

JOINT STIPULATION AND SETTLEMENT AGREEMENT

Subject to final approval by the Court, this Settlement Agreement is between Plaintiff Jacob Blea (“Plaintiff”), on behalf of the Class (as defined below) and Defendants Pacific Groservice Inc. and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods (“Defendant”). Plaintiff and Defendant collectively are referred to in this Agreement as the “Parties.”

I. DEFINITIONS

In addition to the other terms defined in this Agreement, the terms below have the following meaning:

- A. **Administration Costs**: The costs incurred by the Settlement Administrator to administer this Settlement, which is currently estimated at \$18,000.00, shall not exceed \$20,000.00 and shall be paid from the Qualified Settlement Fund.
- B. **Agreement, Settlement Agreement, Joint Stipulation, or Settlement**: The settlement agreement reflected in this document, titled “Joint Stipulation and Settlement Agreement.”
- C. **Attorney Fee Award**: The amount, not to exceed 35% of the Gross Settlement Amount or \$875,000.00 finally approved by the Court and awarded to Class Counsel. The Attorney Fee Award shall be paid from the Qualified Settlement Fund and will not be opposed by Defendant.
- D. **Class**: All hourly-paid or non-exempt employees employed by Defendants within the State of California during the Class Period, excluding those persons that have signed release agreements.
- E. **Class Action**: The representative action filed by Plaintiff Jacob Blea pursuant to the Private Attorneys General Act on December 28, 2020, entitled *Jacob Blea v. Pacific Groservice, Inc.*, Case No. 20CV375150 in the State of California, Santa Clara County Superior Court and the First Amended Complaint adding class claims for (1) failure to pay regular and overtime wages under state law; (2) failing to maintain and provide accurate time records and wage statements; (3) failure to pay minimum wages; (4) failure to timely pay final wages; (5) waiting time penalties; (6) failure to provide or pay for meal breaks, including failure to pay premiums calculated at the regular rate including bonuses and sick pay; (7) failure to provide or pay for rest periods, including failure to pay premiums calculated at the regular rate; (8) failure to reimburse business expenses; and (9) violation of California’ unfair competition law, Filed May 11, 2022.
- F. **Class Counsel**: Douglas Han, Shunt Tatavos-Gharajeh, and Phillip D. Song of Justice Law Corporation.

- G. Class Data:** The Class Data means information regarding Class Members that Defendant will compile from its available, existing, electronic records and provide to the Settlement Administrator. It shall be formatted as a Microsoft Excel spreadsheet and shall include: (i) each Class Member's full name; (ii) each Class Member's last-known address and telephone number; (iii) each Class Member's Social Security and Employee ID number, if any; (iv) the Class Member's relevant dates of employment; and (v) any information in Defendant's possession that the Settlement Administrator may reasonably need to calculate workweeks, pay periods, Participating Class Members' Individual Settlement Shares, and Eligible Aggrieved Employees' Individual PAGA Payments.
- H. Class Member:** Each person eligible to participate in this Settlement who is a member of the Class as defined above.
- I. Class Notice:** The Notice of Class and Representative Action Settlement, which will be provided to Class Members in both English and Spanish, substantially similar to the form attached hereto as **Exhibit A**, subject to Court approval.
- J. Class Period:** The time period from December 28, 2016, to July 27, 2022, or the date of preliminary approval, whichever is sooner.
- K. Class Representative or Plaintiff:** Jacob Blea.
- L. Class Representative Enhancement Payment:** The amount the Court awards to Plaintiff Jacob Blea for his services as a Class Representative, which will not exceed \$10,000. This payment shall be paid from the Qualified Settlement Fund and will not be opposed by Defendant. This enhancement is subject to approval of the Court.
- M. Complaint:** The class action complaint filed by Plaintiff which includes the original representative action complaint filed on December 28, 2022, and the First Amended Complaint filed in May 11, 2022.
- N. Cost Award:** The amount that the Court awards Class Counsel for payment of actual litigation costs subject to proof, which shall not exceed \$25,000. The Cost Award will be paid from the Qualified Settlement Fund and will not be opposed by Defendant.
- O. Counsel for Defendant:** Attorneys Donald P. Sullivan and Kathleen B. Roney of Jackson Lewis, P.C.
- P. Court:** The State of California, Santa Clara County Superior Court.

- Q. Defendants:** Pacific Groservice, Inc. and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods.
- R. Effective Final Settlement Date:** The effective date of this Settlement will be when the Defendants fully fund the Gross Settlement Amount (“GSA”), which will be no later than fourteen (14) calendar days after entry of the order granting final approval. If an objection is made but no appeal filed, Defendants will pay the GSA no later than fourteen (14) calendar days after the running of the appeal period. If an appeal is filed, Defendants will pay the GSA no later than fourteen (14) calendar days after the final judgment becomes final and is no longer subject to appeal.
- S. Eligible Aggrieved Employees:** The aggrieved employees eligible to recover the PAGA payment shall consist of all hourly-paid or non-exempt employees employed by Defendants within the State of California during the PAGA Period.
- T. Exclusion Form:** The Election Not To Participate In (“Opt Out From”) Class Action Settlement Form, substantially similar to the form attached hereto as **Exhibit B**, subject to Court approval.
- U. Judgment or Final Approval:** The final Order entered by the Court finally approving this Agreement.
- V. Gross Settlement Amount or GSA:** The total value of the Settlement is a non-reversionary Two Million, Five Hundred Thousand Dollars (\$2,500,00.00). This is the gross amount Defendant can be required to pay under this Settlement Agreement, which includes: (1) the Net Settlement Amount to be paid to Participating Class Members; (2) Attorney Fee Award and Cost Award to Class Counsel for attorneys’ fees and costs, as approved by the Court; (3) the Class Representative Enhancement payment paid to the Class Representative, as approved by the Court; (4) Administration Costs, as approved by the Court; and (5) the PAGA Payment to the LWDA and to Eligible Aggrieved Employees, as approved by the Court. Defendant’s portion of payroll taxes as the Class Members’ current or former employer is not included in the GSA and will be a separate obligation of Defendant. No portion of the Gross Settlement Amount will revert to Defendant for any reason.
- W. Individual PAGA Payment(s):** The amount payable to each Eligible Aggrieved Employee from the portion of the PAGA Payment allocated to the Eligible Aggrieved Employee under the terms of this Settlement Agreement. Eligible Aggrieved Employees are not required to submit a claim form to receive their Individual PAGA Payment.
- X. Individual Settlement Share(s):** The amount payable to each Participating Class Member under the terms of this Settlement Agreement. Class Members

are not required to submit a claim form to receive their Individual Settlement Shares pursuant to this Agreement.

