

CLASS ACTION SETTLEMENT AGREEMENT

Subject to court approval, this Class Action Settlement Agreement (“Agreement”) is made by and between Plaintiffs Marie DeMartini (“DeMartini”), Willie Austin (“Austin”), and Jose Manuel Soto, Jr. (“Soto”), individually and on behalf of all others alleged to be similarly situated (collectively, “Plaintiffs”), and Defendants Safelite Fulfillment, Inc. (“Safelite Fulfillment”), Safelite Solutions, LLC (“Safelite Solutions”), and Barrett Business Services, Inc. (“BBSI”) (collectively, “Defendants”). The Agreement refers to Plaintiffs and Defendants collectively as “Parties” or individually as a “Party.”

1. DEFINITIONS.

1.1. “Action” refers to DeMartini PAGA Action wherein the Operative Complaint defined in Section 1.28 of this Agreement is pending.

1.2. “Administrator” means ILYM Group, Inc.

1.3. “Administration Expenses” means the amount the Administrator will be paid from the Gross Settlement Amount to reimburse its costs. The Administration Expenses are currently estimated not to exceed \$25,000.00.

1.4. “Austin PAGA Action” means the action filed under the PAGA on September 18, 2020 in the Superior Court of California, County of San Francisco and captioned *Willie Austin, Jr. v. Safelite Fulfillment, Inc.*, Case No. CGC-21-588898.

1.5. “Class” means all individuals currently or formerly employed by Safelite Fulfillment and or Safelite Solutions in California as hourly, non-exempt employees during the Class Period and all employees employed as temporary workers by BBSI at Safelite Solution’s distribution center as hourly, non-exempt employees in Ontario, California during the Class Period.

1.6. “Class Counsel” means James Hawkins, APLC; and Blumenthal Nordrehaug Bhowmik De Blouw LLP.

1.7. “Class Counsel Attorneys’ Fees” and “Class Counsel Litigation Costs” mean the amounts awarded to Class Counsel for reimbursement of reasonable attorneys’ fees and expenses, respectively, incurred to prosecute the Action. Class Counsel will request attorneys’ fees of up to 33-1/3% of the Gross Settlement Amount and expenses not to exceed \$26,000 as documented in Class Counsel’s respective billing statements. Defendants will not oppose such requests.

1.8. “Class Data” means Class Member identifying information in Defendants’ possession including the Class Member’s name, last-known mailing address, Social Security number, and number of Class Period and PAGA Period Workweeks.

1.9. “Class Member” means a member of the Class, as either a Participating Class Member or Non-Participating Class Member. Based on a review of Defendants’ records to date, there are an estimated 2,600 Class Members.

1.10. “Class Member Address Search” means the Administrator’s search for Class Member mailing addresses using all reasonably available sources, 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 Notice of Class Action Settlement, attached as Exhibit A and including the Request for Exclusion, attached as Exhibit B, to be mailed to Class Members and incorporated by reference into this Agreement.

1.12. “Class Period” means the period from January 28, 2019 through May 22, 2023.

1.13. “Class Representatives” means DeMartini, Austin, and Soto.

1.14. “Class Representative Service Payment(s)” means the payment to the Class Representative(s) for initiating and providing services in support of the Action up to \$10,000 per Class Representative and subject to Court approval. Defendants will not oppose the request for such payments.

1.15. “Court” means the California Superior Court for the County of Marin.

1.16. “Defense Counsel” means captioned counsel of record from the law firm of Vorys, Sater, Seymour and Pease LLP.

1.17. “DeMartini PAGA Action” means the action filed under the PAGA on September 18, 2020 in the Superior Court of California, County of Marin and captioned *Marie DeMartini v. Safelite Fulfillment, Inc. dba Safelite Auto Glass*, Case No. 20-cv-02076.

1.18. “Effective Date” means the date by which 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 after 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 and the deadline by which any further appeal may be taken has expired.

1.19. “Federal Class Actions” mean Plaintiffs’ lawsuits alleging wage and hour violations against Defendant(s) captioned (1) *Marie DeMartini and Willie Austin, Jr. v. Safelite Fulfillment, Inc. dba Safelite Auto Glass* (Case No. 20-cv-05952-MMC, E.D. Cal., filed June 25, 2020 and consolidated with Case No. 2:21-CV-00191-MMC, filed Oct. 21, 2020); and (2) *Jose Soto v. Safelite Fulfillment, Inc., et al.*, (Case No. 22-CV-02092-ODW-AGR, C.D. Cal., filed Aug. 5, 2022).

1.20. “Final Approval” means the Court’s order granting final approval of the Settlement.

1.21. “Final Approval Hearing” means the Court’s hearing on the Motion for Final Approval of the Settlement.

1.22. “Gross Settlement Amount” means Three Million Dollars and Zero Cents (\$3,000,000), which is the total amount Safelite Solutions and Safelite Fulfillment agree to pay under the Settlement, subject to the terms and conditions of this Settlement.

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

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

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

1.27. “Non-Participating Class Member” means any Class Member who submits a valid and timely Request for Exclusion from the Settlement.

1.28. “Operative Complaint” means the Amended Complaint Plaintiffs filed in the DeMartini PAGA Action after dismissing the Federal Class Actions, the Austin PAGA Action, and the Soto PAGA Action. The Operative Complaint effectively consolidates the Federal Class Actions, the Austin PAGA Action, and the Soto PAGA Action.

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

1.30. “PAGA” means California’s Private Attorneys General Act of 2004.

1.31. “PAGA Members” means all current and former hourly, non-exempt employees of Safelite Fulfillment or Safelite Solutions who worked in the State of California at any time during the PAGA Period and all hourly, non-exempt employees employed as temporary workers for BBSI at Safelite Solutions’ distribution center in Ontario, California during the period of August 4, 2021 to May 22, 2023.

1.32. “PAGA Period” means June 25, 2019 to May 22, 2023.

1.33. “PAGA Payment” means the sum of \$60,000, which shall be allocated from the Gross Settlement Amount to pay all applicable penalties under PAGA. 75% of the total PAGA Payment shall be paid to the LWDA, with the remaining 25% to be paid to the PAGA Members.

