

Kane Moon (SBN 249834)
kmoon@moonlawgroup.com
Allen Feghali (SBN 301080)
afeghali@moonlawgroup.com
Linh H. Tran (SBN 349486)
ltran@moonlawgroup.com

MOON LAW GROUP, PC
1055 W. Seventh St., Suite 1880
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Attorneys for Plaintiff FRANCISCO JAVIER
MENDOZA

Patrick S. Moody (SBN 156928)
pmoody@theemployerslawfirm.com
Catherine M. Houlihan (SBN 312113)
choulihan@theemployerslawfirm.com

BARSAMIAN & MOODY
A Professional Corporation
Attorneys at Law
1141 W. Shaw Avenue, #104
Fresno, California 93711
Telephone: (559) 248-2360
Facsimile: (559) 248-2370
Email: laborlaw@theemployerslawfirm.com

Attorneys for Defendant DUNCAN FAMILY FARMS, LLC

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA BARBARA**

FRANCISCO JAVIER MENDOZA,
individually, and on behalf of all others
similarly situated,

Plaintiff,

vs.

DUNCAN FAMILY FARMS, LLC, a limited
liability company; and DOES 1 through 10,
inclusive,

Defendant

Case No.: 22CV00779

[Assigned to the Honorable Donna D. Geck in
Department 4]

**JOINT STIPULATION OF CLASS ACTION
SETTLEMENT**

Complaint filed: February 25, 2022
Trial date: Not set

1 **JOINT STIPULATION OF CLASS ACTION SETTLEMENT**

2 This Joint Stipulation of Class Action Settlement (“Joint Stipulation of Settlement” or
3 “Settlement” or “Agreement”) is made and entered into by and between Plaintiff FRANCISCO JAVIER
4 MENDOZA, individually, and on behalf of all others similarly situated, (“Plaintiff” or “Class
5 Representative”), and Defendant DUNCAN FAMILY FARMS, LLC (“Defendant”). Plaintiff and
6 Defendant are sometimes referred to individually as a “Party” or collectively referred to herein as “the
7 Parties.” THE PARTIES STIPULATE AND AGREE as follows:

8 **DEFINITIONS**

- 9 1. For purposes of this Settlement, “Operative Complaint” refers to the first amended
10 complaint filed on May 6, 2022.
- 11 2. For purposes of this Settlement, this matter, entitled *Francisco Javier Mendoza v. Duncan*
12 *Family Farms, LLC*, Case No. 22CV00779, is referred to herein as the “Action.”
- 13 3. For purposes of this Settlement, the “Class Period” is February 25, 2018 through the date
14 the Court grants preliminary approval or September 25, 2023, whichever is sooner.
- 15 4. For purposes of this Settlement, the “Class” or “Class Members” consist of: All current
16 and former non-exempt employees of Defendant who worked in California during the Class Period.
17 “Settlement Class Members” are those Class Members who do not submit timely exclusion requests to the
18 Settlement Administrator. The Parties estimate that the Class included approximately 180 individuals as
19 of July 5, 2023.
- 20 5. For purposes of this Settlement, “Class Counsel” means MOON LAW GROUP, PC.
- 21 6. For purposes of this Settlement, “Covered Workweeks” means the number of weeks a
22 Class Member worked at Defendant’s locations in California during the Class Period.
- 23 7. For purposes of this Settlement, “Response Deadline” means the date forty-five (45) days
24 after the Settlement Administrator initially mails the Notice to Settlement Class Members (“Notice”) and
25 the last date on which Settlement Class Members may submit a request for exclusion or written objection
26 to the Settlement. In the case of a re-mailed Notice, the Response Deadline will be the later of 45 calendar
27 days after initial mailing or 14 calendar days from re-mailing (“Extended Response Deadline”). The
28 Response Deadline may be extended only as expressly described herein.

1 8. For purposes of the Settlement, “Defendant’s Counsel” means BARSAMIAN &
2 MOODY.

3 9. For purposes of this Settlement, “PAGA” means the Labor Code Private Attorneys
4 General Act of 2004 (Cal. Lab. Code §§ 2698, *et seq.*).

5 10. For purposes of this Settlement, “PAGA Allocation” means the portion of the Gross
6 Settlement Amount that the Parties have agreed to allocate to resolution of the Released PAGA Claims.
7 The Parties have agreed that the PAGA Allocation will be \$40,000 from the Gross Settlement Amount.
8 Pursuant to PAGA, Seventy Five Percent (75%), or \$30,000, of the PAGA Allocation will be paid to the
9 Labor and Workforce Development Agency (“LWDA”) (“PAGA Penalty Payment”), and Twenty Five
10 Percent (25%), or \$10,000, of the PAGA Allocation will be included in the Net Settlement Amount for
11 PAGA Employees (“PAGA Settlement Payment”).

12 11. For purposes of this Settlement, “PAGA Period” means the period between February 19,
13 2021 through the date preliminary approval is granted, or September 25, 2023, whichever is sooner.

14 12. For purposes of this Settlement, “PAGA Employee” means all current and former non-
15 exempt employees of Defendant who worked in California during the PAGA Period. It is stipulated by
16 the Parties that, for purposes of this Settlement, all PAGA Employees are “aggrieved employees” as
17 defined pursuant to PAGA.

18 13. For purposes of this Settlement, “PAGA Pay Periods” means the number of pay periods
19 each PAGA Employee worked during the PAGA Period.

20 14. For purposes of this Settlement, “PAGA Representative” means Plaintiff.

21 15. For purposes of this Settlement, “Released PAGA Claims” means all claims for penalties
22 and any other available relief pursuant to PAGA, to the extent asserted in Plaintiff’s administrative
23 exhaustion letter submitted to the LWDA on February 19, 2022 in this Action, arising during the PAGA
24 Period.

25 16. For purposes of this Settlement, “Settlement Payments” means all of the payments to
26 Settlement Class Members (the “Settlement Class Payments”) and all of the payments to PAGA
27 Employees (the “PAGA Settlement Payment”).
28

1 **STIPULATED BACKGROUND**

2 17. On February 25, 2022, Plaintiff filed a putative class action complaint alleging the
3 following labelled causes of action: (1) Failure to Pay Minimum Wage [Cal. Lab. Code §§ 204, 1194,
4 1194.2, and 1197]; (2) Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198]; (3)
5 Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512]; (4) Failure to Authorize and Permit Rest
6 Breaks [Cal. Lab. Code §§ 226.7]; (5) Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code
7 §§ 201-203]; (6) Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226]; and (7)
8 Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, *et seq.*] (The “Action.”). In the Action,
9 Plaintiff sought to represent all persons that worked for Defendant in California as an hourly-paid, non-
10 exempt employee at any time during the period beginning four years before the filing of the initial
11 complaint and ending when Notice to the Class is sent.

12 18. Plaintiff satisfied the administrative exhaustion requirement that is a prerequisite to filing a
13 claim for Civil Penalties under the Labor Code Private Attorneys General Act of 2004 [Lab. Code § 2699,
14 *et seq.*] (“PAGA”). On May 6, 2022, Plaintiff filed a First Amended Complaint adding a cause of action
15 for Civil Penalties Under PAGA [Cal. Lab. Code § 2699, *et seq.*].

16 19. Solely for purposes of settling this case, the Parties and their respective counsel stipulate
17 and agree that the requisites for establishing class certification with respect to the Class Members have
18 been met and are met. More specifically for settlement purposes only, the Parties stipulate and agree that:

- 19 (a) The Class is ascertainable and so numerous as to make it impracticable to join all
20 Class Members.
- 21 (b) There are common questions of law and fact including, but not limited to, the
22 following:
- 23 1) Whether or not Defendant paid proper wages to the Class;
 - 24 2) Whether or not Defendant provided meal periods to the Class;
 - 25 3) Whether or not Defendant provided rest periods to the Class;
 - 26 4) Whether or not Defendant paid compensation timely upon separation of
27 employment to former Class Members;
 - 28 5) Whether or not Defendant paid compensation timely throughout Class

Members' employment;

- 6) Whether or not Defendant provided accurate itemized statements to the Class;
- 7) Whether or not waiting-time penalties are available to the Class for violation of California Labor Code § 203;
- 8) Whether or not Defendant maintained requisite records;
- 9) Whether or not Defendant paid proper meal period pay or rest period pay to the Class; and,
- 10) Whether or not Defendant engaged in unlawful or unfair business practices affecting the Class in violation of California Business and Professions Code §§ 17200-17208.

(c) Plaintiff's claims are typical of the claims of the Class Members.

(d) Plaintiff and Class Counsel will fairly and adequately protect the interests of the Class.

(e) The prosecution of separate actions by individual members of the Class would create the risk of inconsistent or varying adjudications, which would establish incompatible standards of conduct.

(f) With respect to the Class, questions of law and fact common to the members of the Class predominate over any questions affecting any individual member in such Class, and that a class action is superior to other available means for the fair and efficient adjudication of the controversy.