- Y. **LWDA**: California Labor and Workforce Development Agency.
- Z. **Net Settlement Amount or NSA**: The total amount of money available from the GSA for distribution to Participating Class Members, which is the GSA less the Attorney Fee Award, Cost Award, Class Representative Enhancement, the PAGA Payment, and Administration Costs.
- AA. **PAGA**: The California Labor Code Private Attorneys General Act of 2004 (Cal. Labor Code §§ 2698 *et seq.*).
- BB. **PAGA Notice**: The PAGA Notice refers to the pre-filing notice of Labor Code violations served by Plaintiff on the LWDA on August 19, 2020.
- CC. **PAGA Payment**: The PAGA Payment consists of \$100,000 of the Gross Settlement Amount allocated to satisfy the PAGA penalties claim as alleged in the Class Action. Seventy-five percent (75%) of the PAGA Payment (\$75,000) shall be paid to the LWDA, and twenty-five percent (25%) (\$25,000) of the PAGA Payment shall be distributed to Eligible Aggrieved Employees, on a pro rata basis, as set forth below.
- DD. **PAGA Period**: The period between August 19, 2019, and July 27, 2022, or the date of preliminary approval, whichever is sooner.
- EE. **PAGA Released Claims**: PAGA Released Claims means all allegations and claims for civil penalties pursuant to PAGA based on any and all underlying Labor Code violations alleged in the operative complaint or in the PAGA Notice that arose during the PAGA Period, which includes, inter alia, alleged violations of California Labor Code sections 201, 202, 203, 204, 218.5, 221, 226, 226.3, 226.7, 246(1), 510, 512, 558, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, and 2802. The period of the PAGA release extends to the limits of the PAGA period.
- FF. **Participating Class Members**: All Class Members who do not submit a valid and timely request to exclude themselves from the class action Settlement.
- GG. **Parties**: Plaintiff Jacob Blea as an individual and as a Class Representative, and Defendants Pacific Groservice, Inc. and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods.
- HH. **Preliminary Approval or Preliminary Approval Order**: The Court's order preliminarily approving the proposed Settlement.

- II. Qualified Settlement Fund or QSF:** A fund within the meaning of Treasury Regulation § 1.46B-1, 26 C.F.R. § 1.468B-1 et seq., that is established by the Settlement Administrator for the benefit of Participating Class Members, Plaintiff and Class Counsel.
- JJ. Released Claims:** The released claims means all claims alleged or could have been alleged based on the facts alleged in the operative complaint, including all of the following causes of action: (a) Violation of California Labor Code §§ 510 and 1198 (Unpaid Wages and Overtime); (b) Violation of California Labor Code §§ 226.7, 512(a) (Unpaid Meal Period Premiums); (c) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (d) Violation of California Labor Code §§ 1194 and 1197 (Unpaid Minimum Wages); (e) Violation of California Labor Code § 203 (Wages and Final Wages Not Timely Paid); (f) Violation of California Labor Code §§ 226, 432, and/or 1198.5 (Non-Compliant Wage Statements, Personnel Records, and Time Records); (g) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); (h) Violations of California Business & Professions Code § 17200, *et seq.*; (i) Violation of California Labor Code § 246 (Failure to Pay Sick Pay); (j) Claims for Statutory Penalties under the Private Attorneys General Act of 2004 (“PAGA”), Labor Code §§ 2698 *et seq.* (collectively, the “Released Claims”). The period of the Release shall extend to the limits of the Class Period. The release does not include claims that as a matter of law cannot be released and does not include claims for retaliation, discrimination, wrongful termination, and individual claims for the recovery of workers’ compensation benefits.
- KK. Released Parties:** Pacific Groservice, Inc., Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods, and their parents, predecessors, successors, all affiliates, subsidiaries, officers, directors, members, agents, employees, and stockholders.
- LL. Response Deadline:** Sixty (60) calendar days from the initial mailing of the Class Notice.
- MM. Settlement Administrator:** The third-party administrator agreed upon by Parties to administer this Settlement is CPT Group, Inc..

II. RECITALS

- A.** Prior to the mediation, the Parties conducted significant investigation and discovery of the facts and law both before and after the Class Action was filed. Prior to mediation, Defendants produced documents relating to its policies, practices, and procedures regarding, inter alia, payment of wages, reimbursement of business expenses, paying non-exempt employees for all hours worked, meal and rest period policies, overtime pay policies, and payroll and operational policies. As part of Defendants’ production, Plaintiff also reviewed time records, pay records, and information relating to the size and

scope of the Class, as well as data permitting Plaintiff to understand the number of workweeks in the Class Period. Plaintiff also interviewed several Class Members who worked for Defendants throughout the Class Period. The Parties agree that the above-described investigation and evaluation, as well as the information exchanged during the settlement negotiations, are more than sufficient to assess the merits of the respective Parties' positions and to compromise the issues on a fair and equitable basis.