1.34. “Preliminary Approval” means the Court’s Order Granting Preliminary Approval of the Settlement.

1.35. “Released Class Claims” means the claims being released in connection with this Settlement.

1.36. “Released Parties” means: Defendants and each of their former and present related companies, predecessors, successors, assigns, divisions, brands, subsidiaries, and affiliates and all of their past, present, and future employees, representatives, officers, directors, shareholders, agents, insurers, employee benefit plans, employee benefit plan fiduciaries, employee benefit plan trustees, and attorneys.

1.37. “Request for Exclusion” means a Class Member’s submission of a signed written request to be excluded from the Settlement, including on the form provided with the Class Notice.

1.38. “Response Deadline” means 60 days after the Administrator mails Notice to Class Members and shall be the last date on which Class Members may: (a) mail Requests for Exclusion from the Settlement, or (b) mail their Objection to the Settlement. Class Members to whom Notice Packets are resent after being returned undeliverable to the Administrator shall have an additional 14 calendar days beyond the expiration of the Response Deadline.

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

1.40. “Soto PAGA Action” means the action filed under the PAGA on October 12, 2022 in the Superior Court of California, County of San Bernardino and captioned *Jose Soto v. Safelite Fulfillment, Inc., et al.*, Case No. CIV SB 2223282.

1.41. “Workweek” means any week during which a Class Member worked for Defendants for at least one day during the Class Period.

1.42. “Workweek Estimate” means, based on a review of records to date, a total of approximately 180,000 Workweeks worked by members of the Class during the Class Period employed by Safelite Fulfillment or Safelite Solutions and 3,502 Workweeks worked by members of the Class employed as temporary workers by BBSI at Safelite Solutions’ distribution center in Ontario, California during the Class Period. Should the number of Workweeks worked by employees of Safelite Fulfillment or Safelite Solutions exceed 198,000, Safelite Solutions and Safelite Fulfillment shall have the option to increase the Gross Settlement Amount proportionally or shorten the Class Period to a length that reflects 180,000 Workweeks.

2. MONETARY TERMS.

2.1. Gross Settlement Amount. Subject to all terms of this Agreement, Safelite Fulfillment shall pay the Gross Settlement Amount in connection with this Settlement. Under no circumstances other than those described in Paragraph 1.41 and Paragraph 7 shall Safelite Fulfillment’s payment obligations exceed the Gross Settlement Amount. The Gross Settlement Amount does not include any employer payroll taxes owed on the Wage Portions of the Individual

Class Payments, which shall be paid separately by Safelite Solutions and Safelite Fulfillment. The Administrator will disburse the entire Gross Settlement Amount without asking or requiring Participating Class Members to submit any claim as a condition of payment. The Gross Settlement Amount is non-reversionary.

2.2. 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 Order:

2.2.1. To Class Representatives: The Class Representative Service Payment to the Class Representatives, in addition to any Individual Class Payment and any Individual PAGA Payment the Class Representatives may be entitled to receive as a Participating Class Member. If the Court approves a Class Representative Service Payment less than the amount requested, the Administrator will retain the remainder in the Net Settlement Amount. The Administrator will pay the Class Representative Service Payments and it will be reported using IRS Form 1099.

2.2.2. To Class Counsel: Class Counsel Attorneys' Fees and Class Counsel Litigation Costs to Class Counsel. Defendants will not oppose requests for these payments. If the Court approves a Class Counsel Attorneys' Fees and/or a Class Counsel Litigation Costs less than the amounts requested, it shall have no impact on the terms and conditions of this Agreement and the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to Class Counsel or any other Plaintiffs' Counsel arising from any claim to any portion of any Class Counsel Fee Payment and/or Class Counsel Litigation Costs. The Class Counsel Attorneys' Fees awarded shall be allocated 75% to James Hawkins, APLC and 25% to Blumenthal Nordrehaug Bhowmik De Blouw LLP. The Administrator will pay the Class Counsel Attorneys' Fees and Class Counsel Expenses Payment and it will be reported using one or more IRS 1099 Forms.

2.2.3. To the Administrator: Administration Expenses incurred by the Administrator. To the extent the Administration Expenses are less or the Court approves payment less than the Administration Expenses set forth in this Agreement, the Administrator will retain the remainder in the Net Settlement Amount.

2.2.4. To the LWDA and PAGA Members: Subject to Court approval, the PAGA Payment will be allocated to cover any and all claims for civil penalties associated with the PAGA Released Claims as set forth in Section 4.3, 75% of which will be paid to the LWDA and the remaining 25% ("PAGA Member Settlement Amount") for distribution to all PAGA Members as penalties in exchange for a full and final release of PAGA claims ("Individual PAGA Payments"). The PAGA Member Settlement Amount shall be allocated to all PAGA Members based on Workweeks worked during the PAGA Period and calculated by: (a) dividing the PAGA Member Settlement Amount by the total number of Workweeks worked by all PAGA Members during the PAGA Period; and (b) multiplying the result by each PAGA Member's Workweeks.

2.2.5. To Each Participating Class Member: An Individual Class Payment calculated by: (a) dividing the Net Settlement Amount by the total number of Workweeks worked

by all Participating Class Members during the Class Period; and (b) multiplying the result by each Participating Class Member's Workweeks.

2.2.6. Tax Allocation of Individual Class and PAGA Payments. 25% of each Participating Class Member's Individual Class Payment will be allocated to settlement of wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be reported on an IRS W-2 Form. The remaining 75% of each Participating Class Member's Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on IRS 1099 Forms. Participating Class Members assume full responsibility and liability for any employee taxes owed on their Individual Class Payment. Individual PAGA Payments are not subject to wage withholdings and will be reported on IRS 1099 Forms. PAGA Members assume full responsibility and liability for any employee taxes owed on their Individual PAGA Payment.

2.3. Effect of Non-Participating Class Members on Calculation of Individual Class Payments. Non-Participating Class Members will not receive any Individual Class Payments, but they will receive an Individual PAGA Payment as set forth above. The Administrator will retain amounts equal to their Individual Class Payments in the Net Settlement Amount for distribution to Participating Class Members on a pro rata basis.