20. Should, for whatever reason, the Settlement not become effective, the fact that the Parties were willing to stipulate to certification as part of the Settlement shall have no bearing on, and shall not be admissible in connection with, the issue of whether the Class Members and/or the Released Claims should be certified in a non-Settlement context in this Action or in any other lawsuit. Defendant expressly reserves its right to oppose Released Claims or class certification in this or any other action should this Settlement not become effective.

21. Defendant denies any liability or wrongdoing of any kind whatsoever associated with the

claims alleged in the Operative Complaint, and Defendant further denies that, for any purpose other than settling this lawsuit, the action is appropriate for class or representative treatment. With respect to Plaintiff's claims, Defendant contends, among other things, that Plaintiff and the Class Members have been paid proper wages, have been provided meal periods or they have been made available as required, have been provided rest periods or they have been authorized and permitted as required, did not incur any business expenses that were not reimbursed, have been paid timely wages upon separation of employment, and have been provided with accurate itemized wage statements. Defendant contends, among other things, that it has complied at all times with the California Labor Code and the applicable Wage Orders of the Industrial Welfare Commission. Furthermore, with respect to all claims, Defendant contends that it has complied at all times with the California Business and Professions Code.

22. It is the desire of the Parties to fully, finally, and forever settle, compromise, and discharge all disputes and claims arising from or related to the Operative Complaint.

23. Class Counsel has conducted a thorough investigation into the facts of this Action, including an extensive review of relevant documents, and has diligently pursued an investigation of the claims of the Class against Defendant. Based on its own independent investigation and evaluation, Class Counsel is of the opinion that the Settlement with Defendant for the consideration and on the terms set forth in this Joint Stipulation of Settlement is fair, reasonable, and adequate and is in the best interest of the Class in light of all known facts and circumstances, including the risk of significant delay, the risk the Class will not be certified by the Court, defenses asserted by Defendant, and numerous potential appellate issues. Defendant and Defendant's Counsel also agree that the Settlement is fair and in the best interest of the Class.

24. The Parties agree to cooperate and take all steps necessary and appropriate to obtain preliminary and final approval of this Settlement.

25. The Parties agree to stay all proceedings in the Action, except such proceedings necessary to implement and complete the Settlement, pending the Final Approval hearing to be conducted by the Court.

PRIMARY TERMS OF SETTLEMENT

26. NOW THEREFORE, in consideration of the mutual covenants, promises and agreements

1 set forth herein, the Parties agree, subject to the Court's approval, as follows:

2 (a) It is agreed by and among the Class and Defendant that this Action and any claims,
3 damages, or causes of action arising out of the disputes which are the subject of
4 this Action, be settled and compromised as between the Class and Defendant,
5 subject to the terms and conditions set forth in this Settlement and the approval of
6 the Court.

7 (b) Effective Date: The "Effective Date" shall be the date all of the following have
8 occurred: (i) final approval of the settlement is granted by the Court through a
9 signed Order; and (ii) Judgment approving the settlement becomes Final. "Final"
10 shall mean the latest of: (i) if there is an appeal of the Court's Judgment, the date
11 the Judgment is affirmed on appeal, the date of dismissal of such appeal, or the
12 expiration of the time to file a petition for writ of certiorari to the United States
13 Supreme Court, or, (ii) if a petition for writ of certiorari is filed, the date of denial
14 of the petition for writ of certiorari, or the date the Judgment is affirmed pursuant to
15 such petition; or (iii) if no objection is made, or if an objection is made but
16 withdrawn prior to the date the Court grants final approval, the date the final
17 approval order is signed by the Court.

18 (c) Gross Settlement Amount: Defendant's maximum total payment under the
19 Settlement, including all attorney's fees and costs, the Service Payment to the
20 named Plaintiff, the costs of settlement administration, the PAGA Allocation, and
21 any other payments provided by this Settlement, is \$300,000.00 ("Gross Settlement
22 Amount"), subject to the Escalator Clause and except that, to the extent that any
23 portions of the Class Members' Settlement Payments constitute wages, Defendant
24 will be separately responsible for any employer payroll taxes required by law,
25 including the employer FICA, FUTA, and SDI contributions.

26 (d) Escalator Clause: In the event of an increase of more than 10% from original
27 estimate of 7,000 workweeks in the Class Period (i.e., specifically 7,700 or more
28 workweeks), the settlement amount shall be increased by the percentage that that

1 actual number of workweeks exceeds a 10% increase from the original estimates.
2 For example, if the class size is 12% larger than the original estimate, the
3 settlement amount shall be increased by 2% (the "Escalator Clause"). In the
4 alternative, Defendant may elect to end the Class Period on the day on which the
5 number of workweeks reaches the escalator trigger point.

6 (e) Non-reversionary Settlement: No portion of the Gross Settlement Amount will
7 revert to Defendant.

8 (f) No Claims Required: Class Members will not be required to submit a claim to
9 receive their Settlement payment.

10 (g) Net Settlement Amount: The Net Settlement Amount shall be calculated by
11 deducting from the Gross Settlement Amount (\$300,00.00) the following sums,
12 subject to approval by the Court: (1) attorney's fees (not to exceed 33 1/3% of the
13 Gross Settlement Amount, or \$100,000.00); (2) reasonable litigation costs (not to
14 exceed \$18,000.00); (3) the Service Payment (not to exceed \$7,500.00 to the
15 named Plaintiff); (4) the PAGA Penalty Payment in the amount of \$30,000.00
16 (which is 75% of the PAGA Allocation); and (5) costs of settlement administration
17 (estimated not to exceed \$9,000.00). Settlement Payments to the Class Members
18 will be calculated by the Settlement Administrator and paid out of the Net
19 Settlement Amount as set forth below.

20 (h) Payroll Taxes and Required Withholdings: To the extent that any portions of the
21 Settlement Class Members' Settlement Payments constitute wages, Defendant will
22 be separately responsible for any **employer** payroll taxes required by law,
23 including the employer FICA, FUTA, and SDI contributions. Except for any
24 employer payroll taxes and as set forth in the Escalator Clause, it is understood and
25 agreed that Defendant's maximum total liability under this Settlement shall not
26 exceed the Gross Settlement Amount. The Settlement Administrator will calculate
27 and submit the Defendant's employer share of payroll taxes after advising
28 Defendant of the total amount owed, in aggregate, as employer-side payroll taxes

and receiving a lump sum payment from Defendant in that amount when the Gross Settlement Amount is delivered to the Settlement Administrator.

(i) Settlement Class Payments (Excludes PAGA Payments): Settlement Class Payments will be paid out of the Net Settlement Amount. Each Settlement Class Member will be paid a pro-rata share of the Net Settlement Amount (less the PAGA Settlement Payments), as calculated by the Settlement Administrator. The pro-rata share will be determined by comparing the individual Settlement Class Member's Covered Workweeks employed during the Class Period in California to the total Covered Workweeks of all the Settlement Class Members during the Class Period as follows:
$$\frac{[\text{Workweeks worked by a Settlement Class Member}]}{[\text{Sum of all Covered Workweeks worked by all Settlement Class Members}]} \times [\text{Net Settlement Amount} - \text{all PAGA Settlement Payments}] = \text{individual Settlement Payment for a Settlement Class Member.}$$
 Settlement Class Payments in the appropriate amounts will be distributed by the Settlement Administrator by mail to the Settlement Class Members. The Settlement Administrator shall transmit all checks not cashed within 180 days of payment to the California Controller's Unclaimed Property Fund in the name of the Settlement Class Member.

(j) PAGA Payments: PAGA Settlement Payments will be paid out of the Net Settlement Amount. Each PAGA Employee will be paid a pro-rata share of the PAGA Employees' PAGA Settlement Payment. PAGA Employees will not be permitted to exclude themselves from this portion of the Settlement. The pro-rata share will be determined by comparing the individual PAGA Employees' PAGA Pay Periods during the PAGA Period to the total PAGA Pay Periods of all the PAGA Employees during the PAGA Period as follows:
$$\frac{[\text{PAGA Pay Periods worked by a PAGA Employee}]}{[\text{Sum of all PAGA Pay Periods worked by all PAGA Employees}]} \times [\text{PAGA Settlement Payment}] = \text{individual PAGA Employee's portion of the PAGA Settlement Payment.}$$
 PAGA Settlement Payments to PAGA Employees in the appropriate amounts will be distributed by

1 the Settlement Administrator by mail to the PAGA Employees at the same time
2 Settlement Class Payments issue to the Settlement Class. The Settlement
3 Administrator shall transmit all checks not cashed within 180 days of payment to
4 the California Controller's Unclaimed Property Fund in the name of the PAGA
5 Employee. The LWDA's PAGA Penalty Payment will issue to the LWDA at the
6 same time Settlement Payments issue to the Settlement Class.