- B. Benefits of Settlement to Class Members.** Plaintiff and Class Counsel recognize the expense and length of continued proceedings necessary to continue the litigation against Defendants through trial and through any possible appeals. Plaintiff and Class Counsel also have taken into account the uncertainty and risk of further litigation, the potential outcome, and the difficulties and delays inherent in such litigation. Plaintiff and Class Counsel have conducted extensive settlement negotiations, including a formal mediation on April 27, 2022. Based on the foregoing, Plaintiff and Class Counsel believe the Settlement set forth in this Agreement is a fair, adequate, and reasonable settlement, and is in the best interests of the Class Members.
- C. Defendants' Reasons for Settlement.** Defendants recognize that the defense of this litigation will be protracted and expensive. Substantial amounts of time, energy, and resources of Defendants have been and, unless this Settlement is made, will continue to be devoted to the defense of the claims asserted by Plaintiff. Defendants, therefore, have agreed to settle in the manner and upon the terms set forth in this Agreement to put to rest the Released Claims.
- D. Defendants' Denial of Wrongdoing.** Defendants generally and specifically deny any and all liability or wrongdoing of any sort with regard to any of the claims alleged, makes no concessions or admissions of liability of any sort, and contends that for any purpose other than this Settlement, the Class Action is not appropriate for class or representative treatment. Defendants assert a number of defenses to the claims, and have denied any wrongdoing or liability arising out of any of the alleged facts or conduct in the Class Action. Neither this Agreement, nor any document referred to or contemplated herein, nor any action taken to carry out this Agreement, is or may be construed as, or may be used as an admission, concession, or indication by or against Defendants or any of the Released Parties of any fault, wrongdoing, or liability whatsoever. Nor should the Agreement be construed as an admission that Plaintiff can serve as an adequate Class Representative. There has been no determination by any court as to the merits of the claims asserted by Plaintiff against Defendants or as to whether a class or classes should be certified, other than for settlement purposes only.
- E. Plaintiff's Claims.** Plaintiff asserts that Defendants' defenses are without merit. Neither this Agreement nor any documents referred to or contemplated herein, nor any action taken to carry out this Agreement is, may be construed

as, or may be used as an admission, concession or indication by or against Plaintiff, Class Members, or Class Counsel as to the merits of any claims or defenses asserted, or lack thereof, in the Class Action. However, in the event that this Settlement is finally approved by the Court, none of Plaintiff, Class Members, or Class Counsel will oppose Defendants' efforts to use this Agreement to prove that Plaintiff and Class Members have resolved and are forever barred from re-litigating the Released Claims.

III. SETTLEMENT TERMS AND CONDITIONS

- A. Gross Settlement Amount.** Subject to the terms and conditions of this Agreement, the maximum Gross Settlement Amount, excluding payroll taxes, that Defendants are obligated to pay under this Settlement Agreement is Two Million, Five Hundred Thousand Dollars (\$2,500,000.00).
- B. Class Certification.** Solely for the purposes of this Settlement, the Parties stipulate and agree to certification of the claims asserted on behalf of Class Members. As such, the Parties stipulate and agree that in order for this Settlement to occur, the Court must certify the Class as defined in this Agreement.
- C. Conditional Nature of Stipulation for Certification.** The Parties stipulate and agree to the certification of the claims asserted by and on behalf of Plaintiff and Class Members for purposes of this Settlement only. If the Settlement does not become effective, the fact that the Parties were willing to stipulate to certification as part of the Settlement shall not be admissible or used in any way in connection with the question of whether the Court should certify any claims in a non-settlement context in this Class Action or in any other lawsuit or venue. If the Settlement does not become effective, Defendants reserve the right to contest any issues relating to class certification, liability and damages.
- D. Appointment of Class Representative.** Solely for the purposes of this Settlement, the Parties stipulate and agree Plaintiff shall be appointed as the representative for the Class.
- E. Appointment of Class Counsel.** Solely for the purpose of this Settlement, the Parties stipulate and agree that the Court appoint Class Counsel to represent the Class.
- F. Settlement Disbursement.** Subject to the terms and conditions of this Agreement, and the approval of the Court, the Settlement Administrator will disburse the Gross Settlement Amount as follows:
 - 1. To the Plaintiff, Jacob Blea.** In addition to his respective Individual Settlement Share, and subject to the Court's approval, Plaintiff Jacob Blea will receive up to Ten Thousand Dollars and Zero Cents (\$10,000) as a

Class Representative Enhancement Payment. The Settlement Administrator will pay the Class Representative Enhancement Payment out of the Qualified Settlement Fund. Payroll tax withholdings and deductions will not be taken from the Class Representative Enhancement Payment. An IRS Form 1099 will be issued to Plaintiff with respect to his Class Representative Enhancement Payment. Plaintiff shall be solely and legally responsible to pay any and all applicable taxes on the Class Representative Enhancement Payment and shall hold harmless Defendants, Class Counsel and the Released Parties from any claim or liability for taxes, penalties, or interest arising as a result of the Class Representative Enhancement Payment. In the event the Court does not approve the entirety of the application for the Class Representative Enhancement Payment, the Settlement Administrator shall pay whatever amount the Court awards, and neither Defendants nor the Settlement Administrator shall be responsible for paying the difference between the amount requested and the amount awarded. If the amount awarded is less than the amount requested by Plaintiff, the difference shall become part of the NSA and will be distributed to Participating Class Members. In the event that the Court reduces or does not approve the requested Class Representative Enhancement Payment, Plaintiff shall not have the right to revoke the Settlement, and it will remain binding, nor will Plaintiff seek, request, or demand an increase in the Gross Settlement Amount on that basis or any basis.

