The Parties separately agree that they and their respective counsel and  
20 employees will not solicit any Class Member to opt out of or object to the Settlement, or  
21 appeal from the Judgment. Nothing in this paragraph shall be construed to restrict Class  
22 Counsel's ability to communicate with Class Members in accordance with Class Counsel's  
23 ethical obligations owed to Class Members.

24 12.4. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement  
25 together with its attached exhibit shall constitute the entire agreement between the Parties  
26 relating to the Settlement, superseding any and all oral representations, warranties,  
27 covenants, or inducements made to or by any Party.

28 12.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and

1 represent that they are authorized by Plaintiff and Defendant, respectively, to take all  
2 appropriate action required or permitted to be taken by such Parties pursuant to this  
3 Agreement to effectuate its terms, and to execute any other documents reasonably required  
4 to effectuate the terms of this Agreement including any amendments to this Agreement.

5 12.6. Cooperation. The Parties and their counsel will cooperate with each other and use their  
6 best efforts, in good faith, to implement the Settlement by, among other things, modifying  
7 the Settlement Agreement, submitting supplemental evidence, and supplementing points  
8 and authorities as requested by the Court. In the event the Parties are unable to agree upon  
9 the form or content of any document necessary to implement the Settlement, or on any  
10 modification of the Agreement that may become necessary to implement the Settlement,  
11 the Parties will seek the assistance of a mediator and/or the Court for resolution.

12 12.7. No Prior Assignments. The Parties separately represent and warrant that they have not  
13 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or  
14 encumber to any person or entity and portion of any liability, claim, demand, action, cause  
15 of action, or right released and discharged by the Party in this Settlement.

16 12.8. No Tax Advice. Neither Plaintiff, Class Counsel, Defendant, nor Defense Counsel are  
17 providing any advice regarding taxes or taxability, nor shall anything in this Settlement be  
18 relied upon as such within the meaning of United States Treasury Department Circular 230  
19 (31 CFR Part 10, as amended) or otherwise.

20 12.9. Modification of Agreement. This Agreement, and all parts of it, may be amended,  
21 modified, changed, or waived only by an express written instrument signed by all Parties  
22 or their representatives, and approved by the Court.

23 12.10. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the  
24 benefit of, the successors of each of the Parties.

25 12.11. Applicable Law. All terms and conditions of this Agreement and its exhibits will be  
26 governed by and interpreted according to the internal laws of the state of California,  
27 without regard to conflict of law principles.

28 12.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of

1 this Agreement. This Agreement will not be construed against any Party on the basis that  
2 the Party was the drafter or participated in the drafting.

3 12.13. Confidentiality. To the extent permitted by law, all agreements made, and orders entered  
4 during Action and in this Agreement relating to the confidentiality of information shall  
5 survive the execution of this Agreement.

6 12.14. Use and Return of Class Data. Information provided to Class Counsel pursuant to  
7 Evidence Code § 1152, and all copies and summaries of the Class Data provided to Class  
8 Counsel by Defendant in connection with the mediation, other settlement negotiations, or  
9 in connection with the Settlement, may be used only with respect to this Settlement, and no  
10 other purpose, and may not be used in any way that violates any existing contractual  
11 agreement, statute, or rule of court. Not later than 90 days after the date when the Court  
12 discharges the Administrator's obligation to provide a Declaration confirming the final pay  
13 out of all Settlement funds, Plaintiff shall destroy, all paper and electronic versions of Class  
14 Data received from Defendant unless, prior to the Court's discharge of the Administrator's  
15 obligation, Defendant makes a written request to Class Counsel for the return, rather than  
16 the destructions, of Class Data.

17 12.15. Headings. The descriptive heading of any section or paragraph of this Agreement is  
18 inserted for convenience of reference only and does not constitute a part of this  
19 Agreement.

20 12.16. Calendar Days. Unless otherwise noted, all reference to "days" in this Agreement shall be  
21 to calendar days. In the event any date or deadline set forth in this Agreement falls on a  
22 weekend or federal legal holiday, such date or deadline shall be on the first business day  
23 thereafter.