7 (k) Allocation of Settlement Payments: The Parties have agreed that Settlement Class
8 Payments will be allocated as follows: 10% to wages, 85% to penalties, and 5% to
9 interest. The PAGA Settlement Payment shares to PAGA Employees will be
10 entirely allocated to penalties. Appropriate federal, state and local withholding
11 taxes will be taken out of the wage allocations, and each Settlement Class Member
12 will receive an IRS Form W-2 with respect to this portion of the Settlement
13 Payment. The employer's share of payroll taxes and other required withholdings
14 will be paid as set forth above, including but not limited to the Defendant's FICA
15 and FUTA contributions, based on the payment of claims to the Settlement Class
16 Members. IRS Forms 1099 will be issued to each Settlement Class Member and
17 PAGA Employee reflecting the payments for penalties and interest. Settlement
18 Class Members are responsible to pay appropriate taxes due on the Settlement
19 Payments they receive. To the extent required by law, IRS Forms 1099 and W-2
20 will be issued to each Settlement Class Member and PAGA Employee with respect
21 to such payments.

22 (l) Settlement Payments Do Not Give Rise to Additional Benefits: All Settlement
23 Payments to individual Settlement Class Members shall be deemed to be paid to
24 such Settlement Class Member solely in the year in which such payments actually
25 are received by the Settlement Class Member. It is expressly understood and
26 agreed that the receipt of such Settlement Payments will not entitle any Settlement
27 Class Member to additional compensation or benefits under any company bonus,
28 contest or other compensation or benefit plan or agreement in place during the

1 period covered by the Settlement up to and including the date the Settlement
2 becomes effective, nor will it entitle any Settlement Class Member to any increased
3 retirement, 401(k) benefits or matching benefits or deferred compensation benefits.
4 It is the intent that the Settlement Payments provided for in this Settlement are the
5 sole payments to be made by Defendant to the Settlement Class Members, and that
6 the Settlement Class Members are not entitled to any new or additional
7 compensation or benefits as a result of having received the Settlement Payments
8 (notwithstanding any contrary language or agreement in any benefit or
9 compensation plan document that might have been in effect during the period
10 covered by this Settlement).

11 (m) Attorney's Fees and Costs: Subject to approval by the Court, Defendant will not
12 object to Class Counsel's application for attorney's fees not to exceed 33 1/3% of
13 the Gross Settlement Amount (\$100,000.00) and reimbursement of litigation costs
14 and expenses not to exceed \$18,000.00. In the event that the Court reduces or does
15 not approve the requested Class Counsel attorney's fees and reimbursement of
16 litigation costs and expenses, the Settlement Agreement remains in full force and
17 effect, Class Counsel and Class Representative shall not have the right to revoke
18 the settlement for that reason, and it shall remain binding.

19 (n) Service Payment: Subject to Court approval, and in exchange for a general release,
20 Defendant will not object to Class Counsel's application for an additional payment
21 of up to \$7,500.00 to Plaintiff for service as a Class Representative ("Service
22 Payment"). It is understood that the Service Payment is in addition to the individual
23 Settlement Payment to which a Class Representative is entitled to along with the
24 other Class Members. In exchange, Plaintiff has agreed to release all claims,
25 whether known or unknown, under federal law or state law against the
26 Releasees, to the extent permitted by law, through the Class Period ("Plaintiff's
27 Released Claims"). Plaintiff understands that this release includes unknown
28 claims and that he is, as a result, waiving all rights and benefits afforded by

Section 1542 of the California Civil Code, which provides:

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

Specifically excluded from Plaintiff's Released Claims are any claims for workers' compensation benefits. The Service Payment will issue at the same time all Settlement Payments are mailed to the Settlement Class. In the event that the Court reduces or does not approve the requested Service Payment, the Settlement Agreement remains in full force and effect, Class Representative shall not have the right to revoke the settlement for that reason, and it shall remain binding;

- (o) The Settlement Administrator will issue an IRS Form 1099 for the Service Payment to the Plaintiff. The Plaintiff will be individually responsible for correctly characterizing this compensation on personal income tax returns for tax purposes and for paying any taxes on the amounts received. Should the Court approve a Service Payment in an amount less than that set forth above, the difference between the lesser amount(s) approved by the Court and the Service Payment amount(s) set forth above shall be added to the Net Settlement Amount. Plaintiff agrees not to opt out or object to the Service Payment as the Class Representative.
- (p) Settlement Administrator: The Settlement Administrator will be ILYM Group, Inc., or such Settlement Administrator as may be mutually agreeable to the Parties and approved by the Court. Settlement Administration Costs are estimated not to exceed \$9,000.00. The costs of the Settlement Administrator for work done shall be paid regardless of the outcome of this Settlement.
- (q) Funding of Settlement Account: Defendant will fund the settlement account by depositing the Gross Settlement Amount and any employer payroll taxes on or before 20 days after the Effective Date.
- (r) Mailing of Settlement Payments: The Settlement Administrator shall cause the Settlement Payments to be mailed to the Settlement Class Members within 14

1 calendar days of the receipt of funding.

2 (s) Notice of Settlement: Each Class Member will be mailed a notice setting forth the
3 material terms of the proposed Settlement, along with instructions about how to
4 object or request exclusion from the proposed class action Settlement (“Notice”).
5 For each Class Member, there will be pre-printed information on the mailed
6 Notice, based on Defendant’s records, stating the Class Member’s Covered
7 Workweeks during the Class Period and the estimated total Settlement Payment
8 under the Settlement, including the Settlement Class Payment and the PAGA
9 Settlement Payment, the latter of which will be distributed irrespective of any
10 exclusion request. The pre-printed information based on Defendant’s records shall
11 be presumed to be correct. A Class Member may dispute the pre-printed
12 information on the Notice as to his or her Covered Workweeks during the Class
13 Period. Class Members must submit any dispute regarding the information on the
14 Notice as to his or her Covered Workweeks within the Response Deadline. Unless
15 a disputing Class Member submits documentary evidence in support of his or her
16 dispute, the records of the Defendant will be determinative.

17 (t) Settlement Notice Language: The Notice will issue in English and Spanish.

18 (u) Class Members Cannot Exclude Themselves from the Released PAGA Claims:
19 Class Members submitting a Request for Exclusion will nevertheless receive their
20 pro-rata share of the PAGA Settlement Payment. If the Court approves the
21 compromise of the PAGA Claim, all Class Members are bound by the Court’s
22 resolution of that Claim. Plaintiff shall serve a notice of settlement on the
23 California Labor and Workforce Development Agency at or before the time
24 Plaintiff files the motion for preliminary approval.

25 (v) Resolution of Workweek Disputes: If a Class Member disputes the accuracy of
26 Defendant’s records used to calculate Covered Workweeks, and the Parties’
27 counsel cannot resolve the dispute informally, the matter will be referred to the
28 Settlement Administrator. The Settlement Administrator will review Defendant’s

1 records and any information or documents submitted by the Class Member and
2 issue a non-appealable decision regarding the dispute. The Class Member must
3 submit information or documents supporting his or her position to the Settlement
4 Administrator prior to the expiration of the Response Deadline. Information or
5 documents submitted after the expiration of the Response Deadline will not be
6 considered by the Settlement Administrator, unless otherwise agreed to by the
7 Parties.

8 (w) Right of Class Member to Request Exclusion from the Settlement: Any Class
9 Member may request to be excluded from the Class by mailing a "Request for
10 Exclusion" from the Settlement within the Response Deadline, stating, as follows
11 or in substantially similar terms:

12 "I WISH TO BE EXCLUDED FROM THE CLASS IN THE
13 *MENDOZA V. DUNCAN FAMILY FARMS, LLC* CLASS
14 ACTION LAWSUIT, SANTA BARBARA COUNTY
15 SUPERIOR COURT CASE NO. 22CV00779. I
16 UNDERSTAND THAT IF I ASK TO BE EXCLUDED FROM
17 THE CLASS, I WILL NOT RECEIVE ANY MONEY FROM
18 THE SETTLEMENT OTHER THAN MY SHARE OF THE
19 PAGA PAYMENT."

20 Any Request for Exclusion must include the name, address, telephone number, last
21 four digits of the Class Member's Social Security Number, and the signature of the
22 Class Member requesting exclusion. Any such request must be made in
23 accordance with the terms of the Notice, and the Notice will advise Class Members
24 of these requirements. Any Class Member who timely requests exclusion in
25 compliance with these requirements (i) shall not have any rights under this
26 Settlement other than a right to receive a pro-rata share of the portion of the PAGA
27 payment allocated to the Class Members if the Class Member is also PAGA
28 Employee; and (ii) shall not be bound by this Settlement or the Court's Order and
Final Judgment other than as it applies to the PAGA Claim. If any Class Member
submits an objection and Request for Exclusion, the Request for Exclusion shall be
deemed withdrawn and the Class Member shall remain part of the Settlement

Class.