3. SETTLEMENT FUNDING AND PAYMENTS.

3.1. Delivery of Class Data to Administrator. Not later than 21 (twenty-one) days after the Court grants Preliminary Approval of the Settlement, Defendants 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 restrict access to the Class Data to Administrator employees who need access to the Class Data to effect and perform under this Agreement. Defendants have a continuing duty to immediately notify Class Counsel if they discover 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 foregoing deadline the Parties and their counsel must expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Class Data.

3.2. Funding of Gross Settlement Amount. Safelite Solutions and Safelite Fulfillment shall fully fund the Gross Settlement Amount and fund the amounts necessary to fully pay Defendants' share of payroll taxes by transmitting the funds to the Administrator no later than thirty (30) days after the Effective Date.

3.3. Payments from the Gross Settlement Amount. Within 10 days after the Gross Settlement Amount is funded, the Administrator will mail checks for all Individual Class Payments and Individual PAGA Payments, and will pay the Administration Expenses, the LWDA's portion of the PAGA Payment, Class Counsel Attorneys' Fees, Class Counsel Litigation Costs, and Class Representative Service Payment(s).

3.3.1. The Administrator will issue checks for the Individual Class Payments and Individual PAGA Payments and send them to the Class Members via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. The Administrator will send checks for Individual Settlement Payments to all Participating Class Members (including those for whom Class Notice was returned undelivered). Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

3.3.2. The Administrator must conduct a Class Member Address Search for all other Class Members whose checks are returned undelivered without USPS forwarding addresses. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Class Member Address Search. The Administrator need not take further steps to deliver checks to Class Members whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Class Member whose original check was lost or misplaced, requested by the Class Member prior to the void date.

3.3.3. Any unclaimed funds remaining after the void date of the check shall be forwarded to the Controller of the State of California pursuant to the Unclaimed Property Law (Code Civ. Pro. § 1500, *et seq.*) for the benefit of the Class Members until they claim their property.

3.3.4. The payment of Individual Class Payments shall not obligate Defendants to confer any additional benefits or make any additional payments to Class Members beyond those specified in this Agreement.

3.4. Payments to the Responsible Tax Authorities. The Administrator will pay the Participating Class Members' portion of normal payroll withholding taxes out of each person's Individual Settlement Share. The Administrator shall also pay Defendants' portion of payroll taxes as the current or former employer (including the employer's payment of applicable FICA, FUTA, and SUI contributions, etc.) to the appropriate local, state, and federal taxing authorities. As set forth above, Safelite Solutions and Safelite Fulfillment will separately fund the employers' share of payroll taxes on the Wage Portion of the Individual Class Payments through the Administrator. The Administrator will calculate the amount of the applicable portions of payroll withholding taxes and forward those amounts to the appropriate taxing authorities.

4. RELEASES OF CLAIMS.

Effective on the date when Safelite Solutions and Safelite Fulfillment fully fund the Gross Settlement Amount and pays to the Administrator all associated employer payroll taxes owed on the Wage Portion of the Individual Class Payments, the following releases of claims will take effect:

4.1. Class Representatives' General Release. Class Representatives' respective, former, and present spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, including, but not limited to: (a) all claims that were, or reasonably could have been,

alleged, based on the facts contained, in the Operative Complaint or ascertained during the Action or ascertained during any of the actions set forth in Section 1; and (b) any other claims, debts, liabilities, demands, damages, obligations, actions and causes of actions, of any nature whatsoever, whether known or unknown, or suspected or unsuspected, arising out of or in connection with their employment with Safelite Fulfillment, Inc. and/or Safelite Solutions, LLC, and/or BBSI, the separation of such employment, or any other act, omission or event occurring between the Parties at any time prior to the date the Class Representatives executed this Agreement. This General Release includes, without limitation: (1) all claims for violation of any federal, state or local statute, ordinance or regulation relating to employment benefits, leaves of absence, or discrimination, harassment, retaliation, or whistleblowing in employment, specifically including, without limitation, the California Fair Employment and Housing Act, the California Family Rights Act, Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act, the Age Discrimination in Employment act, the Older Workers Benefit Protection Act, the Genetic Information Nondiscrimination Act, the Americans with Disabilities Act, and the Employee Retirement Income Security Act, the Consolidated Omnibus Budget Reconciliation Act, the Securities Act, the Immigration Reform and Control Act the Worker Adjustment and Retraining Notification Act of 1988, the California Worker Adjustment and Retraining Notification Act, the Uniformed Service Employment and Reemployment Rights Act, and any regulation of any administrative agency or governmental authority relating to employment benefits or discrimination or harassment or retaliation in employment; (2) all claims for failure to pay minimum or overtime wages, failure to timely pay wages, failure to provide accurate itemized wage statements, failure to maintain accurate records, failure to reimburse business expenses, failure to provide meal periods or rest breaks, failure to provide/fully provide meal and rest period premiums, failure to provide/fully provide paid sick leave, failure to post notice of paydays and time and place of payment, and any claim for violations of the California Labor Code, California's Business and Professions Code § 17200 *et seq.*, and the applicable California Industrial Welfare Commission Wage Order; (3) any non-statutory tort or contractual claim, including all claims for breach of oral, implied or written contract, breach of implied covenant of good faith and fair dealing, negligent or intentional infliction of emotional distress, and conversion; (4) all claims for wrongful termination of employment; (5) all claims for wages, penalties and/or benefits; and (6) all claims for attorneys' fees and costs. ("Class Representatives' Release"). Class Representatives' Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers' compensation benefits that arose at any time. Class Representatives acknowledge that they may discover facts or law different from, or in addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that Class Representatives' Release shall be and remain effective in all respects, notwithstanding such different or additional facts or their discovery of them. Notwithstanding anything to the contrary set forth in this Agreement, including in Section 4 herein, nothing in this Agreement shall be construed to waive any claims, rights theories, remedies or recovery sought in the pending arbitration entitled, *Jose Soto vs. Barrett Business Services, Inc., et al.*, JAMS Ref. No. 1230012040 which shall be subject to a separate settlement agreement to effectuate a complete and general release of Class Representative Soto's claims.