24 12.17. Notice. All notices, demands or other communications between the Parties in connection  
25 with this Agreement will be in writing and deemed to have been duly given as of the third  
26 business day after mailing by United States mail, or the day sent by email or messenger,  
27 addressed as follows:  
28

1 To Plaintiff:

2 Kane Moon (SBN 249834)  
3 E-mail: kmoon@moonlawgroup.com  
4 Allen Feghali (SBN 301080)  
5 E-mail: afeghali@moonlawgroup.com  
6 Edwin Kamarzarian (SBN 327830)  
7 E-mail: ekamarzarian@moonlawgroup.com  
8 MOON LAW GROUP, PC  
9 1055 W. Seventh St., Suite 1880  
10 Los Angeles, California 90017  
11 Telephone: (213) 232-3128  
12 Facsimile: (213) 232-3125  
13

14 To Defendant:

15 O'HAGAN MEYER LLP  
16 KATHERINE DEN BLEYKER, SB# 257187  
17 kdenbleyker@ohaganmeyer.com  
18 550 S. Hope Street, Ste 2400  
19 Los Angeles, CA 90071  
20 Telephone: 213.423.6006  
21

22 12.18. Execution in Counterparts. This Agreement may be executed in one or more counterparts  
23 by facsimile, electronically (i.e., DocuSign), or email which for purposes of this  
24 Agreement shall be accepted as an original. All executed counterparts and each of them  
25 will be deemed to be one and the same instrument if counsel for the Parties will exchange  
26 between themselves signed counterparts. Any executed counterpart will be admissible in  
27 evidence to prove the existence and contents of this Agreement.  
28

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

1 **Plaintiff & Class Representative:**

2 Dated:

By: \_\_\_\_\_  
Adrian Velazquez

4 **Plaintiff's Counsel:**

5 Dated:

MOON LAW GROUP, PC

By: \_\_\_\_\_  
Kane Moon  
Allen Feghali  
Edwin Kamarzarian  
Attorneys for Plaintiff

11 **Defendant:**

12 Dated:

9/19/23

HANMAR, LLC

By: \_\_\_\_\_  
Peter Lee  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
President  
Title

20 **Defendant's Counsel:**

21 Dated:

September 19, 2023

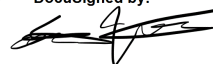
O'HAGAN MEYER, LLP

By: \_\_\_\_\_  
Katherine Den Bleyker

Attorneys for Defendant Hanmar, LLC

**Plaintiff & Class Representative:**


Dated: 10/2/2023

DocuSigned by:  
  
By: \_\_\_\_\_  
F9E01855A944A7...  
Adrian Velazquez

**Plaintiff's Counsel:**

Dated:

MOON LAW GROUP, PC

By:  10/02/2023  
Kane Moon  
Allen Feghali  
Edwin Kamarzarian  
Attorneys for Plaintiff

**Defendant:**

Dated:

HANMAR, LLC

By: \_\_\_\_\_  
Print Name  
\_\_\_\_\_  
Signature  
\_\_\_\_\_  
Title

**Defendant's Counsel:**

Dated:

O'HAGAN MEYER, LLP

By: \_\_\_\_\_  
Katherine Den Bleyker  
Attorneys for Defendant Hanmar, LLC

# EXHIBIT A



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

*Velazquez v. Hanmar, LLC*

Los Angeles Superior Court Case No. 22STCV00544

*The Superior Court for the State of California authorized this Notice. Read it carefully!  
It's not junk mail, spam, an advertisement, or solicitation by a lawyer. You are not being sued.*

**You may be eligible to receive money** from an employee class action lawsuit (“Action”) *Velazquez v. Hanmar, LLC* (“Hanmar” is used herein as a placeholder) for alleged wage and hour violations. The Action was filed by a former Hanmar employee Adrian Velazquez (“Plaintiff”) and seeks payment of (1) back wages and other relief for a class of non-exempt, hourly paid employees (“Class Members”) who worked for Hanmar in California during the Class Period (January 6, 2018 to **December 31, 2022**); and (2) penalties under the California Private Attorney General Act (“PAGA”) for all non-exempt, hourly paid employees who worked for Hanmar in California during the PAGA Period (**December 30, 2020 to December 31, 2022**) (“Aggrieved Employees”).

The proposed Settlement has two main parts: (1) a Class Settlement requiring Hanmar to fund Individual Class Payments, and (2) a PAGA Settlement requiring Hanmar to fund Individual PAGA Payments and pay penalties to the California Labor and Workforce Development Agency (“LWDA”).