- (x) Right of Settlement Class Member to Object to The Settlement: Any Class Member may object to the Settlement. To object, the Class Member may (1) appear at the Final Approval Hearing, remotely or in person, to explain any objection, (2) have an attorney object for the Class Member, or (3) submit a simple written brief or statement of objection to the Settlement Administrator. If any Class Member chooses to submit a written objection, the written objection should contain sufficient information to confirm the identity of the objector and the basis of the objection, including (1) the full name of the Settlement Class Member; (2) the signature of the Settlement Class Member; (3) the grounds for the objection; and (4) be postmarked within the Response Deadline to permit adequate time for processing and review by the Parties of the written statement or objection. Class Counsel shall ensure that any written objections are transmitted to Defendant's Counsel and the Court for the Court's review (either by Class Counsel or as an attachment to declaration from the Settlement Administrator). Regardless of the form, an objection alone will not satisfy the requirement that a Settlement Class Member must either make a timely complaint in intervention before final judgment or file a motion to set aside and vacate the class judgment under Code of Civil Procedure § 663 to have standing to appeal entry of judgment approving this Settlement, as is required under the California Supreme Court decision of *Hernandez v. Restoration Hardware*, 4 Cal. 5th 260 (2018). A Class Member who does not object prior to or at the Final Approval Hearing, will be deemed to have waived any objections and will be foreclosed from making any objections (whether at the Final Approval Hearing, by appeal, or otherwise) to the Settlement. If the objecting Class Member does not formally intervene in the action or move to set aside any judgment and/or the Court rejects the Class Member's objection, the Class Member will still be bound by the terms of this Agreement. Class Counsel and Defendant's Counsel may, at least five (5) calendar days (or some other

1 number of days as the Court shall specify) before the final approval hearing, file
2 responses to any written objections submitted to the Court.

3 **THE SETTLEMENT ADMINISTRATOR'S PRIMARY DUTIES**

4 27. Subject to the Court's approval, and subject to reconsideration by the Parties after a
5 competitive bidding process, the Parties have agreed to the appointment of ILYM Group, Inc. to perform
6 the customary duties of Settlement Administrator. The Settlement Administrator will mail the Notice,
7 both in English and Spanish, to the Class Members.

8 28. The Settlement Administrator will independently review the Covered Workweeks
9 attributed to each Class Member and will calculate the estimated amounts due to each Class Member and
10 the actual amounts due to each Settlement Class Member in accordance with this Settlement. The
11 Settlement Administrator shall report, in summary or narrative form, the substance of its findings. .

12 29. In accordance with the terms of this Settlement, and upon receipt of Gross Settlement
13 Amount from Defendant, the Settlement Administrator will issue and send out the Settlement Payment
14 checks to the Class Members. Tax treatment of the Settlement Payments will be as set forth herein, and in
15 accordance with state and federal tax laws. All disputes relating to the Settlement Administrator's
16 performance of its duties shall be referred to the Court, if necessary, which will have continuing
17 jurisdiction over the terms and conditions of this Settlement until all payments and obligations
18 contemplated by this Settlement have been fully carried out.

19 30. The Settlement Administrator will post the final judgment approving the Settlement on a
20 website maintained by the Settlement Administrator for a period of not less than 90 calendar days after the
21 final judgment is entered. The address of that website will be included in the Notice.

22 **ATTORNEY'S FEES AND COSTS**

23 31. In consideration for resolving this matter and in exchange for the release of all claims by
24 the Class Members, including Plaintiff, and subject to approval by the Court, Defendant will not object to
25 Class Counsel's application for attorney's fees not to exceed 33 1/3% of the Gross Settlement Amount
26 (\$100,000.00 of \$300,000.00) and litigation costs not to exceed \$18,000.00. The amounts set forth above
27 will cover all work performed and all fees and costs incurred to date, and all work to be performed and all
28 fees and costs to be incurred in connection with the approval by the Court of this Settlement and

1 administration of the Settlement. Should Class Counsel request a lesser amount and/or the Court approve
2 a lesser amount(s) of attorney's fees and/or attorneys' costs, the difference between the lesser amount(s)
3 and the maximum amount set forth above shall be added to the Net Settlement Amount. The Parties agree
4 that there is no prevailing party, and the Class and Class Counsel shall not be entitled to any fees or costs
5 other than those awarded out of and deducted from the Gross Settlement Amount. As with the Settlement
6 Payments to the Settlement Class, the attorney's fees and costs approved by the Court shall be distributed
7 by the Settlement Administrator to Class Counsel, within 14 calendar days of the receipt of settlement
8 funds by the Settlement Administrator. In the event that the Court reduces or does not approve the
9 requested Class Counsel attorney's fees and reimbursement of litigation costs and expenses, the Settlement
10 Agreement remains in full force and effect, Class Counsel and Class Representative shall not have the
11 right to revoke the settlement for that reason, and it shall remain binding;

12 **THE NOTICE PROCESS**

13 32. A Notice in approximately the form attached hereto as Exhibit "A," and as approved by the
14 Court, shall be sent by the Settlement Administrator to the Class Members by first class mail. The Notice
15 shall be translated into Spanish so that Spanish and English language versions of the Notice are included in
16 the mailing. Any returned envelopes from this mailing with forwarding addresses will be utilized by the
17 Settlement Administrator to forward the Notices to the Class.

- 18 (a) Within 15 calendar days from the date of preliminary approval of this Settlement
19 by the Court, Defendant shall provide to the Settlement Administrator a class
20 database containing the following information for each Class Member: (1) name;
21 (2) last known address; (3) social security number; (4) number of applicable work
22 weeks worked in at Defendant's locations in California during the Class Period;
23 and (5) number of applicable pay periods for work performed at Defendant's
24 locations in California during the PAGA Period. This database shall be based on
25 Defendant's payroll and other business records and shall be provided in a
26 reasonable format to the Settlement Administrator. Defendant agrees to consult
27 with the Settlement Administrator prior to the production date to ensure that the
28 format will be acceptable to the Settlement Administrator. The Settlement

1 Administrator will run a check of the Class Members' addresses against those on
2 file with the U.S. Postal Service's National Change of Address List; this check will
3 be performed only once per Class Member by the Settlement Administrator.

4 Absent mutual written agreement of counsel for the Parties or Court order, the
5 Settlement Administrator will keep this database confidential and secure and use it
6 only for the purposes described herein, and will return this database to Defendant
7 upon final approval of the settlement or destroy electronic records containing the
8 database after the Settlement is final and all payments are distributed as required
9 under this Agreement.

10 (b) Within 30 calendar days from the date of preliminary approval of this Settlement
11 by the Court, the Settlement Administrator will mail the Notices to the Class
12 Members by First Class United States mail.

13 (c) Notices returned to the Settlement Administrator as non-deliverable on or before
14 the initial Response Deadline shall be resent to the forwarding address, if any, on
15 the returned envelope. A returned Notice will be forwarded by the Settlement
16 Administrator any time that a forwarding address is provided with the returned
17 mail. If there is no forwarding address, the Settlement Administrator will do a
18 computer search for a new address using the Class Member's social security
19 number or other information. In any instance where a Notice is re-mailed, that
20 Class Member will have until the Extended Response Deadline to submit an
21 objection, dispute, or Request for Exclusion. A letter prepared by the Settlement
22 Administrator will be included in the re-mailed Notice in that instance, stating the
23 Extended Response Deadline. Upon completion of these steps by the Settlement
24 Administrator, Defendant and the Settlement Administrator shall be deemed to
25 have satisfied their obligations to provide the Notice to the affected Class Member.
26 The affected Class Member shall remain a member of the Settlement Class and
27 shall be bound by all the terms of the Settlement and the Court's Order and Final
28 Judgment.

(d) Class Counsel shall provide to the Court, at least five calendar days prior to the final approval hearing, or such other date as set by the Court, a declaration by the Settlement Administrator of due diligence and confirming mailing of the Notices.

DISPOSITION OF SETTLEMENT PAYMENTS AND UNCASHED CHECKS

33. As set forth above, each Class Member will have until the expiration of the Response Deadline or Extended Response Deadline, if applicable, to submit to the Settlement Administrator any challenge or dispute to the Class Member's Covered Workweek information on the Notice. No disputes will be honored if they are submitted after the Response Deadline or Extended Response Deadline, if applicable, unless the Parties mutually agree to accept the untimely dispute. Each Class Member is responsible to maintain a copy of any documents sent to the Settlement Administrator and a record of proof of mailing.

34. The Settlement Administrator shall cause the Settlement Payments to be mailed to the Settlement Class Members and PAGA Employees as provided herein. Settlement Class Payments and PAGA Payments may be combined into one check. Settlement Payment checks shall remain valid and negotiable for 180 calendar days from the date of their issuance. Settlement Payment checks will automatically be cancelled by the Settlement Administrator if they are not cashed by the Class Member within that time, and the Class Member's relevant claims will remain released by the Settlement. Settlement Payment checks which have expired will not be reissued.

35. Funds from un-cashed or abandoned Settlement Payment checks, based on a 180-day void date, shall be transmitted to the California Controller's Unclaimed Property Fund in the name of the Class Member.

36. Upon completion of its calculation of Settlement Payments, the Settlement Administrator shall provide Class Counsel and Defendant's Counsel with a report listing the amounts of all payments to be made to Settlement Class Members (to be identified anonymously by employee number or other identifier). A Declaration attesting to completion of all payment obligations will be provided to Class Counsel and Defendant's Counsel and filed with the Court by Class Counsel.