2. **To Class Counsel.** Class Counsel will apply to the Court for, and Defendants agree not to oppose, a total Attorney Fee Award not to exceed thirty-five percent (35%) or \$875,000.00 of the GSA and a Cost Award not to exceed \$25,000. The Settlement Administrator will pay the Court-approved amounts for the Attorney Fee Award and Cost Award out of the Gross Settlement Fund. The Settlement Administrator may purchase an annuity to utilize US treasuries and bonds or other attorney fee deferral vehicles for Class Counsel. Payroll tax withholding and deductions will not be taken from the Attorney Fee Award or the Cost Award. IRS Forms 1099 will be issued to Class Counsel with respect to these payments. Class Counsel shall be solely and legally responsible to pay all applicable taxes on the Fee and Cost Awards. In the event the Court does not approve the entirety of the application for the Attorney Fee Award and/or Cost Award, the Settlement Administrator shall pay whatever amount the Court awards, and neither Defendants nor the Settlement Administrator shall be responsible for paying the difference between the amount requested and the amount awarded. If the amount awarded is less than the amount requested by Class Counsel for the Attorney Fee Award and/or Cost Award, the difference shall become part of the NSA and will be distributed to Participating Class Members. In the event that the Court reduces the requested Attorney Fee Award and/or Cost Award, neither Plaintiff nor Class Counsel shall have the right to revoke the Settlement, and it will

remain binding, nor will Plaintiff seek, request, or demand an increase in the Gross Settlement Amount on that basis or any basis.

- 3. To the Responsible Tax Authorities.** The Settlement Administrator will withhold the amount of the Participating Class Members' portion of normal payroll withholding taxes out of each person's Individual Settlement Share payment apportioned as wages. The Settlement Administrator will calculate the amount of the Participating Class Members' and Defendants' portion of payroll withholding taxes. The Settlement Administrator will submit Defendants' portion of payroll withholding tax calculation to Defendants for additional funding and forward those amounts along with each person's Individual Settlement Share withholdings to the appropriate taxing authorities. Defendants will pay their portion of employer-side payroll taxes at the same time Defendants fund the entire Gross Settlement Amount, in accordance with the requirements of Section III (I)(8)(a) of this Settlement Agreement.
- 4. To the Settlement Administrator.** The Settlement Administrator will pay to itself Administration Costs (reasonable fees and expenses) approved by the Court not to exceed \$20,000. This will be paid out of the Qualified Settlement Fund. If the actual amount of Administration Costs is less than the amount estimated and/or requested, the difference shall become part of the NSA and will be distributed to Participating Class Members.
- 5. To Participating Class Members.** The Settlement Administrator will pay each Participating Class Member an Individual Settlement Share from the NSA.

 - a. Individual Settlement Share Calculation.** The Individual Settlement Share is calculated based on each Participating Class Member's pro rata share of the Net Settlement Amount based on workweeks during the Class Period as follows: (i) the number of weeks he or she worked as a member of the Class during the Class Period, divided by (ii) the total number of weeks worked by all Class Members collectively during the Class Period, which is then multiplied by the Net Settlement Amount. If a Class Member opts out of the Settlement, his or her pro rata share of the Net Settlement Amount will flow back to the Net Settlement Amount and be distributed to the Participating Class Members on a pro rata basis. The Settlement Administrator will use the Class Data to calculate the number of workweeks worked by each Class Member based on their dates of employment for purposes of this calculation.
 - b. Tax Treatment for Individual Settlement Shares.** Each Participating Class Member's Individual Settlement Share will be

apportioned as follows: 20% wages and 80% interest, penalties, and reimbursements. The portion paid as wages shall be subject to all tax withholdings customarily made from an employee's wages and all other authorized and required withholdings and shall be reported by W-2 forms. Payment of all amounts will be made subject to backup withholding unless a duly executed W-4 form is received from the payee(s). The amounts paid as penalties and interest shall be subject to all authorized and required withholdings other than the tax withholdings customarily made from employees' wages and shall be reported by IRS 1099 forms. The employees' share of payroll tax withholdings shall be withheld from each persons' Individual Settlement Share. Participating Class Members will be responsible for the payment of any taxes and penalties assessed on the Individual Settlement Shares and will be solely responsible for any penalties or other obligations resulting from their personal tax reporting of Individual Settlement Shares.

6. To Eligible Aggrieved Employees. The Settlement Administrator shall pay each Eligible Aggrieved Employee according to their proportional share, which will be based upon the total number of pay periods he or she was employed during the PAGA Period.

a. Individual PAGA Payment Calculation. The Individual PAGA Payment is calculated based on each Eligible Aggrieved Employee's pro rata share of the PAGA Payment allocated to the Eligible Aggrieved Employees based on pay periods during the PAGA Period as follows: (i) the number of pay periods he or she worked as an Eligible Aggrieved Employee during the PAGA Period, divided by (ii) the total number of pay periods worked by all Eligible Aggrieved Employees collectively during the PAGA Period, which is then multiplied by the PAGA Payment allocated to the Eligible Aggrieved Employees. The Settlement Administrator will use the Class Data to calculate the number of periods worked by each Eligible Aggrieved Employee based on their dates of employment for purposes of this calculation.

b. Tax Treatment for Individual PAGA Payments. Each Eligible Aggrieved Employee's Individual PAGA Payments will be apportioned as 100% penalties and shall be subject to all authorized and required withholdings other than the tax withholdings customarily made from employees' wages and shall be reported by IRS 1099 forms. Eligible Aggrieved Employees will be responsible for the payment of any taxes and penalties assessed on the Individual PAGA Payments and will be solely

responsible for any penalties or other obligations resulting from their personal tax reporting of Individual PAGA Payments.