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

The above estimates are based on Hanmar’s records showing that **you worked [REDACTED] workweeks** during the Class Period and **you worked [REDACTED] pay periods** during the PAGA Period. If you believe that you worked more workweeks and/or pay periods during either period, you can submit a challenge by the deadline date stated in Section 4 of this Notice.

The Court has already preliminarily approved the proposed Settlement and approved this Notice. The Court has not yet decided whether to grant final approval. Your legal rights are affected whether you act or not act. Read this Notice carefully. You will be deemed to have carefully read and understood it. At the Final Approval Hearing, the Court will decide whether to finally approve the Settlement and how much of the Settlement will be paid to Plaintiff and Plaintiff’s attorneys (“Class Counsel”). The Court will also decide whether to enter a judgment that requires Hanmar to make payments under the Settlement and requires Class Members and Aggrieved Employees to give up their rights to assert certain claims against Hanmar.

If you worked for Hanmar during the Class Period and/or the PAGA Period, you have two basic options under the Settlement:

- (1) **Do Nothing.** You don’t have to do anything to participate in the proposed Settlement and be eligible for an Individual Class Payment and/or an Individual PAGA Payment. As a Participating Class Member, though, you will give up your right to assert Class Period wage claims and PAGA Period penalty claims against Hanmar.
- (2) **Opt-Out of the Class Settlement.** You can exclude yourself from the Class Settlement (opt-out) by submitting the written Request for Exclusion or otherwise notifying the Administrator in writing. If you opt-out of the Settlement, you will not receive an Individual Class Payment. You will, however, preserve your right to personally pursue Class Period wage claims against Hanmar, and, if you are an Aggrieved Employee, remain eligible for an Individual PAGA Payment. You cannot opt-out of the PAGA portion of the proposed Settlement.

**HANMAR will not retaliate against you for any actions you take with respect to the proposed Settlement.**

## SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

<p><b>You Don't Have to Do Anything to Participate in the Settlement</b></p>	<p>If you do nothing, you will be a Participating Class Member, eligible for an Individual Class Payment and an Individual PAGA Payment (if any). In exchange, you will give up your right to assert the wage claims against Hanmar that are covered by this Settlement (Released Claims).</p>
<p><b>You Can Opt-out of the Class Settlement but not the PAGA Settlement</b></p> <p><b>The Opt-out Deadline is</b>  <span style="background-color: black; color: black;">[REDACTED]</span></p>	<p>If you don't want to fully participate in the proposed Settlement, you can opt-out of the Class Settlement by sending the Administrator a written Request for Exclusion. Once excluded, you will be a Non-Participating Class Member and no longer eligible for an Individual Class Payment. Non-Participating Class Members cannot object to any portion of the proposed Settlement. See Section 6 of this Notice.</p> <p>You cannot opt-out of the PAGA portion of the proposed Settlement. Hanmar must pay Individual PAGA Payments to all Aggrieved Employees and the Aggrieved Employees must give up their rights to pursue Released Claims (defined below).</p>
<p><b>Participating Class Members Can Object to the Class Settlement but not the PAGA Settlement</b></p> <p><b>Written Objections Must be Submitted by</b>  <span style="background-color: black; color: black;">[REDACTED]</span></p>	<p>All Class Members who do not opt-out ("Participating Class Members") can object to any aspect of the proposed Settlement. The Court's decision whether to finally approve the Settlement will include a determination of how much will be paid to Class Counsel and Plaintiff who pursued the Action on behalf of the Class. You are not personally responsible for any payments to Class Counsel or Plaintiff, but every dollar paid to Class Counsel and Plaintiff reduces the overall amount paid to Participating Class Members. You can object to the amounts requested by Class Counsel or Plaintiff if you think they are unreasonable. See Section 7 of this Notice.</p>
<p><b>You Can Participate in the</b>  <span style="background-color: black; color: black;">[REDACTED]</span> <b>Final Approval Hearing</b></p>	<p>The Court's Final Approval Hearing is scheduled to take place on <span style="background-color: black; color: black;">[REDACTED]</span>. You don't have to attend but you do have the right to appear (or hire an attorney to appear on your behalf at your own cost), in person, by telephone, or by using the Court's virtual appearance platform. Participating Class Members can verbally object to the Settlement at the Final Approval Hearing. See Section 8 of this Notice.</p>
<p><b>You Can Challenge the Calculation of Your Workweeks and/or Pay Periods</b></p> <p><b>Written Challenges Must be Submitted by</b>  <span style="background-color: black; color: black;">[REDACTED]</span></p>	<p>The amount of your Individual Class Payment and PAGA Payment (if any) depend on how many workweeks you worked at least one day during the Class Period and how many Pay Periods you worked at least one day during the PAGA Period, respectively. The number Class Period Workweeks and number of PAGA Period Pay Periods you worked according to Hanmar's records is stated on the first page of this Notice. If you disagree with either of these numbers, you must challenge it by <span style="background-color: black; color: black;">[REDACTED]</span>. See Section 4 of this Notice.</p>