RELEASE BY THE CLASS AND PAGA EMPLOYEES

37. Upon the final approval by the Court of this Settlement and Defendant's payment of all

1 sums due pursuant to this Settlement, and except as to such rights or claims as may be created by this
2 Settlement, the Class Representatives, each Settlement Class Member, and each PAGA Employee,
3 regardless of whether they have requested exclusion from the Settlement of Released Claims, will release
4 claims as follows:

- 5 (a) **Identity of Released Parties.** The released parties are Defendant and all related
6 companies, subsidiaries, owners, shareholders, members, agents (including,
7 without limitation, any investment bankers, accountants, insurers, reinsurers,
8 attorneys and any past, present or future officers, directors, and employees)
9 predecessors, successors, and assigns (collectively “Releasees”).
- 10 (b) **Date Release Becomes Active.** The Released Claims and Released PAGA Claims
11 will be released upon (1) the Settlement’s Effective Date, and (2) the satisfaction of
12 Defendant’s obligation to provide to the Settlement Administrator a sum in the
13 amount required to satisfy all required payments and distributions pursuant to this
14 Settlement and the Order and Judgment of final approval. Settlement Class
15 Members will not release the Released Claims or Released PAGA Claims until
16 both the Effective Date of the Settlement has occurred, and Defendant has paid all
17 amounts owing under the Settlement.
- 18 (c) **Claims Released by Settlement Class Members.** Each and every Class Member,
19 on behalf of himself or herself and his or her heirs and assigns, unless he or she has
20 submitted a timely and valid Request for Exclusion (which will not effectuate an
21 opt-out from the release of Released PAGA Claims), hereby releases Releasees
22 from the following claims for the entire Class Period:
- 23 1) any and all claims stated in the Operative Complaint, or that could have
24 been stated based on the facts alleged in the Action, including but not
25 limited to all state wage and hour claims (including all claims under the
26 California Labor Code) for unpaid wages, minimum wage, sick pay,
27 overtime, off-the-clock work, meal periods, rest periods, wage statement
28 violations, interest, penalties, and attorneys’ fees, waiting time penalties,

1 withholding from wages and the related provisions of the Labor Code
2 including but limited to Labor Code §§ 201-204, 210, 216, 218.5, 218.6,
3 226, 226.3, 226.7, 245-249, 510, 512, 512.5, 558, 1174, 1194, 1194.2,
4 1197, 1197.1, 1198, derivative claims under California Business &
5 Professions Code §§ 17200 et seq., and all claims under the governing
6 Wage Order (“Released Claims”);

7 2) as to any Class Member who cashes their Settlement Payment, the
8 Settlement Administrator shall include language on the Settlement
9 Payments that informs the Class Members that the signing and negotiation
10 of that check shall serve as the Class Member’s consent to join the Action
11 for purposes of releasing all claims arising under the Fair Labor Standards
12 Act that are alleged in the Action or related to the claims stated or that
13 could have been stated in the Action, implicitly or explicitly;

14 (d) **Claims Released by the Class, Including PAGA Employees.** All Class
15 Members, including all PAGA Employees, release the Released PAGA Claims,
16 regardless of whether they have requested exclusion from the Settlement as to
17 Released Claims.

18 **EMPLOYMENT BY DEFENDANT**

19 38. Employment of Plaintiff by Defendant is not consideration for, or a condition of, this
20 Settlement.

21 **DUTIES OF THE PARTIES PRIOR TO COURT APPROVAL**

22 39. The Parties shall submit this Joint Stipulation of Class Action Settlement to the Court in
23 support of Plaintiff’s unopposed motion for preliminary approval for determination by the Court as to its
24 fairness, adequacy, and reasonableness. Upon execution of this Joint Stipulation of Class Action
25 Settlement, the Parties shall apply to the Court for the entry of an order:

26 (a) Scheduling a final approval and fairness hearing on the question of whether the
27 proposed Settlement, including payment of attorney’s fees and costs, and the Class
28 Representatives’ service payment, should be finally approved as fair, reasonable,

and adequate as to the members of the Class;

(b) Certifying a Class;

(c) Approving as to form and content the proposed Notice;

(d) Directing the mailing of the Notice;

(e) Preliminarily approving the Settlement subject only to the objections of Class Members and final review by the Court;

(f) Conditionally appointing Plaintiff and Class Counsel as representatives of the proposed Class Members; and,

(g) Appointing ILYM Group, Inc. as the Settlement Administrator, and order the Settlement Administrator to issue Notices as outlined above.

DUTIES OF THE PARTIES FOLLOWING FINAL COURT APPROVAL

40. In conjunction with the hearing of a motion for final approval by the Court of the Settlement provided for in this Joint Stipulation of Settlement, Class Counsel will provide to Defendant's Counsel for review and approval and then submit to the Court a proposed final order and judgment containing provisions sufficient to accomplish the following:

(a) Approving the Settlement, adjudging the terms thereof to be fair, reasonable and adequate, and directing consummation of its terms and provisions;

(b) Approving Class Counsel's application for an award of attorney's fees and costs;

(c) Approving the Service Payment to the Class Representative;

(d) Adjudging the Settlement Administrator has fulfilled its initial notice and reporting duties under the Settlement.

(e) Adjudging Plaintiff and Class Counsel may adequately represent the Final Settlement Class for the purpose of entering into and implementing the Agreement;

(f) Entering a final judgment in the action;

(g) Adjudging that notwithstanding the submission of a timely request for exclusion, Class Members are still bound by the settlement and release of the Released PAGA Claims or remedies under the Judgment pursuant to *Arias v. Superior Court*, 46 Cal. 4th 969 (2009), as requests to be excluded from the Settlement do not apply to

1 the Released PAGA Claims, and further affirms that the State's claims for civil
2 penalties pursuant to PAGA are also extinguished;

3 (h) Directing the posting of the final judgment on a website maintained by the
4 Settlement Administrator for a period of not less than 90 calendar days after entry
5 of final judgment.

6 Any revised final judgments will also be provided to Defendant's Counsel for review and approval before
7 they are submitted to the Court.

8 **NULLIFICATION AND TERMINATION**

9 41. This Settlement will be null and void if any of the following occur: (a) the Court should for
10 any reason fail to certify a class for settlement purposes; (b) the Court should for any reason fail to
11 preliminarily or finally approve of this Settlement in the form agreed to by the Parties, other than
12 adjustments made to the attorney's fees and costs or granting of Service Payments; (c) the Court should for
13 any reason fail to enter the final judgment; (d) the final judgment is reversed, modified, or declared or
14 rendered void; or (e) the Settlement does not become final for any other reason.

15 42. Defendant shall retain the right, in the exercise of its sole discretion, to nullify this
16 Settlement within thirty (30) days after expiration of the Response Deadline if 10% or more of the Class
17 Members opt out of this Settlement. The Settlement Administrator shall provide Defendant's Counsel
18 with the information necessary to effectuate this provision on a regular basis, but no less frequently than
19 on a monthly basis. To terminate this Settlement under this paragraph, Defendant's Counsel must give
20 Plaintiff's Counsel written notice, by facsimile, e-mail, or mail, no later than 30 calendar days after the
21 Response Deadline. If this option is exercised by Defendant, Defendant shall be solely responsible for the
22 costs incurred by the Settlement Administrator for the settlement administration.

23 43. In the event this Settlement is nullified or terminated as provided above: (i) this Settlement
24 shall be considered null and void, (ii) neither this Settlement nor any of the related negotiations or
25 proceedings shall have any force or effect and no Party shall be bound by any of its terms, and (iii) all
26 Parties to this Settlement shall stand in the same position, without prejudice, as if the Settlement had been
27 neither entered into nor filed with the Court.

1 **PARTIES' AUTHORITY**

2 44. The signatories hereto hereby represent that they are fully authorized to enter into this
3 Settlement and bind the Parties hereto to the terms and conditions thereof.

4 **MUTUAL FULL COOPERATION**

5 45. The Parties agree to fully cooperate with each other to accomplish the terms of this
6 Settlement including, but not limited to, execution of such documents and taking such other action as
7 reasonably may be necessary to implement the terms of this Settlement. The Parties to this Settlement
8 shall use their best efforts, including all efforts contemplated by this Settlement and any other efforts that
9 may become necessary by order of the Court, or otherwise, to effectuate this Settlement and the terms set
10 forth herein. As soon as practicable after execution of this Settlement, Class Counsel shall, with the
11 assistance and cooperation of Defendant and Defendant's Counsel, take all necessary steps to secure the
12 Court's preliminary and final approval of this Settlement.

13 **NO PRIOR ASSIGNMENTS**

14 46. The Parties and their respective counsel represent, covenant, and warrant that they have not
15 directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to
16 any person or entity any portion of any liability, claim, demand, action, cause of action or rights herein
17 released and discharged except as set forth herein, and that they are not on notice of any liens as to the
18 Gross Settlement Amount or any right to attorneys' fees or costs.

19 **NO ADMISSION OF LIABILITY**

20 47. Nothing contained herein, nor the consummation of this Settlement, is to be construed or
21 deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant.
22 Defendant denies all the claims and contentions alleged by the Plaintiff in this case. The Defendant has
23 entered into this Settlement solely with the intention to avoid further disputes and litigation with the
24 attendant inconvenience and expenses.