4.1.1. Class Representatives' Waiver of Rights Under California Civil Code Section 1542. For purposes of Class Representatives' Release, Class Representatives expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the California Civil Code, which reads:

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

4.2. Release by Participating Class Members: All Class Representatives and all Participating Class Members release the Released Parties from any and all claims, damages, and penalties alleged in the Operative Complaint and all claims and penalties that could have been pled based on the factual allegations in the Operative Complaint during the Class Period, including, without limitation, claims for: (1) failure to pay all minimum wages; (2) failure to pay all overtime wages; (3) meal period violations and meal period premium violations; (4) rest break violations and rest break premium violations; (5) untimely payment of wages; (6) wage statement violations; (7) failure to provide/fully provide paid sick leave; (8) waiting time penalties; (9) failure to timely pay wages during employment; (10) failure to reimburse business expenses; and (11) violations of the unfair competition law (the “Released Class Claims”). Participating Class Members **do not** release any other claims, including claims for vested benefits, wrongful termination, violations of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts outside the Class Period.

4.3. Release by PAGA Members: The Defendants shall be entitled to a release from the State of California of all PAGA claims pled or that could have been pled based on the factual allegations contained in the Operative Complaint (including any amendments thereto) and PAGA letters sent by Plaintiffs during the PAGA Period as to the PAGA Members (“Released PAGA Claims”). Released PAGA Claims include PAGA civil penalties predicated on the underlying alleged violations for: (1) failure to pay all minimum wages; (2) failure to pay all overtime wages; (3) meal period violations and meal period premium violations; (4) rest break violations and rest break premium violations; (5) untimely payment of wages; (6) wage statement and recordkeeping violations; (7) failure to provide/fully provide paid sick leave; (8) waiting time penalties; (9) failure to reimburse business expenses; (10) failure to timely pay wages during employment. The PAGA Members do not release any other claims, including claims for vested benefits, wrongful termination, violations of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts outside the PAGA Period.

5. MOTION FOR PRELIMINARY APPROVAL.

5.1. Preliminary Approval. Plaintiffs shall move for an order conditionally certifying the Class for settlement purposes only, granting Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice (“Motion for Preliminary Approval”). Defendants shall accept service of the Motion for Preliminary Approval (and any other motions, declarations, proposed orders, exhibits, or other documents filed therewith) via electronic service at the addresses set forth in this Agreement or, if an electronic service agreement is already in place, pursuant to the Parties’ electronic service agreement.

5.2. Duty to Cooperate. If the Parties disagree on any aspect of the proposed Settlement or forthcoming Motion for Preliminary Approval, Class Counsel and Defense Counsel

will expeditiously work together in good faith on behalf of the Parties 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 in good faith on behalf of the Parties to modify the Agreement and satisfy the Court's concerns. Should the Court decline to conditionally certify the Class or to preliminarily approve all material aspects of the Settlement, the Settlement will be null and void, and the Parties will have no further obligations under it, provided, however, that the amounts of the Class Counsel Attorneys' Fees, Class Counsel Litigation Costs, Administration Expense Payment, and Class Representative Service Payments shall be determined by the Court, and the Court's determination on these amounts shall be final and binding, and that the Court's approval or denial of any amount requested for these items are not conditions of this Settlement Agreement and are to be considered separate and apart from the fairness, reasonableness, and adequacy of the Settlement. Any order or proceeding relating to an application for the Class Counsel Attorneys' Fees, Class Counsel Litigation Costs, Administration Expense Payment, and Class Representative Service Payments shall not operate to terminate this Settlement Agreement.

6. SETTLEMENT ADMINISTRATION.

6.1. Selection of Administrator. The Parties will jointly select the Administrator to administer this Settlement. The Administrator 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.

6.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number to calculate payroll tax withholdings and report to state and federal tax authorities.

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

6.4. Notice to Class Members.

6.4.1. No later than 3 business days after receipt of the Class Data, the Administrator shall notify Class Counsel that the list has been received and state the number of Class Members and Workweeks in the Class Data.

6.4.2. Using best efforts to perform as soon as possible, and no later than 14 days after receiving the Class Data, the Administrator will send to all Class Members identified in the Class Data, via first-class United States Postal Service ("USPS") mail, the Class Notice substantially in the form attached to this Agreement as **Exhibit A**. The first page of the Class Notice shall prominently estimate the dollar amounts of any Individual Class Payment payable to the Class Member, and the number of Workweeks used to calculate these amounts. Before mailing Class Notices, the Administrator shall update Class Member addresses using the National Change of Address database.

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

6.4.4. The deadlines for Class Members' written objections, Challenges to Workweeks and/or Pay Periods, and Requests for Exclusion will be extended an additional 14 days beyond the time otherwise provided in the Class Notice for all Class Members whose notice is re-mailed.

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

6.5. Requests for Exclusion (Opt-Outs).

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

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

6.5.3. 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 and PAGA Members' Releases paragraphs of this Agreement, regardless of whether the Participating Class Member actually receives the Class Notice or objects to the Settlement.

6.5.4. 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, nor shall they have the right to object to the Settlement. Non-Participating Class Members are still part of the PAGA Class and will receive a PAGA Payment.

6.6. Challenges to Calculation of Workweeks. Each Class Member shall have until the Response Deadline (plus an additional 14 days for Class Members whose Class Notice is re-mailed) to challenge the number of Class Workweeks allocated to the Class Member in the Class Notice. The Class Member may challenge the allocation by communicating with the Administrator via 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 contained in the Class Notice are correct so long as they are consistent with the Class Data. The Administrator's determination of each Class Member's allocation of Workweeks shall be final and not appealable or otherwise susceptible to challenge. The Administrator shall promptly provide copies of all challenges to calculation of Workweeks and the Administrator's determinations regarding the challenges to Defense Counsel and Class Counsel.

6.7. Objections to Settlement.

6.7.1. Only Participating Class Members may object to the Settlement, including contesting the fairness of the Settlement.