### 1. WHAT IS THE ACTION ABOUT?

Plaintiff is a former Hanmar employee. The Action accuses Hanmar of violating California labor laws by failing to pay overtime wages, minimum wages, wages due upon termination and reimbursable expenses and failing to provide meal periods, rest breaks, accurate itemized wage statements, and all wages due at the time of termination. Based on the same claims, Plaintiff has also asserted a claim for civil penalties under the California Private Attorneys General Act (Labor Code §§ 2698, et seq.) ("PAGA"). Plaintiff is represented by attorneys in the Action: Kane Moon, Allen Feghali, and Edwin Kamarzarian of Moon Law Group, PC ("Class Counsel").

Hanmar strongly denies violating any laws or failing to pay any wages and contends it complied with all applicable laws.

## **2. WHAT DOES IT MEAN THAT THE ACTION HAS SETTLED?**

So far, the Court has made no determination whether Hanmar or Plaintiff is correct on the merits. In the meantime, Plaintiff and Hanmar hired an experienced, neutral mediator in an effort to resolve the Action by negotiating an to end the case by agreement (settle the case) rather than continuing the expensive and time-consuming process of litigation. The negotiations were successful. By signing a lengthy written settlement agreement (“Agreement”) and agreeing to jointly ask the Court to enter a judgment ending the Action and enforcing the Agreement, Plaintiff and Hanmar have negotiated a proposed Settlement that is subject to the Court’s Final Approval. Both sides agree the proposed Settlement is a compromise of disputed claims. By agreeing to settle, Hanmar does not admit any violations or concede the merit of any claims.

Plaintiff and Class Counsel strongly believe the Settlement is a good deal for you because they believe that: (1) Hanmar has agreed to pay a fair, reasonable, and adequate amount considering the strength of the claims and the risks and uncertainties of continued litigation; and (2) Settlement is in the best interests of the Class Members and Aggrieved Employees. The Court preliminarily approved the proposed Settlement as fair, reasonable, and adequate, authorized this Notice, and scheduled a hearing to determine Final Approval.

## **3. WHAT ARE THE IMPORTANT TERMS OF THE PROPOSED SETTLEMENT?**

1. Hanmar will pay \$610,000.00 as the Gross Settlement Amount (“Gross Settlement”). Hanmar has agreed to deposit the Gross Settlement into an account controlled by the Administrator of the Settlement. The Administrator will use the Gross Settlement to pay the Individual Class Payments, Individual PAGA Payments, Class Representative Service Payment, Class Counsel’s attorney’s fees and expenses, the Administrator’s expenses, and penalties to be paid to the California Labor and Workforce Development Agency (“LWDA”). Assuming the Court grants Final Approval, Hanmar will fund the Gross Settlement not more than 30 days after the Effective Date. The “Effective Date” means the date by when both of the following have occurred: (a) the Court enters a Judgment on its Order Granting Final Approval of the Settlement; and (b) the Judgment is final. The Judgment is final on the date the Court enters Judgment, or a later date if a Participating Class Member objects to the proposed Settlement or the Judgment is appealed.
2. Court Approved Deductions from Gross Settlement. At the Final Approval Hearing, Plaintiff and/or Class Counsel will ask the Court to approve the following deductions from the Gross Settlement, the amounts of which will be decided by the Court at the Final Approval Hearing:
  - A. Up to \$203,333.33 (33 1/3% of the Gross Settlement) to Class Counsel for attorneys’ fees and up to \$20,000.00 for their litigation expenses. To date, Class Counsel have worked and incurred expenses on the Action without payment.
  - B. Up to \$8,500.00 as a Class Representative Award for filing the Action, working with Class Counsel, and representing the Class. A Class Representative Award will be the only monies Plaintiff will receive other than Plaintiff’s Individual Class Payment and any Individual PAGA Payment.
  - C. An estimated payment of \$7,500.00 to the Administrator for services administering the Settlement.
  - D. Up to \$60,000.00 for PAGA Penalties, allocated 75% (\$45,000.00) to the LWDA PAGA Payment and 25% (\$15,000.00) in Individual PAGA Payments to the Aggrieved Employees based on their PAGA Period Pay Periods.