- G. Appointment of Settlement Administrator.** The Settlement Administrator shall be responsible for preparing, translating into Spanish, printing, and mailing the Class Notice to the Class Members; creating a static settlement website that will go live on the same date the Notice Packet is first mailed to the Class Members and that will include, among other things, the Complaint, standalone generic copies of the Class Notice and Exclusion Form, all papers filed in connection with the Preliminary Approval Hearing (including all orders filed by the Court), all papers filed in connection with the Final Approval Hearing (including the fee motion and the final approval motion), and, if the Settlement is approved, the Final Approval Order and Judgment; keeping track of any objections or requests for exclusion from Class Members; performing skip traces and re-mailing Class Notices and Individual Settlement Shares to Class Members; calculating any and all payroll tax deductions as required by law; calculating each Class Member's Individual Settlement Share; calculating Eligible Aggrieved Employees' Individual PAGA Payment; providing weekly status reports to Defendants' Counsel and Class Counsel, which is to include updates on any objections or requests for exclusion that have been received; providing a due diligence declaration for submission to the Court prior to the Final Approval Hearing; mailing Individual Settlement Shares to Participating Class Members; mailing Individual PAGA Payments to Eligible Aggrieved Employees; mailing the portion of the PAGA Payment due to the LWDA to the LWDA; distributing the Attorney Fee Award and Cost Award to Class Counsel; printing and providing Class Members, Eligible Aggrieved Employees and Plaintiff with W-2s and 1099 forms as required under this Agreement and applicable law; providing a due diligence declaration for submission to the Superior Court upon the completion of the Settlement; providing any funds remaining in the QSF as a result of uncashed checks to the State Controller's Unclaimed Property Fund in the name of the Class Member; providing for the administration of related tax reimbursements; and for such other tasks as the Parties mutually agree. The Parties each represent that they do not have any financial interest in CPT Group, Inc. or otherwise have a relationship with CPT Group, Inc. that could create a conflict of interest.
- H. CIRCULAR 230 DISCLAIMER.** Each Party to this Agreement (for purposes of this section, the "Acknowledging Party" and each Party to this Agreement other than the Acknowledging Party, an "Other Party") acknowledges and agrees that:
- (1) No provision of this Agreement, and no written communication or disclosure between or among the Parties or their attorneys and other advisors, is or was intended to be, nor shall any such communication or disclosure constitute or be construed or be relied upon as, tax advice within the meaning of U.S. Treasury Dept. Circular 230 (31 C.F.R. Part 10, as amended);

- (2) The Acknowledging Party (a) has relied exclusively upon his, her or its own, independent legal and tax counsel for advice (including tax advice) in connection with this Agreement, (b) has not entered into this Agreement based upon the recommendation of any Other Party or any attorney or advisor to any Other Party, and (c) is not entitled to rely upon any communication or disclosure by any attorney or advisor to any Other Party to avoid any tax penalty that may be imposed on the Acknowledging Party; and
- (3) No attorney or advisor to any Other Party has imposed any limitation that protects the confidentiality of any such attorney's or adviser's tax strategies (regardless of whether such limitation is legally binding) upon disclosure by the Acknowledging Party of the tax treatment or tax structure of any transaction, including any transaction contemplated by this Agreement.

I. Procedure for Approving Settlement.

1. Motion for Preliminary Approval and Conditional Certification.

- a. Plaintiff will move for an order conditionally certifying the Class for settlement purposes only, giving Preliminary Approval of the Settlement, setting a date for the Final Approval Hearing, and approving the Class Notice and Exclusion Form.
- b. At the Preliminary Approval Hearing, Plaintiff will appear, support the granting of the motion, and submit a proposed order granting conditional certification of the Class and Preliminary Approval of the Settlement; appointing the Class Representative, Class Counsel, and Settlement Administrator; approving the Class Notice; and setting the Final Approval Hearing.
- c. Should the Court decline to conditionally certify the Class or to Preliminarily Approve all material aspects of the Settlement with prejudice, the Settlement will be null and void, and the Parties will have no further obligations under it. Provided, however, that the amounts of the Attorney Fee Award, Cost Award, Administration Costs, and Class Representative Enhancement 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 Attorney Fee Award, Cost Award, Administration Costs, and Class Representative Enhancement shall not operate to terminate or cancel this Settlement Agreement.

- 2. Notice to Class Members.** After the Court enters its Preliminary Approval Order, every Class Member will be provided with the Class Notice in accordance with the following procedure:
- a.** Within five (5) business days after entry of the Preliminary Approval Order, Defendants shall deliver the Class Data to the Settlement Administrator. The Settlement Administrator shall maintain the Class Data as private and confidential and take reasonable and necessary precautions to maintain the confidentiality of the Class Data. The Settlement Administrator shall not distribute or use the Class Data or any information contained therein for any purpose other than to administer this Settlement.
 - b.** At the same time Defendants provide the Class Data to the Settlement Administrator, Defendants will also provide the Class Data to Class Counsel. Class Counsel shall maintain the Class Data as private and confidential and take reasonable and necessary precautions to maintain the confidentiality of the Class Data. Class Counsel shall not distribute or use the Class Data or any information contained therein for any purpose other than in connection with this Settlement.
 - c.** Upon receipt of the Class Data, the Settlement Administrator will perform a search based on the National Change of Address Database to update and correct any known or identifiable address changes.
 - d.** Within fourteen (14) calendar days after Defendants' deadline to provide the Class Data to the Settlement Administrator, the Settlement Administrator will mail the Class Notice to all identified Class Members via first-class regular U.S. Mail.
 - e.** If a Class Notice is returned because of an incorrect address, within three (3) business days from receipt of the returned Class Notice, the Settlement Administrator will conduct a search for a more current address for the Class Member and re-mail the Class Notice to the Class Member. The Settlement Administrator will use the National Change of Address Database and skip traces to attempt to find the current address. The Settlement Administrator will be responsible for taking reasonable steps to trace the mailing address of any Class Member for whom a Class Notice is returned by U.S. Postal Service as undeliverable. These reasonable steps shall include, at a minimum, telephoning the Class Member at his or her last-known telephone number to ask for a current address; tracking all undelivered mail; performing address searches for all

mail returned without a forwarding address; and promptly re-mailing to Class Members for whom new addresses are obtained. If the Settlement Administrator is unable to obtain a better address, the Class Notice shall be re-mailed to the original address. If the Class Notice is re-mailed, the Settlement Administrator will note for its own records the date and address of each re-mailing. Those Class Members who receive a re-mailed Class Notice, whether by skip-trace or forwarded mail, will have an additional fourteen (14) days to submit an Exclusion Form, or file and serve an objection to the Settlement or dispute the information provided in their Class Notice. The Settlement Administrator shall mark on the envelope whether the Class Notice is a re-mailed notice and shall provide on the envelope the Class Member's new deadline to respond.