6.7.2. Participating Class Members who wish to submit objections must first do so in writing by sending their written objections to the Administrator by mail not later than the Response Deadline (plus an additional 14 days for Class Members whose Class Notice was re-mailed). The written objection must contain the name, address, and telephone number of the Participating Class Member to be valid. It must also contain the words "I object to the settlement in *DeMartini v. Safelite*" and set forth the reasons for the objection. The Administrator shall stamp the date received on the original objection and send copies of each objection to Class Counsel and Defendants' Counsel not later than 3 calendar days after receipt thereof.

6.7.3. An objector may appear at the Final Approval Hearing either in person or through counsel hired by the objector at the objector's cost. An objector who wishes to appear at the Final Approval Hearing must state the objector's intention to do so at the time the objector submits her or his written objections. An objector may withdraw her or his objections at any time.

6.7.4. The Parties may file with the Court written responses to any objections no later than 7 calendar days before the Final Approval Hearing, or as otherwise directed by the Court.

6.7.5. Non-Participating Class Members have no right to object to the Settlement.

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

6.8.1. Website and Toll-Free Number. The Administrator will establish, maintain, and use an internet website to post information of interest to Class Members, including the date, time, and location for the Final Approval Hearing and copies of the Settlement Agreement, Motion for Preliminary Approval, the Preliminary Approval Order, the Class Notice, the Motion for Final Approval, the Motion for Class Counsel Attorneys' Fees, Class Counsel Litigation Costs and Class Representative Service Payment, the Final Approval Order, and the Judgment. The Administrator will also maintain and monitor a toll-free telephone number to receive Class Member calls.

6.8.2. Requests for Exclusion (Opt-outs) and Exclusion List. The Administrator will promptly review on a rolling basis Requests for Exclusion to ascertain their validity. Not later than 5 days after the Response Deadline, the Administrator shall email a list to Class Counsel and Defense Counsel containing (a) the names and other identifying information of Class Members who have timely submitted valid Requests for Exclusion ("Exclusion List"); (b) the names and other identifying information of Class Members who have submitted invalid Requests for Exclusion; and (c) copies of all Requests for Exclusion from the Settlement submitted (whether valid or invalid).

6.8.3. Weekly Reports. The Administrator must, on a weekly basis, provide written reports to Class Counsel and Defense Counsel that tally the number of: Class Notices mailed or re-mailed, Class Notices returned undelivered, Requests for Exclusion (whether valid or invalid) received, objections received, challenges to Workweeks received and/or resolved, and checks mailed for Individual Class Payments ("Weekly Report"). The Weekly Reports must provide the Administrator's assessment of the validity of Requests for Exclusion and attach copies of all Requests for Exclusion and objections received.

6.8.4. Workweek Challenges. The Administrator has the authority to address and make final decisions, consistent with the terms of this Agreement, on all Class Member challenges over the calculation of Workweeks. The Administrator's decision shall be final and not appealable or otherwise susceptible to challenge.

6.8.5. Administrator's Declaration. Not later than 14 days before the date by which Plaintiffs are required to file the Motion for Final Approval of the Settlement, the Administrator will provide to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its due diligence and compliance with all of its obligations under this Agreement, including, but not limited to, its mailing of Class Notice, the Class Notices returned as undelivered, the re-mailing of Class Notices, attempts to locate Class Members, the total number of Requests for Exclusion from Settlement it received (both valid or invalid), the number of written objections and attach the Exclusion List. The Administrator will supplement its declaration as needed or requested by the Parties and/or the Court. Class Counsel is responsible for filing the Administrator's declaration(s) in Court.

6.8.6. Final Report by Settlement Administrator. Within 10 days after the Administrator disburses all funds in the Gross Settlement Amount, the Administrator will provide Class Counsel and Defense Counsel with a final report detailing its disbursements by employee identification number only of all payments made under this Agreement. At least 15 days before any deadline set by the Court, if applicable and if requested by either Party, the Administrator will

prepare, and submit to Class Counsel and Defense Counsel, a signed declaration suitable for filing in Court attesting to its disbursement of all payments required under this Agreement.

7. CLASS SIZE ESTIMATES AND ESCALATION CLAUSE. If the total number of Workweeks worked by employees of Safelite Fulfillment or Safelite Solutions exceed 198,000, Safelite Solutions and Safelite Fulfillment shall have the option to increase the Gross Settlement Amount proportionally or shorten the Class Period to a length that reflects 180,000 Workweeks.

8. DEFENDANTS' RIGHT TO WITHDRAW. If the number of valid Requests for Exclusion identified in the Exclusion List exceeds 10% of the total of all Class Members, Defendants may, but are not obligated to, elect to withdraw from the Settlement. If Defendants withdraw, the Settlement shall be void ab initio, have no force or effect whatsoever, and neither Party shall have any further obligation to perform under this Agreement; provided, however, Defendants will remain responsible for paying all Settlement Administration Expenses incurred to that point. To elect to withdraw, Defendants must notify Class Counsel and the Court of their election to withdraw not later than 14 days after the Response Deadline.

9. MOTION FOR FINAL APPROVAL. Not later than 16 court days before the Final Approval Hearing, Plaintiffs will file in Court a motion for final approval of the Settlement that includes a Proposed Final Approval Order and a proposed Judgment (collectively "Motion for Final Approval"). Class Counsel will provide drafts of these documents to Defense Counsel in advance of filing for Defense Counsel's review. Defendants shall accept service of the Motion for Final Approval (and any other motions, declarations, proposed orders, exhibits, or other documents filed therewith) via electronic service at the addresses set forth in this Agreement or, if an electronic service agreement is already in place, pursuant to the Parties' electronic service agreement.

9.1. 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 prior to the Final Approval Hearing, or as otherwise directed by the Court.

9.2. Duty to Cooperate. If the Court does not grant Final Approval or conditions Final Approval on any material change to the Settlement (including, but not limited to, the scope of release to be granted by Class Members), the Parties will expeditiously work together in good faith to address the Court's concerns by revising the Agreement as necessary to obtain Final Approval.