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

3. Net Settlement Distributed to Class Members. After making the above deductions in amounts approved by the Court, the Administrator will distribute the rest of the Gross Settlement (the “Net Settlement”) by making Individual Class Payments to Participating Class Members based on their Class Period Workweeks.

- 5.4. Taxes Owed on Payments to Class Members. Plaintiff and Hanmar are asking the Court to approve an allocation of 15% of each Individual Class Payment to taxable wages (“Wage Portion”) and 85% to interest and penalties (“Non-Wage Portion.”). The Wage Portion is subject to withholdings and will be reported on IRS W-2 Forms. In addition to the Gross Settlement, Hanmar will separately pay employer payroll taxes it owes on the Wage Portion. The Individual PAGA Payments are counted as penalties rather than wages for tax purposes. The Administrator will report the Individual PAGA Payments and the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

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

- 6.5. Need to Promptly Cash Payment Checks. The front of every check issued for Individual Class Payments and Individual PAGA Payments will show the date when the check expires (the “void date”). If you don’t cash it by the void date, your check will be automatically cancelled, and the monies will be deposited with the California Controller's Unclaimed Property Fund in your name. If the monies represented by your check is sent to the Controller’s Unclaimed Property, you should consult the rules of the Fund for instructions on how to retrieve your money.

- 7.6. Requests for Exclusion from the Class Settlement (Opt-Outs). You will be treated as a Participating Class Member, participating fully in the Class Settlement, unless you notify the Administrator in writing, not later than [REDACTED], that you wish to opt-out. The easiest way to notify the Administrator is to send a written and signed Request for Exclusion by the [REDACTED] Response Deadline. The Request for Exclusion should be a letter from a Class Member or his/her representative setting forth a Class Member’s name, present address, telephone number, and a simple statement electing to be excluded from the Settlement. Excluded Class Members (i.e., Non-Participating Class Members) will not receive Individual Class Payments, but will preserve their rights to personally pursue wage and hour claims against Hanmar.

You cannot opt-out of the PAGA portion of the Settlement. Class Members who exclude themselves from the Class Settlement (Non-Participating Class Members) remain eligible for Individual PAGA Payments and are required to give up their right to assert PAGA claims against Hanmar based on the PAGA Period facts alleged in the Action.

- 8.7. The Proposed Settlement Will be Void if the Court Denies Final Approval. It is possible the Court will decline to grant Final Approval of the Settlement or decline to enter a Judgment. It is also possible the Court will enter a Judgment that is reversed on appeal. Plaintiff and Hanmar have agreed that, in either case, the Settlement will be void: Hanmar will not pay any money and Class Members will not release any claims against Hanmar.

- 9.8. Administrator. The Court has appointed a neutral company, ILYM Group, Inc. (the “Administrator”) to send this Notice, calculate and make payments, and process Class Members’ Requests for

Exclusion. The Administrator will also decide Class Member Challenges over Workweeks and/or PAGA Pay Periods, mail and re-mail settlement checks and tax forms, and perform other tasks necessary to administer the Settlement. The Administrator's contact information is contained in Section 9 of this Notice.

~~10.9.~~ Participating Class Members' Release. After the Judgment is final and Hanmar has fully funded the Gross Settlement and separately paid all employer payroll taxes, Participating Class Members will be legally barred from asserting any of the claims released under the Settlement. This means that unless you opted out by validly excluding yourself from the Class Settlement, you cannot sue, continue to sue, or be part of another lawsuit against Hanmar or related entities for wages based on the Class Period facts and PAGA penalties based on PAGA Period facts, as alleged in the Action and resolved by this Settlement.