- f. Class Members may dispute the information provided in their Class Notice, but must do so in writing by the Response Deadline. Class Members may submit written disputes by faxing or emailing them to the Settlement Administrator by the Response Deadline or mailing them to the Settlement Administrator by regular U.S. mail, postmarked by the Response Deadline. To the extent Class Members dispute the number of workweeks and/or pay periods to which they have been credited or the amount of their Individual Settlement Share and/or Individual PAGA Payment, Class Members must produce evidence to the Settlement Administrator showing that such information is inaccurate. Absent evidence rebutting Defendants' records, Defendants' records will be presumed determinative. However, if a Class Member produces evidence to the contrary, the Settlement Administrator will evaluate the evidence submitted by the Class Member and will make the final decision as to the number of eligible weeks and/or pay periods that should be applied and/or the Individual Settlement Share and/or Individual PAGA Payment to which the Class Member may be entitled. The Settlement Administrator's determinations of workweek/pay period and Individual Settlement Share/Individual PAGA Payment challenges will not be appealable or otherwise challengeable. The Settlement Administrator will mail Class Members notice of the determinations of their challenges within three (3) business days of the Settlement Administrator's determination.
- g. If any Exclusion Form received is incomplete or deficient, the Settlement Administrator shall send a letter informing the Class Member of the deficiency and allow fourteen (14) days to cure the deficiency. If after the cure period the Exclusion Form is not cured, it will be determined that the Class Member did not exclude

himself or herself from the Settlement and will be bound by the Settlement.

- h.** The Settlement Administrator shall provide a weekly status report to the Parties. As part of its weekly status report, the Settlement Administrator will inform Class Counsel and Defendants' Counsel of the number of Notice Packets mailed, the number of Notice Packets returned as undeliverable, the number of Notice Packets re-mailed, and the number of Exclusion Forms received.
- i.** No later than fourteen (14) calendar days after the Response Deadline, the Settlement Administrator will serve on the Parties a declaration of due diligence setting forth its compliance with its obligations under this Agreement. The declaration from the Settlement Administrator shall also be filed with the Court by Class Counsel no later than ten (10) calendar days before the Final Approval Hearing. Before the Final Approval Hearing, the Settlement Administrator will supplement its declaration of due diligence if any material changes occur from the date of the filing of its prior declaration.

3. Objections to Settlement.

- a. Class Notice.** The Class Notice will provide that the Class Members who wish to object to the Settlement may do so by submitting a written objection to the Settlement Administrator by the Response Deadline. Class Members may submit objections by faxing or emailing them to the Settlement Administrator by the Response Deadline or mailing them to the Settlement Administrator by regular U.S. mail, postmarked by the Response Deadline.
- b. Format.** Written objections should: (a) state the objecting Class Member's full name, address, and telephone number; (b) include the words "Notice of Objection" or "Formal Objection;" (c) describe, in clear and concise terms, the legal and factual arguments supporting the objection; (d) list identifying witness(es) the objector may call to testify at the Final Approval Hearing; and (e) provide true and correct copies of any exhibit(s) the objecting Class Member intends to offer at the Final Approval Hearing. However, an objection will be deemed valid as long as it is submitted or postmarked to the Settlement Administrator by the Response Deadline and provides sufficient information to allow the Settlement Administrator to ascertain that the Class Member objects to the Settlement or to some term(s) of the Settlement.

- c. **Objector Appearances.** Participating Class Members may (though are not required to) appear at the Final Approval Hearing, either in person or through the objector's own counsel. The failure to file and serve a written objection does not waive a Participating Class Member's right to appear at and make an oral objection at the Final Approval Hearing. The Court will hear from any Class Member who attends the Final Approval Hearing and asks to speak, regardless of whether the Class Member has submitted a written objection.

4. Request for Exclusion from the Settlement ("Opt-Out").

- a. **Class Notice.** The Class Notice will provide that Class Members who wish to exclude themselves from the class action Settlement may do so by submitting a written request for exclusion to the Settlement Administrator by the Response Deadline. Class Members may submit requests for exclusion by faxing or emailing them to the Settlement Administrator by the Response Deadline or mailing them to the Settlement Administrator by regular U.S. mail, postmarked by the Response Deadline. The written request for exclusion should: (a) include the Class Member's name and address, and the last four digits of the Class Member's Social Security number; (b) be addressed to the Settlement Administrator; (c) be signed by the Class Member; and (d) be submitted or postmarked no later than the Response Deadline. However, a request for exclusion will be deemed valid as long as it is submitted or postmarked to the Settlement Administrator by the Response Deadline and provides sufficient information to allow the Settlement Administrator to ascertain the Class Member's identity and that the Class Member wants to opt out of the Settlement.
- b. **No Opt Out From PAGA.** Eligible Aggrieved Employees will not be able to exclude themselves from receiving their portion of the PAGA Payment. The Class Notice will inform Eligible Aggrieved Employees that they cannot opt out of the PAGA portion of the settlement and explain that they will not be permitted to pursue any action under PAGA against the Released Parties for any claim that arose during the PAGA Period and that they will still be entitled to their Individual PAGA Payments, even if they submit a valid and timely request for exclusion thereby electing to opt out of the class portion of the Settlement.
- c. **Validity and Effect.** Any Class Member who returns a timely, valid, and executed Exclusion Form will not participate in or be bound by the Settlement and Judgment and will not receive an

Individual Settlement Share. A Class Member who does not complete and submit a timely Exclusion Form will be included in the Settlement, will receive an Individual Settlement Share, and be bound by all terms and conditions of the Settlement, if the Settlement is approved by the Court, and by the Judgment, regardless of whether he or she has objected to the Settlement.