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

9.4. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, the Parties and all Participating Class Members who did not object to the Settlement as provided in this Agreement, waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions

to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If an objector appeals the Judgment, the Parties' obligations to perform under this Agreement will be stayed until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

9.5. Appellate Court Orders to Vacate, Reverse, or Materially Modify Judgment.

If the reviewing Court vacates, reverses, or modifies the Judgment in a manner that requires a material modification of this Agreement (including, but not limited to, the scope of release to be granted by Class Members), this Agreement shall be null and void. The Parties shall agree to 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.

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

11. ADDITIONAL PROVISIONS.

11.1. 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 the Parties that any of the allegations or the defenses in the Operative Complaint have merit or that there is any liability for any claims asserted. The Parties agree that class certification and representative treatment is for purposes of this Settlement only. If, for any reason the Court does not grant Preliminary Approval, Final Approval, or enter Judgment, all Parties reserve the right to prosecute and/or contest certification of any class for any reason, reserve all available claims and defenses in the Action and any of the other actions identified in Section 1, among reservation of all other relevant rights. The Settlement, this Agreement, and the 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).

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

11.3. No Publication. The Parties and their counsel agree that they will not publicize the Settlement (except for the information posted on the website established by the Administrator), issue any press releases, or initiate any contact with the media or any verdict/settlement publicist or data base about this case and/or the fact, amount, or terms of the Settlement. If counsel for either Party receives an inquiry about the Settlement from the media, counsel may respond only that the matter has been resolved. Plaintiffs and Class Counsel agree

that none of the documents provided to them by Defendants shall be used for any purpose other than prosecution of this case.

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

11.5. Attorney Authorization. Class Counsel and Defense Counsel separately warrant and represent that they are authorized by the Parties, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

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

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

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

11.9. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or Class Counsel and Defense Counsel, as their legal representatives.

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

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

11.12. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.

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

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

11.15. Notice. All notices or other communications between the Parties required in connection with this Agreement shall be in writing and shall be deemed to have been duly given as of the 3rd business day after mailing by U.S. Mail or the same day if sent by email, addressed as follows:

To Plaintiffs:

James Hawkins APLC

Attn: James R. Hawkins
Christina M. Lucio
Mitchell J. Murray
9880 Research Drive, Suite 200
Irvine, CA 92618
james@jameshawkinsaplc.com
christina@jameshawkinsaplc.com
mitchell@jameshawkinsaplc.com

Blumenthal Nordrehaug Bhowmik De Blouw LLP

Attn: Norman B. Blumenthal
Kyle R. Nordrehaug
Aparajit Bhowmik
Piya Mukherjee
Victoria Rivapalacio
Charlotte James
2255 Calle Clara
La Jolla, CA 92037
norm@bamlawca.com
kyle@bamlawca.com
aj@bamlawca.com
piya@bamlawca.com
victoria@bamlawca.com
charlotte@bamlawca.com

To Defendants Safelite Fulfillment, Inc. and Safelite Solutions LLC:

Vorys, Sater, Seymour and Pease LLP

Daniel J. Clark
Adam J. Rocco

Michael J. Shoenfelt
52 East Gay Street
Columbus, OH 43215
djclark@vorys.com
ajrocco@vorys.com
mjshoenfelt@vorys.com

To Defendant Barrett Business Services, Inc.

Atkinson, Andelson, Loya, Ruud & Romo
Susan M. Steward
Joshua N Lange
12800 Center Court Drive, Suite 300
Cerritos, California 90703
sseward@aalrr.com
Joshua.lange@aalrr.com

11.16. Execution in Counterparts. This Agreement may be executed using physical and/or electronic signatures (i.e. DocuSign, SignRequest, Adobe Sign, etc.), which shall be accepted as originals for purposes of this Agreement. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Marie DeMartini


Date: 3/11/2024

DocuSigned by:

58D6681E34A2439...
Marie DeMartini


Plaintiff Willie Austin, Jr.

Date: 3/11/2024


Willie Austin Jr. (Mar 11, 2024 15:47 PDT)
Willie Austin, Jr.

Plaintiff Jose Manuel Soto, Jr.

Date: 3/11/2024

DocuSigned by:

FE5D0A733EAC476...
Jose Manuel Soto, Jr.

Defendants Safelite Fulfillment, Inc. and Safelite Solutions LLC

Date: _____

Name: _____

Title: _____

Defendant Barrett Business Services, Inc.

Date: _____

Name: _____

Title: _____

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Marie DeMartini

Date: _____

Marie DeMartini

Plaintiff Willie Austin, Jr.

Date: _____

Willie Austin, Jr.

Plaintiff Jose Manuel Soto, Jr.

Date: _____

Jose Manuel Soto, Jr.

Defendants Safelite Fulfillment, Inc. and Safelite Solutions LLC

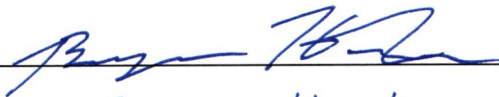
Date: _____

Name: _____

Title: _____

Defendant Barrett Business Services, Inc.

Date: March 11, 2024



Name: Bryce Hanks

Title: Corporate Counsel

SIGNATURES

I have read this Agreement and agree to its terms.

Plaintiff Marie DeMartini

Date: _____

Marie DeMartini

Plaintiff Willie Austin, Jr.

Date: _____

Willie Austin, Jr.

Plaintiff Jose Manuel Soto, Jr.

Date: _____

Jose Manuel Soto, Jr.

Defendants Safelite Fulfillment, Inc. and Safelite Solutions LLC

Date: 3/18/2024



Name: Cynthia L. Elliott

Title: SVP and General Counsel

Defendant Barrett Business Services, Inc.

Date: _____

Name: _____

Title: _____

Exhibit A

Notice of Class Action Settlement

NOTICE OF CLASS ACTION SETTLEMENT

Marie DeMartini, et al. v. Safelite Fulfillment, Inc., et al.

Superior Court of the State of California for the County of Marin

Case No. 20-cv-02076

This notice is to the following individuals in connection with a pending class action settlement:

All individuals currently or formerly employed by Safelite Fulfillment, Inc. or Safelite Solutions LLC in California as hourly, non-exempt employees between January 28, 2019 through May 22, 2023 and all employees employed by Barrett Business Services, Inc. as hourly, non-exempt employees at Safelite Solution LLC's distribution center in Ontario, California between January 28, 2019 through May 22, 2023.