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

All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from (i) all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Operative Complaint including any and all claims involving unpaid wages, failure to pay minimum wages, overtime compensation, straight time compensation, rest and recovery time, non-productive time; failure to provide compliant meal, rest, and/or recovery periods; failure to pay premiums at all or at the correct rate for any violation of meal, rest, and recovery period obligations; failure to provide legally complaint wage statements; failure to timely pay regular and final wages; failure to reimburse business expenses; unfair business practices and unfair competition; failure to pay all hours worked; failure to keep accurate records; liquidated damages; interest; declaratory relief; any and all related penalties, including, but not limited to, recordkeeping penalties, wage statement penalties, minimum wage penalties, meal and rest period penalties, and waiting time penalties; statutory penalties and/or civil penalties; attorneys' fees and costs; liquidated damages; and/or interest associated with any of the foregoing. Except as set forth in Section 5.3 of the Settlement Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period.

~~11.10.~~ Aggrieved Employees' PAGA Release. After the Court's judgment is final, and Hanmar has paid the Gross Settlement (and separately paid the employer-side payroll taxes), all Aggrieved Employees will be barred from asserting PAGA claims against Hanmar, whether or not they exclude themselves from the Settlement. This means that all Aggrieved Employees, including those who are Participating Class Members and those who opt-out of the Class Settlement, cannot sue, continue to sue, or participate in any other PAGA claim against Hanmar or its related entities based on the PAGA Period facts alleged in the Action and resolved by this Settlement.

The Aggrieved Employees' Releases for Participating and Non-Participating Class Members are as follows:

All Participating and Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties, from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice including, any and all claims involving unpaid wages,



failure to pay minimum wages, overtime compensation, straight time compensation, rest and recovery time, non-productive time; failure to provide compliant meal, rest, and/or recovery periods; failure to pay premiums at all or at the correct rate for any violation of meal, rest, and recovery period obligations; failure to provide legally complaint wage statements; failure to timely pay regular and final wages; failure to reimburse business expenses; unfair business practices and unfair competition; failure to pay all hours worked; failure to keep accurate records; liquidated damages; interest; declaratory relief; any and all related penalties, including, but not limited to, recordkeeping penalties, wage statement penalties, minimum wage penalties, meal and rest period penalties, and waiting time penalties; statutory penalties and/or civil penalties; attorneys' fees and costs; liquidated damages; and/or interest associated with any of the foregoing.

#### **4. HOW WILL THE ADMINISTRATOR CALCULATE MY PAYMENT?**

1. Individual Class Payments. The Administrator will calculate Individual Class Payments by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and (b) multiplying the result by the number of Workweeks worked by each individual Participating Class Member.
2. Individual PAGA Payments. The Administrator will calculate Individual PAGA Payments by (a) dividing \$15,000.00 by the total number of PAGA Pay Periods worked by all Aggrieved Employees and (b) multiplying the result by the number of PAGA Pay Periods worked by each individual Aggrieved Employee.
3. Workweek and/or PAGA Pay Period Challenges. The number of Class Workweeks you worked during the Class Period and the number of PAGA Pay Periods you worked during the PAGA Period, as recorded in Hanmar's records, are stated in the first page of this Notice. You have until [REDACTED] to challenge the number of Workweeks and/or PAGA Pay Periods credited to you. You can submit your challenge by signing and sending a letter to the Administrator via mail, email, or fax. Section 9 of this Notice has the Administrator's contact information.

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

#### **5. HOW WILL I GET PAID?**

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

**Your check will be sent to the same address as this Notice. If you change your address, be sure to notify the Administrator as soon as possible. Section 9 of this Notice has the Administrator's contact information.**

## **6. HOW DO I OPT-OUT OF THE CLASS SETTLEMENT?**

Submit a written and signed letter with your name, present address, telephone number, and a simple statement that you do not want to participate in the Settlement. The Administrator will exclude you based on any writing communicating your request be excluded. Be sure to personally sign your request, identify the Action as *Velazquez v. Hanmar, LLC*, and include your identifying information (full name, address, telephone number, approximate dates of employment, and social security number for verification purposes). You must make the request yourself. If someone else makes the request for you, it will not be valid. **The Administrator must be sent your request to be excluded by [REDACTED], or it will be invalid.** Section 9 of the Notice has the Administrator's contact information.