- d. Report.** No later than seven (7) calendar days after the Response Deadline, the Settlement Administrator will provide the Parties with a complete and accurate accounting of the number of Notices mailed to Class Members, the number of Notices returned as undeliverable, the number of Notices re-mailed to Class Members, the number of re-mailed Notices returned as undeliverable, the number of Class Members who objected to the Settlement and copies of their submitted objections, the number of Class Members who submitted valid requests for exclusion, and the number of Class Members who submitted invalid requests for exclusion.
- e. Defendant's Option to Terminate.** If five percent (5%) or more of the Class Members submit requests for exclusion, within ten (10) business days after learning that the number of Class Members who have opted out of the Settlement exceeds the five percent (5%) threshold, as reflected in the Settlement Administrator's weekly report, Defendants may, at their sole option, withdraw from the Settlement, and this Agreement will become null and void. If Defendants exercise their right to withdraw from the Settlement under this provision, Defendants will be responsible for paying all Administration Costs incurred up to the point of Defendants' withdrawal from and termination of the Settlement.

5. No Solicitation of Objection or Requests for Exclusion. Neither the Parties nor their respective counsel will solicit directly or indirectly any Class Member to object to the Settlement, request exclusion from the Settlement, or appeal from the Judgment. Nothing in this provision shall interfere with the ethical duties Class Counsel owe to the Class Members.

6. Motion for Final Approval.

- a.** Class Counsel will file unopposed motions and memoranda in support thereof for Final Approval of the Settlement and the following payments in accord with the terms of the Settlement: (1) the Attorney Fee Award; (2) the Cost Award; (3) Administrative Costs; (4) the Class Representative Enhancement; and (5) PAGA Payment. Class Counsel will also move the Court for an order of

Final Approval (and associated entry of Judgment) releasing and barring any Released Claims of the Participating Class Members and the PAGA Released Claims of the Eligible Aggrieved Employees. Class Counsel's motion for Final Approval of the Settlement, including Final Approval of the (1) Attorney Fee Award, (2) Cost Award, (3) Administrative Costs, (4) Class Representative Enhancement, and (5) PAGA Payment, shall be filed at least sixteen (16) Court days before the Final Approval Hearing.

- b. If the Court denies Final Approval of the Settlement with prejudice, or if the Court's Final Approval of the Settlement is reversed or materially modified on appellate review, then this Settlement will become null and void. If that occurs, the Parties will have no further obligations under the Settlement, including any obligation by Defendants to pay the Gross Settlement Amount or any amounts that otherwise would have been owed under this Agreement. Further, should this occur, the Parties agree they shall be equally responsible for the Settlement Administrator's Administration Costs through that date. An award by the Court of a lesser amount than sought by Plaintiff and Class Counsel for the Class Representative Enhancement, the Attorney Fee Award, and/or the Cost Award, will not constitute a material modification to the Settlement within the meaning of this paragraph.
 - c. Upon Final Approval of the Settlement, the Parties shall present to the Court a proposed Final Approval Order, approving the Settlement and entering Judgment in accordance therewith. After entry of Judgment, the Court shall have continuing jurisdiction over the Class Action for purposes of: (1) enforcing this Settlement Agreement; (2) addressing settlement administration matters, and (3) addressing such post-Judgment matters as may be appropriate under Court rules and applicable law. The Final Approval Order and Judgment will be posted on the Settlement Administrator's website.
7. **Vacating, Reversing, or Modifying Judgment on Appeal.** If, after a notice of appeal, the reviewing court vacates, reverses, or modifies the Judgment such that there is a material modification to the Settlement, and that court's decision is not completely reversed and the Judgment is not fully affirmed on review by a higher court, then this Settlement will become null and void and the Parties will have no further obligations under it. A material modification would include, but not necessarily be limited to, any alteration of the Gross Settlement Amount.

8. Disbursement of Settlement Shares and Payments. Subject to the Court finally approving the Settlement, the Settlement Administrator shall distribute funds pursuant to the terms of this Agreement and the Superior Court's Final Approval Order and Judgment. The maximum amount Defendants can be required to pay under this Settlement for any purpose is the Gross Settlement Amount. The Settlement Administrator shall keep Defendants' Counsel and Class Counsel apprised of all distributions from the Gross Settlement Amount. The Settlement Administrator shall respond to questions from Defendants' Counsel and Class Counsel. No person shall have any claim against Defendants, Defendants' Counsel, Plaintiff, Class Counsel, or the Settlement Administrator based on the distributions and payments made in accordance with this Agreement.

a. Funding the Settlement: No later than fourteen (14) calendar days after the date the Final Approval of the Settlement can no longer be appealed or, if there are no objectors and no plaintiff in intervention at the time the Court grants Final Approval of the Settlement, the date the Court enters judgment granting Final Approval of the Settlement, Defendants shall deposit the Gross Settlement Amount of Two Million, Five Hundred Thousand Dollars (\$2,500,000.00) needed to pay the entire GSA, as well as Defendants' share of employer-side payroll taxes, by wiring the funds to the Settlement Administrator.

b. Disbursement:

1. Within fourteen (14) calendar days after the Settlement Administrator's receipt of the GSA, the Settlement Administrator shall calculate and disburse all payments due under the Settlement Agreement, including all Individual Settlement Shares, Individual PAGA Payments, the Attorney Fee Award, the Cost Award, the Class Representative Enhancement, the PAGA Payment, and the Administration Costs. The Settlement Administrator will forward a check for 75% of the PAGA Payment to the LWDA for settlement of the PAGA claim. After such payment, Defendants shall have no liability for PAGA claims by or on behalf of Eligible Aggrieved Employees during the PAGA Time Period, which are released under this Agreement. The Settlement Administrator will not pay the Attorney Fee Award, Cost Award, and Class Representative Enhancement until after the Settlement Administrator has distributed the Individual Settlement Shares and Individual PAGA Payments to the Class Members and Eligible Aggrieved Employees.