25 **ENFORCEMENT ACTIONS**

26 48. In the event that one or more of the Parties to this Settlement institutes any legal action or
27 other proceeding against any other party or parties to enforce the provisions of this Settlement or to declare
28 rights and/or obligations under this Settlement, the successful party or parties shall be entitled to recover

1 from the unsuccessful party or parties reasonable attorney's fees and costs, including expert witness fees
2 incurred in connection with any enforcement actions.

3 NOTICES

4 49. Unless otherwise specifically provided herein, all notices, demands or other
5 communications given hereunder shall be in writing and shall be deemed to have been duly given as of the
6 third business day after mailing by United States registered or certified mail, return receipt requested,
7 addressed as follows:

8 Class Counsel:

9 Kane Moon
10 kmoon@moonlawgroup.com
11 Allen Feghali
12 afeghali@moonlawgroup.com
13 Linh H. Tran SBN 349486
14 ltran@moonlawgroup.com
15 **MOON LAW GROUP, PC**
16 1055 W. Seventh St., Suite 1880
17 Los Angeles, California 90017
18 Telephone: (213) 232-3128
19 Facsimile: (213) 232-3125

Counsel for Defendant:

Patrick S. Moody
pmoody@theemployerslawfirm.com
Catherine M. Houlihan
choulihan@theemployerslawfirm.com
BARSAMIAN & MOODY
A Professional Corporation
Attorneys at Law
1141 W. Shaw Avenue, #104
Fresno, California 93711
Telephone: (559) 248-2360
Facsimile: (559) 248-2370
Email: laborlaw@theemployerslawfirm.com

17 CONSTRUCTION

18 50. The Parties hereto agree that the terms and conditions of this Settlement are the result of
19 lengthy, intensive arms-length negotiations between the Parties, including but not limited to an all- day
20 mediation with Judge Carl J. West (ret.), and this Settlement shall not be construed in favor of or against
21 any Party by reason of the extent to which any Party or his, her or its counsel participated in the drafting of
22 this Settlement.

23 CAPTIONS AND INTERPRETATIONS

24 51. Paragraph titles or captions contained herein are inserted as a matter of convenience and
25 for reference, and in no way define, limit, extend, or describe the scope of this Settlement or any provision
26 hereof. Each term of this Settlement is contractual and not merely a recital.

27 MODIFICATION

28 52. This Settlement may not be changed, altered, or modified, except in writing and signed by

1 the Parties hereto, and approved by the Court. This Settlement may not be discharged except by
2 performance in accordance with its terms or by a writing signed by the Parties hereto.

3 **INTEGRATION CLAUSE**

4 53. This Settlement contains the entire agreement between the Parties relating to the
5 Settlement and transaction contemplated hereby, and all prior or contemporaneous agreements,
6 understandings, representations, and statements, whether oral or written and whether by a Party or such
7 Party's legal counsel, are merged herein. No rights hereunder may be waived except in writing.

8 **WAIVER OF APPEALS**

9 54. The Parties agree to waive appeals and to stipulate to class certification for purposes of
10 implementing this Settlement only.

11 **BINDING ON ASSIGNS**

12 55. This Settlement shall be binding upon and inure to the benefit of the Parties hereto and
13 their respective heirs, trustees, executors, administrators, successors and assigns.

14 **CLASS COUNSEL SIGNATORIES**

15 56. It is agreed that because the members of the Class are so numerous, it is impossible or
16 impractical to have each member of the Class execute this Settlement. The Notice will advise all Class
17 Members of the binding nature of the Released Claims and Released PAGA Claims, and the release shall
18 have the same force and effect as if this Settlement were executed by each member of the Class.

19 **COUNTERPARTS**

20 57. This Settlement may be executed in counterparts and by electronic or facsimile signatures,
21 and when each Party has signed and delivered at least one such counterpart, each counterpart shall be
22 deemed an original, and, when taken together with other signed counterparts, shall constitute one
23 Settlement, which shall be binding upon and effective as to all Parties.

24 **CONFIDENTIALITY & PUBLIC COMMENT**

25 58. Class Counsel shall not publicize the settlement on its website or in advertising/marketing
26 materials, other than filing documents with the Court. Plaintiff and Class Counsel agree that they will not
27 issue any press releases or initiate any contact with the media about the fact, amount, or terms of the
28 settlement. If Plaintiff or Class Counsel receives an inquiry about the settlement from the media, they may

respond only after the motion for preliminary approval has been filed and only by confirming the accurate terms of the settlement. Nothing in this provision shall prevent Defendant from making any required disclosure, including disclosures to Class Members who request information regarding the Action or Settlement. Nothing shall prevent Class Counsel from including a general description of the settlement on their website, without the mention of the names of the parties, the case and/or case number, and the specific business of the Defendant.

FINAL JUDGMENT

59. The Parties agree that, upon final approval of the Settlement, final judgment of this Action will be made and entered in its entirety. The final judgment may be included in the Order granting Final Approval of the Settlement.

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

IT IS SO STIPULATED.

Plaintiff & Class Representative:

Dated: 10/2/2023

By:  51263231891347A
FRANCISCO JAVIER MENDOZA

Defendant:

Dated: DUNCAN FAMILY FARMS, LLC

By: _____
Print Name

Signature

Title

[Additional Signatures on Next Page]

///

///

1 respond only after the motion for preliminary approval has been filed and only by confirming the accurate
2 terms of the settlement. Nothing in this provision shall prevent Defendant from making any required
3 disclosure, including disclosures to Class Members who request information regarding the Action or
4 Settlement. Nothing shall prevent Class Counsel from including a general description of the settlement on
5 their website, without the mention of the names of the parties, the case and/or case number, and the
6 specific business of the Defendant.

7 **FINAL JUDGMENT**

8 59. The Parties agree that, upon final approval of the Settlement, final judgment of this Action
9 will be made and entered in its entirety. The final judgment may be included in the Order granting Final
10 Approval of the Settlement.

11 IN WITNESS WHEREOF, the Parties hereto knowingly and voluntarily executed this Joint
12 Stipulation of Class Action Settlement between Plaintiff and Defendant as set forth below:

13 IT IS SO STIPULATED.

14 **Plaintiff & Class Representative:**

15 Dated:

By: _____
FRANCISCO JAVIER MENDOZA

17 **Defendant:**

18 Dated:

DUNCAN FAMILY FARMS, LLC

19 By: Ryan Borer
Print Name

20 
Signature

21 _____
Chief Financial Officer
Title

23 [Additional Signatures on Next Page]

24 ///

25 ///

Plaintiff's Counsel:

Dated: 10/3/2023

MOON LAW GROUP, PC

By: 

Kane Moon
Allen Feghali
Linh H. Tran
Attorneys for Plaintiff

Defendant's Counsel:

Dated:

BARSAMIAN & MOODY

By: _____

Patrick S. Moody
Catherine M. Houlihan
Attorneys for Defendant BARSAMIAN &
MOODY

1
2 **Plaintiff's Counsel:**

3 Dated:

MOON LAW GROUP, PC

4
5 By: _____

Kane Moon
Allen Feghali
Linh H. Tran
Attorneys for Plaintiff

6
7
8 **Defendant's Counsel:**

9 Dated: 10/19/2023

BARSAMIAN & MOODY

10
11 By: _____

Patrick S. Moody
Catherine M. Houlihan
Attorneys for Defendant BARSAMIAN &
MOODY

EXHIBIT A

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

Francisco Javier Mendoza v. Duncan Family Farms, LLC
Santa Barbara County Superior Court Case No. 22CV00779

A court authorized this Notice. This is not a solicitation by a lawyer. You are not being sued.

IF YOU ARE OR WERE EMPLOYED BY DUNCAN FAMILY FARMS, LLC (“DEFENDANT”) IN CALIFORNIA AS AN HOURLY-PAID EMPLOYEE AT ANY TIME BETWEEN FEBRUARY 25, 2018 THROUGH << the date the Court grants preliminary approval or September 25, 2023, whichever is sooner >>, THIS PROPOSED CLASS ACTION SETTLEMENT MAY AFFECT YOUR RIGHTS.

Why should you read this Notice?

A proposed settlement (the “Settlement”) has been reached in a class action lawsuit entitled *Francisco Javier Mendoza v. Duncan Family Farms, LLC*, Santa Barbara Superior Court Case No. 22CV00779 (the “Action”). The purpose of this Notice of Proposed Class Action Settlement (“Notice”) is to briefly describe the Action and to inform you of your rights and options in connection with the Action and the proposed Settlement. The proposed Settlement will resolve all claims in the Action.