Read this notice carefully. Your legal rights could be affected whether you act or not.

The Superior Court of the State of California for the County of Marin (the "Court") has preliminarily approved this class and representative action lawsuit filed by Marie DeMartini, Willie Austin, Jr., and Jose Soto ("Class Representatives") against Safelite Fulfillment, Inc., Safelite Solutions, LLC, and Barrett Business Services, Inc. ("Defendants") for alleged wage and hour violations (the "Lawsuit").

The Lawsuit is based on various allegations, including but not limited to the Class Representatives' claims that Defendants committed the following violations: (1) failure to pay all minimum wages; (2) failure to pay all overtime wages; (3) meal period violations and meal period premium violations; (4) rest break violations and rest break premium violations; (5) untimely payment of wages; (6) wage statement violations; (7) waiting time penalties; (8) failure to timely pay wages during employment; (9) failure to reimburse business expenses; (10) violations of the unfair competition law; and (11) claims under the Private Attorneys General Act ("PAGA") Defendants deny all claims and maintain they have fully complied with the law.

Defendants' records reflect you worked **[[Individual Workweeks]]** workweeks during the Class Period of January 28, 2019 through May 22, 2023 and are therefore a Class Member. Defendants' records reflect you worked **[[Individual Workweeks]]** during the PAGA Period of June 25, 2019 through to May 22, 2023 and therefore **[are/are not]** a PAGA Member. Based on this information, your Individual Class Payment is estimated to be **\$[[Individual Class Payment]]** (less any applicable state and federal withholdings) and your Individual PAGA Payment is estimated to be **\$ [[Individual PAGA Payment]]**. The actual amounts you may receive will likely be different and will depend on multiple factors, such as how many other individuals decide to opt out.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	You do not have to do anything in response to this notice. If you do nothing, you will remain eligible to automatically receive an Individual Class and PAGA Payment (if applicable) if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement.

OPT OUT	You may opt out of the Settlement by submitting a Request for Exclusion form. If you opt out, you may not object to the Class Settlement, you will not receive an Individual Class Payment, and you will not be bound by the Class release provisions in the settlement. However, if you are a PAGA Member, you will still be a PAGA Member and release your covered PAGA claims. You cannot opt out of the PAGA portion of the Settlement.
OBJECT	You may object to the Settlement by submitting a written objection. If the Court grants final approval of the settlement despite your objection, you will remain eligible to automatically receive an Individual Class Payment if the Court grants final approval of the settlement. In such case, you will be bound by the release provisions in the settlement.

The Court’s final approval hearing is scheduled to take place on **[[Final Approval Hearing Date]]** at **[[Final Approval Hearing Time]]** in Department H of the Marin County Superior Court, located at 3501 Civic Center Drive, San Rafael, CA 94903. You do not have to attend but you do have the right to appear. ***For more information, please carefully read this notice.***

1. WHAT IS THE LAWSUIT ABOUT?

The Class Representatives are current and former employees of Defendants. The Class Representatives alleged Defendants violated California labor and employment laws by (1) failing to pay all minimum wages; (2) failing to pay all overtime wages; (3) meal period violations and meal period premium violations; (4) rest break violations and rest break premium violations; (5) untimely payment of wages; (6) wage statement violations; (7) waiting time penalties; (8) failure to timely pay wages during employment; (9) failure to reimburse business expenses; (10) violations of the unfair competition law; and (11) violations of PAGA.

Defendants deny violating any laws or failing to pay any wages and contend that they complied with all applicable laws.

2. WHAT ARE THE PROPOSED SETTLEMENT TERMS?

At the Final Approval Hearing, the Class Representatives, through Class Counsel, will ask the Court to approve a Gross Settlement Amount of \$3,000,000 and authorize the following deductions: Class Representative Service Payments of \$10,000 to each Class Representative, Class Counsel Attorneys’ Fees in the amount of 33.33% of the Gross Settlement, Class Counsel Litigation Costs (not to exceed \$26,000), the LWDA’s 75% (\$45,000) portion of the PAGA Payment, and the Administration Expenses to be paid to the third-party settlement administrator (estimated as \$25,000.00).

After making the above deductions in amounts approved by the Court, the Administrator will calculate and distribute Individual Class and PAGA Payments to Participating Class Members based on their Class Period Workweeks. 25% of each Individual Class Payment shall constitute taxable wages (“Wage Portion”) and 75% shall constitute interest and penalties (“Non-Wage Portion.”). The Wage Portion is subject to tax withholdings and will be reported on IRS W-2 Forms.

Safelite Solutions and Safelite Fulfillment will separately pay employer payroll taxes they owe on the Wage Portion. The Administrator will report the Non-Wage Portions of the Individual Class Payments on IRS 1099 Forms.

You will be treated as a Participating Class Member, participating fully in the settlement, unless you submit a signed Request for Exclusion by **[[Response Deadline]]** (“Response Deadline”). If you worked during the PAGA Period, you will be a PAGA Member whether or not you submit a Request for Exclusion.

After the Judgment is final and Safelite Solutions and Safelite Fulfillment have fully funded the settlement and separately paid all employer payroll taxes, Participating Class and PAGA Members will be legally barred from asserting any of the claims released under the settlement, as follows:

Release by Participating Class Members: All Participating Class Members release Released Parties from any and all claims, damages, and penalties alleged in the Operative Complaint and all claims and penalties that could have been pled based on the factual allegations in the Operative Complaint during the Class Period, including, without limitation, claims for: (1) failure to pay all minimum wages; (2) failure to pay all overtime wages; (3) meal period violations and meal period premium violations; (4) rest break violations and rest break premium violations; (5) untimely payment of wages; (6) wage statement violations; (7) failure to provide/fully provide paid sick leave; (8) waiting time penalties; (9) failure to timely pay wages during employment; (10) failure to reimburse business expenses; and (11) violations of the unfair competition law (the “Released Class Claims”).