## **7. HOW DO I OBJECT TO THE SETTLEMENT?**

Only Participating Class Members have the right to object to the Settlement. Before deciding whether to object, you may wish to see what Plaintiff and Hanmar are asking the Court to approve. At least sixteen court days before the [REDACTED] Final Approval Hearing, Class Counsel and/or Plaintiff will file in Court (1) a Motion for Final Approval that includes, among other things, the reasons why the proposed Settlement is fair, and (2) a Motion for Fees, Litigation Expenses, and Service Award stating: (i) the amount Class Counsel is requesting for attorneys' fees and litigation expenses; and (ii) the amount Plaintiff is requesting as a Class Representative Service Award. Upon reasonable request, Class Counsel (whose contact information is in Section 9 of this Notice) will send you copies of these documents at no cost to you. You can also view them on the Administrator's Website [REDACTED] or the Court's website [www.lacourt.org](http://www.lacourt.org) by accessing "Online Services" and then clicking on "Case Document Images".

A Participating Class Member who disagrees with any aspect of the Agreement, the Motion for Final Approval and/or Motion for Fees, Litigation Expenses, and Service Award may wish to object, for example, that the proposed Settlement is unfair, or that the amounts requested by Class Counsel or Plaintiff are too high or too low. **The deadline for sending written objections to the Administrator is [REDACTED].** Be sure to tell the Administrator what you object to, why you object, and any facts that support your objection. Make sure you identify the Action *Velazquez v. Hanmar, LLC* and include your name, current address, telephone number, and approximate dates of employment for Hanmar and sign the objection. Section 9 of this Notice has the Administrator's contact information.

Alternatively, a Participating Class Member can object (or personally retain a lawyer to object at your own cost) by attending the Final Approval Hearing. You (or your attorney) should be ready to tell the Court what you object to, why you object, and any facts that support your objection. See Section 8 of this Notice (immediately below) for specifics regarding the Final Approval Hearing.

## **8. CAN I ATTEND THE FINAL APPROVAL HEARING?**

You can, but don't have to, attend the Final Approval Hearing on [REDACTED] at [REDACTED] in Department 1 of the Los Angeles Superior Court, located at 312 North Spring Street, Los Angeles, CA 90012. At the Hearing, the judge will decide whether to grant Final Approval of the Settlement and how much of the Gross Settlement will be paid to Class Counsel, Plaintiff, and the Administrator. The Court will invite comment from objectors, Class Counsel and Defense Counsel before making a decision. You can attend (or hire a lawyer to attend) either personally or virtually via LACourtConnect (<https://www.lacourt.org/lacc/>). Check the Court's website for the most current information.



It's possible the court will reschedule the Final Approval Hearing. You should check the Administrator's website [REDACTED] beforehand or contact Class Counsel to verify the date and time of the Final Approval Hearing.

## **9. HOW CAN I GET MORE INFORMATION?**

The Agreement sets forth everything Hanmar and Plaintiff have promised to do under the proposed Settlement. The easiest way to read the Agreement, the Judgment, or any other Settlement documents is to go to ILYM Group, Inc.'s website at [REDACTED]. You can also telephone or send an email to Class Counsel or the Administrator using the contact information listed below, or consult the Superior Court website by going to (<http://www.lacourt.org/casesummary/ui/index.aspx>) and entering the Case Number for the Action, Case No. 20STCV00544. You can also make an appointment to personally review court documents in the Clerk's Office at the Stanley Mosk Courthouse by calling (213) 830-0800.

## **DO NOT TELEPHONE THE SUPERIOR COURT TO OBTAIN INFORMATION ABOUT THE SETTLEMENT.**

### Class Counsel:

Name of Attorneys: Kane Moon, Allen Feghali, and Edwin Kamarzarian

Email Addresses: [kmoon@moonlawgroup.com](mailto:kmoon@moonlawgroup.com), [afeghali@moonlawgroup.com](mailto:afeghali@moonlawgroup.com), and [ekamarzarian@moonlawgroup.com](mailto:ekamarzarian@moonlawgroup.com)

Name of Firm: Moon Law Group, PC

Mailing Address: 1055 West Seventh Street, Suite 1880, Los Angeles, CA 90017

Telephone: (213) 232-3128

### Settlement Administrator:

Name of Company: ILYM Group, Inc.

Email Address: [REDACTED]

Mailing Address: [REDACTED]

Telephone: [REDACTED]

Fax Number: [REDACTED]

## **~~12.11.~~ WHAT IF I LOSE MY SETTLEMENT CHECK?**

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

## **11. WHAT IF I CHANGE MY ADDRESS?**

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