A hearing concerning final approval of the proposed Settlement will be held before the Hon. Donna D. Geck on <<FA Date and Time>> in Department 4 of the Santa Barbara Superior Court, Anacapa Division, 1100 Anacapa Street, Santa Barbara, CA 93121-1107, to determine whether the Settlement is fair, adequate and reasonable. As a Class Member, you are eligible to receive an individual Settlement Payment under the Settlement and will be bound by the release of claims described in this Notice and the Settlement Agreement filed with the Court, unless you timely request to be excluded from the Settlement.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
DO NOTHING	If you do nothing, you will be considered part of the Class and will receive settlement benefits as explained more fully below. You will also give up rights to pursue a separate legal action against Defendant for the Released Claims asserted in the Action as explained more fully below.
EXCLUDE YOURSELF FROM THE SETTLEMENT CLASS DEADLINE TO EXCLUDE YOURSELF: << RESPONSE DATE >>	You have the option to pursue separate legal action against Defendant about the claims in the Action. If you choose to do so, you must exclude yourself, in writing, from the Settlement by submitting a written Request for Exclusion. As a result, you will not receive any benefits under the Settlement except you will still receive any portion of the Private Attorney General Act settlement funds attributable to you.
OBJECT TO THE SETTLEMENT DEADLINE TO SUBMIT WRITTEN OBJECTIONS: << RESPONSE DATE >>	To object to the Settlement, you may mail a written explanation of why you don’t like the Settlement to the Settlement Administrator, appear at the final approval hearing, or hire an attorney at your expense to object for you. This option is available only if you do <u>not</u> exclude yourself from the Settlement. Do <u>not</u> submit a Request for Exclusion if you wish to object. Written objections must be submitted by <<RESPONSE DATE>>.

Who is affected by this proposed Settlement?

The Court has certified, for settlement purposes only, the following class (the “Class”):

All current and former non-exempt employees of Defendant who worked in California during the Class Period (the “Class Period” is February 25, 2018 << the date the Court grants preliminary approval or September 25, 2023, whichever is sooner >>).

According to Defendant’s records, you are a member of the Class (“Class Member”).

What is this case about?

In the Action, Plaintiff Francisco Javier Mendoza (“Plaintiff”) alleges on behalf of himself and the Class that Defendant: (1) failed to pay minimum wages; (2) failed to pay overtime wages; (3) failed to provide meal periods; (4) failed to authorize and permit rest periods; (5) failed to timely pay all wages to terminated employees; (6) failed to furnish accurate itemized wage statements; (7) violated California’s Unfair Competition Law, California Business and Professions Code section 17200 et seq.; and (8) violated provisions of the Labor Code giving rise to civil penalty liability under the Labor Code Private Attorneys General Act of 2004 [Lab. Code § 2699, et seq.]. Plaintiff seeks unpaid wages, actual damages, declaratory relief, statutory penalties, civil penalties under PAGA, restitution, interest, attorneys’ fees, and costs.

Defendant denies all liability and is confident that it has strong legal and factual defenses to these claims, but it recognizes the risks, distractions, and costs associated with litigation. Defendant contends that its conduct is and has been lawful at all times relevant and that Plaintiff’s claims do not have merit and do not meet the requirements for class certification.

This Settlement is a compromise reached after good faith, arm’s length negotiations between Plaintiff and Defendant (the “Parties”), through their attorneys, and is not an admission of liability on the part of Defendant. Both sides agree that this Settlement is fair, adequate and reasonable. Plaintiff also believes this Settlement is in the best interests of all Class Members.

The Court has not ruled on the merits of Plaintiff’s claims or Defendant’s defenses.

Who are the attorneys representing the Parties?

The attorneys representing the Parties in the Action are:

Settlement Class Counsel:

Kane Moon
kmoon@moonlawgroup.com
Allen Feghali
afeghali@moonlawgroup.com
Linh H. Tran SBN 349486
ltran@moonlawgroup.com
MOON LAW GROUP, PC
1055 W. Seventh St., Suite 1880
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Defendant’s Counsel:

Patrick S. Moody
pmoody@theemployerslawfirm.com
Catherine M. Houlihan
choulihan@theemployerslawfirm.com
BARSAMIAN & MOODY
A Professional Corporation
Attorneys at Law
1141 W. Shaw Avenue, #104
Fresno, California 93711
Telephone: (559) 248-2360
Facsimile: (559) 248-2370
Email: laborlaw@theemployerslawfirm.com

What are the Settlement terms?

Subject to final Court approval, Defendant will pay \$300,000 (the “Gross Settlement Amount”) for: (a) individual Settlement Payments to Settlement Class Members; (b) the Court-approved Class Representative Service Payments to Plaintiff (\$7,500 to be requested); (c) the Court-approved attorneys’ fees and costs to Class Counsel (up to \$100,000 in fees and up to \$18,000 in costs to be requested); (d) payment to the Labor and Workforce Development Agency (“LWDA”) for alleged PAGA penalties (\$30,000 of a total of \$40,000 allocated to PAGA penalties); and (e) proposed payment to the Settlement Administrator for settlement administration services (up to an estimated maximum of \$9,000).

Individual Settlement Payments. After deduction from the Gross Settlement Amount for attorneys' fees and costs, the Class Representative Service Payment to Plaintiff, the payment to the LWDA, and settlement administration costs, there will be a Net Settlement Amount. From this Net Settlement Amount, Defendant will make an individual Settlement Payment to each Class Member who does not request to be excluded from the Settlement ("Settlement Class Members").

The Net Settlement Amount shall be divided among all Settlement Class Members on a pro rata basis based upon the total number of workweeks worked by each respective Settlement Class Member as a non-exempt hourly employee in the State of California during the Class Period. Your estimated individual Settlement Payment is listed below.

Your estimated minimum settlement payment is <<Estimated Payment>> and your covered Work Weeks worked during the relevant period between February 25, 2018 to <<the date the Court grants preliminary approval or September 25, 2023, whichever is sooner>> are <<Work Weeks>>. To the extent you dispute the number of Work Weeks, you must make your dispute ("Work Week Dispute") in writing and send it to the Settlement Administrator via fax or mail. Your Work Week Dispute must be postmarked or faxed no later than <<+45 days from date of mailing>> (the "Response Deadline") to:

ILYM Group, Inc. <<mailing address>>

Your Work Week Dispute must be in writing and contain: (a) your full name, signature, address, telephone number, and the last four digits of your Social Security number; (b) the number of Work Weeks you contend is correct; and (c) any evidence supporting your contention. Defendant's records will be presumed correct unless you prove otherwise by credible evidence. The Settlement Administrator will resolve and decide all Work Week Disputes, and its decisions will be final and non-appealable. **REMINDER:** If you believe your estimated individual Settlement Amount is incorrect because your Work Weeks (the number of total weeks you worked within the Class Period only) are wrong, the deadline to dispute the workweeks reported for you is <<RESPONSE DATE>>.

For tax reporting purposes, the payments to Settlement Class Members will be allocated 10% as wages, 85% as penalties, and 5% as interest, excluding the \$10,000 in PAGA Settlement Payments, which will be allocated as 100% penalties. The wage portion of the individual Settlement Payments shall be subject to the withholding of applicable local, state, and federal taxes, and the Settlement Administrator shall deduct applicable employee-side payroll taxes from the wage portion of the individual Settlement Payments. The portion of the Settlement Payments allocated to penalties and interest shall be classified as other miscellaneous income and reported on IRS Form 1099-MISC. Any taxes owed on that other miscellaneous income will be the responsibility of Settlement Class Members receiving those payments. The employer's share of any payroll taxes will be separately paid by Defendant.

All checks for individual Settlement Payments paid to Settlement Class Members shall advise that the checks will remain valid and negotiable for one hundred eighty (180) days from the date of the checks' issuance and shall thereafter automatically be void if not cashed by a participating Class Member within that time. Any individual Settlement Payment that is not cashed by a Settlement Class Member within one hundred eighty (180) days of issuance shall be transmitted to the California Controller's Unclaimed Property Fund in the name of the Settlement Class Member. In such event, the Settlement Class Member shall nevertheless remain bound by the Settlement.

None of the Parties or attorneys make any representations concerning the tax consequences of this Settlement or your participation in it. Settlement Class Members should consult with their own tax advisors concerning the tax consequences of the Settlement. Class Counsel is unable to offer advice concerning the state or federal tax consequences of payments to any Class Member.

Calculation of Individual PAGA Settlement Payments. The PAGA Allocation (a total of \$40,000) will be distributed to the California Labor and Workforce Development Agency ("LWDA") and to the PAGA Employees. In accordance with California law, 75 percent of the PAGA Allocation (or \$30,000) will be paid to the LWDA and the remaining 25 percent of the PAGA Allocation (or \$10,000) will be paid to the PAGA Employees on a pro-rata basis (the "Individual PAGA Settlement Payments") based on the number of pay periods each PAGA Employee worked for Defendant in California during the PAGA Period. Your estimated individual pay periods during the PAGA Period and estimated PAGA Settlement Payment are listed below:

You worked a total of <<PAGA Pay Periods>> pay periods in California during the PAGA Period. Based on your pay periods during the PAGA Period, your estimated PAGA Settlement Payment is approximately \$<<Est PAGA Settlement Payment>>.

Each PAGA Settlement Payment will be allocated as 100 percent miscellaneous income and reported to state and federal taxing authorities by the Settlement Administrator using Form 1099-MISC. Any taxes owed on the PAGA Settlement Payment will be the responsibility of the PAGA Employee receiving this payment.