Release by PAGA Members: Named Plaintiffs and the State of California release Defendants and are forever barred from pursuing claims under the PAGA alleged in the Operative Complaint during the PAGA Period or that could have been alleged based on the facts alleged in the Operative Complaint during the PAGA Period for PAGA Members, including, without limitation penalties predicated on the underlying alleged violations for: (1) failure to pay all minimum wages; (2) failure to pay all overtime wages; (3) meal period violations and meal period premium violations; (4) rest break violations and rest break premium violations; (5) untimely payment of wages; (6) wage statement and recordkeeping violations; (7) failure to provide/fully provide paid sick leave; (8) waiting time penalties; (9) failure to reimburse business expenses; (10) failure to timely pay wages during employment.

3. HOW IS MY INDIVIDUAL CLASS AND PAGA PAYMENT CALCULATED?

The number of Class Workweeks you worked during the class period are stated on the first page of this notice. The Administrator will calculate Individual Class Payments by (1) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members, and then (2) multiplying the result by the number of Workweeks worked by each respective Participating Class Member. In other words, you will receive a proportional recovery based on your length of employment in relation to other Class Members.

The Administrator will calculate your Individual PAGA Payment (if applicable) by dividing the PAGA Member Settlement Amount (\$15,000.00) by the total number of Workweeks worked by all PAGA Members during the PAGA Period; and multiplying the result by each PAGA Member's Workweeks.

4. HOW CAN I CORRECT THE NUMBER OF WORKWEEKS?

You have until the Response Deadline to correct or challenge the number of Workweeks. You can submit your challenge by signing and sending a letter to the Administrator via mail at the following address:

Administrator:

INSERT

Insert Address

The Administrator will accept Defendants' calculation of Workweeks 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.

5. HOW WILL I GET PAID?

The Administrator will send, by U.S. mail, checks to every Participating Class Member and every PAGA Member following the Effective Date of this Settlement. Your check will be sent to the same address as this notice. If you change your address, notify the Administrator as soon as possible.

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

Complete the attached Request for Exclusion form and mail it to the Administrator at the address in Question #4 above postmarked by the Response Deadline. You cannot request exclusion from the PAGA portion of the Settlement.

7. HOW DO I OBJECT TO THE SETTLEMENT?

Only Participating Class Members have the right to object to the Settlement by submitting a written objection to the Administrator before the Response Deadline. To object, you must provide a written statement to the Administrator stating what you object to, why you object, and any facts or law that you contend support your objection. The objection must also contain the words "I object to the settlement in *DeMartini v. Safelite*". You must sign the objection and include your name, current address, telephone number, and your approximate dates of employment. You must also state whether you intend to appear at the Final Approval Hearing

If you choose object to the terms of this settlement, then you may enter an appearance *in propria persona* (meaning you choose to represent yourself) or through your own attorney. You will then continue as a Participating Class Member either *in propria persona* or with representation by your own attorney, and you will be solely responsible for the fees and costs of your attorney.

8. MAY I ATTEND THE FINAL APPROVAL HEARING?

You may, but are not required to, attend the Final Approval Hearing on **[[Final Approval Hearing Date]]** at **[[Final Approval Hearing Time]]** in Department H of the Marin County Superior Court, located at 3501 Civic Center Drive, San Rafael, CA 94903. 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 the LWDA, Class Counsel, the Class Representatives, and the Administrator. The Court will invite comment from Class Counsel, Defense Counsel and those who submitted timely written objections and indicated their intent to speak at the hearing before making a decision.

The Court may reschedule the Final Approval Hearing without further notice to Class Members. Please review the Court's online docket, the Settlement website or contact the Administrator or Class Counsel to verify the date and time of the Final Approval Hearing if you believe it may have been continued or otherwise changed.

9. HOW CAN I GET MORE INFORMATION?

The Agreement sets forth everything Defendants and Plaintiffs 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 the Settlement website **[www.XXXX.com]**. Or alternatively, you can go to the Court's website, access the Register of Actions, and search for the case using the case number at the top of this notice. You can also telephone or send an email to Class Counsel at the addresses below:

Class Counsel

James Hawkins APLC

James R. Hawkins
Christina M. Lucio
Mitchell J. Murray
9880 Research Drive, Suite 200
Irvine, CA 92618
james@jameshawkinsaplc.com
christina@jameshawkinsaplc.com
mitchell@jameshawkinsaplc.com

Blumenthal Nordrehaug Bhowmik De Blouw LLP

Norman B. Blumenthal
Kyle R. Nordrehaug
2255 Calle Clara
La Jolla, CA 92037
norm@bamlawca.com
kyle@bamlawca.com

10. WHAT IF I LOSE MY SETTLEMENT CHECK OR FAIL TO CASH IT?

If you lose or misplace your settlement check, the Administrator will replace it if you request a replacement before the void date on the face of the original check. If your check is already void or you have otherwise failed to cash it, it will be provided to the State of California's Unclaimed Property Division in your name. For more information, please review how to process a claim for your funds with the State of California, https://www.sco.ca.gov/upd_form_claim.html.

BY ORDER OF THE SUPERIOR COURT FOR THE STATE OF CALIFORNIA

Exhibit B

Request for Exclusion Form

Request for Exclusion Form

Marie DeMartini, et al. v. Safelite Fulfillment, Inc., et al.
Superior Court of the State of California for the County of Marin
Case No. 20-cv-02076

By signing and returning this form, I confirm that I do **NOT** want to be included in the Class Settlement or receive a Class Member settlement check in the class action lawsuit referenced above.

I understand that by opting out, **I am giving up my right to receive any Class payments** in this Settlement. To “opt out,” this form must be postmarked no later than **[[Response Deadline]]** and mailed via U.S. Mail to the following address:

INSERT

I confirm that I have reviewed the Notice of Class Action Settlement. I have decided that I would like to be excluded from the class and to **not** participate in the proposed settlement or receive an individual Class settlement check that I am otherwise entitled to receive.

Dated: _____

(Signature)

(Last Four Digits of SSN)

(Type or print name and former name(s))

(Telephone Number)

(Address)