Class Counsel Attorneys' Fees and Costs, Class Representative Service Award, Settlement Administration Costs and Payment to the LWDA. Class Counsel will ask the Court to award attorneys' fees up to \$100,000 (33 1/3% of the Gross Settlement Amount) and reimbursement of reasonable costs incurred in the Action not to exceed \$18,000. In addition, Class Counsel will ask the Court to authorize a Class Representative Service Payment of \$7,500 for Plaintiff for his efforts in bringing the case on behalf of the Class. The Parties estimate the cost of administering the Settlement will not exceed \$9,000. A proposed payment in the amount of \$30,000 will also be made to the LWDA for PAGA penalties, which represents 75% of the \$40,000 set aside for payment under PAGA.

What claims are being released by the proposed Settlement?

Upon the final approval by the Court of this Settlement and Defendant's payment of all sums due pursuant to this Settlement, and except as to such rights or claims as may be created by this Settlement, the Class Representatives, the Class and each Class Member who has not submitted a valid and timely request for exclusion as to claims other than the PAGA claim, and each PAGA Employee, regardless of whether they have requested exclusion from the Settlement of Class claims, will release claims as follows:

(a) **Identity of Released Parties.** The released parties are Defendant and all related companies, subsidiaries, owners, shareholders, members, agents (including, without limitation, any investment bankers, accountants, insurers, reinsurers, attorneys and any past, present or future officers, directors, and employees) predecessors, successors, and assigns (collectively "Releasees").

(b) **Date Release Becomes Active.** The Released Claims and Released PAGA Claims will be released upon the later of (1) the Settlement's Effective Date, or (2) the satisfaction of Defendant's obligation to provide to the Settlement Administrator a sum in the amount required to satisfy all required payments and distributions pursuant to this Settlement and the Order and Judgment of final approval. Class Members will not release the Released Claims or Released PAGA Claims until both the Effective Date of the Settlement has occurred, **and** Defendant has paid all amounts owing under the Settlement.

(c) **Claims Released by Settlement Class Members.** Each and every Class Member, on behalf of himself or herself and his or her heirs and assigns, unless he or she has submitted a timely and valid Request for Exclusion (which will not effectuate an opt-out from the release of Released PAGA Claims), hereby releases Releasees from the following claims for the entire Class Period:

(1) any and all claims stated in the Operative Complaint, or that could have been stated based on the facts alleged in the Action, including but not limited to all state wage and hour claims (including all claims under the California Labor Code) for unpaid wages, minimum wage, sick pay, overtime, off-the-clock work, meal periods, rest periods, wage statement violations, interest, penalties, and attorneys' fees, waiting time penalties, withholding from wages and the related provisions of the Labor Code including but limited to Labor Code §§ 201-204, 210, 216, 218.5, 218.6, 226, 226.3, 226.7, 245-249, 510, 512, 512.5, 558, 1174, 1194, 1194.2, 1197, 1197.1, 1198, derivative claims under California Business & Professions Code §§ 17200 et seq., and all claims under the governing Wage Order ("Released Claims");

(2) as to any Class Member who cashes their Settlement Payment, the Settlement Administrator shall include language on the Settlement Payments that informs the Class Members that the signing and negotiation of that check shall serve as the Class Member's consent to join the Action for purposes of releasing all claims arising under the Fair Labor Standards Act that are alleged in the Action or related to the claims stated or that could have been stated in the Action, implicitly or explicitly;

d) **Claims Released by the Class, Including PAGA Employees.** All Class Members, including all PAGA Employees, release the Released PAGA Claims, regardless of whether they have requested exclusion from the Settlement as to Released Claims.

What are my options in this matter?

You have two options under this Settlement, each of which is further discussed below. You may: (A) remain in the Class and receive an individual Settlement Payment; or (B) exclude yourself from the Settlement. If you choose option (A), you may also object to the Settlement, as explained below.

If you remain in the Class, you will be represented at no cost by Class Counsel. Class Counsel, however, will not represent you for purposes of making objections to the Settlement. If you do not exclude yourself from the Settlement, you will be subject to any Judgment that will be entered in the Action, including the release of the Released Claims as described above.

OPTION A. Remain in the Class. If you wish to remain in the Class and be eligible to receive an individual Settlement Payment under the Settlement, **you do not need to take any action.** By remaining in the Class and receiving settlement monies, you consent to the release of the Released Claims as described above.

Any amount paid to Settlement Class Members will not count or be counted for determination of eligibility for, or calculation of, any employee benefits (for example, vacations, holiday pay, retirement plans, non-qualified deferred compensation plans, etc.), or otherwise modify any eligibility criteria under any employee pension benefit plan or employee welfare plan sponsored by Defendant, unless otherwise required by law.

Objecting to the Settlement: If you believe the proposed Settlement is not fair, reasonable, or adequate in any way, you have several options that you may use to object to it or express any concerns. To object, you may appear in person at the Final Approval Hearing, have an attorney object for you, or submit a written brief or statement of objection (“written objection”) to the Settlement Administrator at ILYM Group, Inc. <<address>>. If you submit a written objection, it should contain sufficient information to confirm your identity and the basis of the objection, including: (1) your full name; (2) the grounds for the objection; (3) your signature; and (4) be postmarked on or before <<Response Deadline>> and returned to the Settlement Administrator at the address listed above to ensure that it is received in time to be transmitted to and considered by the Court. You can also hire an attorney at your own expense to represent you in your objection. The Parties shall file responses to any written objections before the final approval hearing. Regardless of whether you object in writing, the Court may, in its sole discretion, permit you to state any objections you may have at the Settlement Hearing. **Even if you submit an objection, you will be bound by the terms of the Settlement, including the release of Released Claims as set forth above, unless the Settlement is not finally approved by the Court.**

Regardless of the form, an objection, alone will not satisfy the requirement that a Settlement Class Member must formally intervene and become a party of record in the action to appeal a Judgment entered following an Order of final approval of this Settlement, as is required under the California Supreme Court decision of *Hernandez v. Restoration Hardware*, 4 Cal. 5th 260 (2018).

OPTION B. Request to Be Excluded from the Settlement and Receive No Money from the Settlement. If you do not want to be part of the Settlement, you must submit a written request to be excluded from the Settlement to the Settlement Administrator at ILYM Group, Inc. <<address>>. In order to be valid, your written request to be excluded from the Settlement must be signed and include your name, address, and telephone number (to confirm your identity and make certain that only persons requesting exclusion are removed from the settlement), along with a statement like the following:

“I WISH TO BE EXCLUDED FROM THE CLASS IN THE *MENDOZA V. DUNCAN FAMILY FARMS, LLC* CLASS ACTION LAWSUIT, SANTA BARBARA COUNTY SUPERIOR COURT CASE NO. 22CV00779. I UNDERSTAND THAT IF I ASK TO BE EXCLUDED FROM THE CLASS, I WILL NOT RECEIVE ANY MONEY FROM THE SETTLEMENT OTHER THAN MY SHARE OF THE PAGA PAYMENT.”

Your written request to be excluded from the Settlement must then be signed and postmarked on or before <<Response Deadline>>. If you do not submit a written request to be excluded from the Settlement on time (as evidenced by the postmark), your written request to be excluded from the Settlement will be rejected, you will be deemed a participating Class Member, and you will be bound by the release of Released Claims as described above and all other terms of the Settlement. If you submit a written request to be excluded from the Settlement by the deadline to request exclusion, you will have no further role in the Action. **You will not be entitled to any benefit, including money,** as a result of the Action and Settlement, except to the extent that you may be entitled to receive a portion of the penalties provided for under PAGA. You will not be able to complain to the Court about any aspect of the Settlement.

What is the next step in the approval of the Settlement?

The Court will hold a Final Approval Hearing regarding the fairness, reasonableness and adequacy of the proposed Settlement, the plan of distribution, Class Counsel's request for attorneys' fees and costs, the Class Representative Service Payment to Plaintiff, the settlement administration costs, and the payment to the LWDA for PAGA penalties on <<**FA Date and Time**>> in Department 4 of the Santa Barbara Superior Court, Anacapa Division, 1100 Anacapa Street, Santa Barbara, CA 93121-1107. The Final Approval Hearing may be continued without further notice to Class Members. You are not required to attend the Final Approval Hearing to receive an individual Settlement Payment.

If the Court grants Final Approval of the Settlement, the Order granting Final Approval and entering a Judgment will be mailed to you.

How can I get additional information?

This Notice summarizes the Action and the basic terms of the Settlement. More details are in the Joint Stipulation of Class Action Settlement attached to the Declaration of Kane Moon in Support of Plaintiff's Motion for Preliminary Approval. The Joint Stipulation of Class Action Settlement and all other records relating to the lawsuit are available for inspection and/or copying at the Civil Records Office of the Santa Barbara Superior Court. You may also request a copy of the Settlement Agreement from Class Counsel, at the address listed above. You can also obtain further information regarding this action and this settlement at: <<**CASE WEBSITE**>>.

PLEASE DO NOT CONTACT THE COURT FOR INFORMATION REGARDING THIS SETTLEMENT.