2. Before the Settlement Administrator mails the Individual Settlement Shares and Individual PAGA Payments to the Participating Class Members and Eligible Aggrieved Employees, the Settlement Administrator shall update the Participating Class Members' and Eligible Aggrieved Employees' addresses using the National Change of Address Database. The Settlement Administrator will mail Individual Settlement Shares and Individual PAGA Payments to all Participating Class Members and Eligible Aggrieved Employees, including those for whom Notice Packets were return as undeliverable. With respect to returned checks directed to Participating Class Members and Eligible Aggrieved Employees whose Notice Packets were returned as undeliverable and for whom no new addresses are ascertained, the Settlement Administrator shall take no further steps. The Settlement Administrator shall remail all other returned checks to any forwarding address provided by the U.S.P.S. or, if no forwarding address is provided by the U.S.P.S., shall perform a skip trace and take other reasonable steps to attempt to find a current address for the Class Member and shall mail the returned check to the Class Member's ascertained current address. The Settlement Administrator shall remail checks to ascertained current addresses within seven (7) business days of the return of the check.

c. **QSF**: The Parties agree that the QSF is intended to be a "Qualified Settlement Fund" under Section 468B of the Code and Treasury Regulations § 1.4168B-1, 26 C.F.R. § 1.468B-1 *et seq.*, and will be administered by the Settlement Administrator as such. The Parties and Settlement Administrator shall treat the QSF as coming into existence as a Qualified Settlement Fund on the earliest date permitted as set forth in 26 C.F.R. § 1.468B-1, and such election statement shall be attached to the appropriate returns as required by law.

9. **Uncashed Checks.** Participating Class Members and Eligible Aggrieved Employees must cash or deposit their Individual Settlement Share and Individual PAGA Payment checks within one hundred eighty (180) calendar days after the checks are mailed to them. The void date of each Individual Settlement Share and Individual PAGA Payment check shall be stated on each check. If any checks are returned as undeliverable and without a forwarding address, the Settlement Administrator will conduct a skip trace search to find the most up to date mailing address and re-mail the checks promptly. If any checks are not redeemed or deposited within ninety (90) calendar days after mailing, the Settlement Administrator will send a

reminder postcard indicating that unless the check is redeemed or deposited in the next ninety (90) calendar days, it will expire and become non-negotiable, and offer to replace the check if it was lost or misplaced. If any checks remain uncashed or not deposited by the expiration of the 90-day period after mailing the reminder notice, the Settlement Administrator will, within two hundred (200) calendar days after the checks are initially mailed, pay the amount of the unclaimed sums to the State Controller's Unclaimed Property Fund in the name of the Class Member.

10. Final Report by Settlement Administrator. Within ten (10) calendar days after the disbursement of all funds, the Settlement Administrator will serve on the Parties a declaration providing a final report on the disbursements of all funds. Class Counsel shall file the Settlement Administrator's declaration with the Court within ten (10) calendar days of receipt.

11. Defendants' Legal Fees. Defendants are responsible for paying for all of Defendants' own legal fees, costs, and expenses incurred in this Class Action outside of the Gross Settlement Fund.

- J. Release of Claims.** As of the Effective Final Settlement Date, in exchange for the consideration set forth in this Agreement, Plaintiff and the Participating Class Members release the Released Parties from the Released Claims for the Class Period.
- K. PAGA Release.** As of the Effective Final Settlement Date, the LWDA and each Eligible Aggrieved Employee, including Plaintiff, individually and on behalf of their heirs, executors, administrators, representatives, attorneys, successors and assigns are hereby voluntarily and knowingly barred from bringing any action for the PAGA Released Claims during the PAGA Period. The release of the PAGA Released Claims is effective regardless of whether the Eligible Aggrieved Employee submits a timely and valid request for exclusion. The release does not include claims that as a matter of law cannot be released and does not include claims for retaliation, discrimination, wrongful termination, and individual claims for the recovery of workers' compensation benefits.
- L. Plaintiff's Release of Claims and General Release.** As of the Effective Final Settlement Date, and in exchange for the Class Representative Enhancement Payment to Plaintiff in an amount not to exceed Ten Thousand Dollars and Zero Cents (\$10,000.00), in recognition of his work and efforts in obtaining the benefits for the Class, and undertaking the risk for the payment of costs in the event this matter had not successfully resolved, Plaintiff hereby provides a general release of claims for himself and his spouse, heirs, successors, and assigns, and forever releases, remises, and discharges the Released Parties from any and all charges, complaints, claims, liabilities, obligations, promises, agreements, controversies, damages, actions, causes of action, suits, rights, demands, costs, losses, debts, penalties and expenses of any nature whatsoever,

arising from the beginning of time through the date the Court grants Preliminary Approval, known or unknown, suspected or unsuspected, whether in tort, contract, equity, or otherwise, for violation of any federal, state or local statute, rule, ordinance or regulation, including but not limited to all claims arising out of, based upon, or relating to her employment with Defendant or the remuneration for, or termination of, such employment. Plaintiff's general release of claims also includes a waiver of California Civil Code section 1542, which provides as follows:

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.

M. Miscellaneous Terms

- 1. No Admission of Liability.** Defendants make no admission of liability or wrongdoing by virtue of entering into this Agreement. Additionally, Defendants reserve the right to contest any issues relating to class certification and liability if the Settlement is not approved. Defendants deny that they have engaged in any unlawful activity, have failed to comply with the law in any respect, have any liability to anyone under the claims asserted in the Class Action, or that but for the Settlement, a Class should be certified in the Class Action or could proceed on a representative basis. This Agreement is entered into solely for the purpose of compromising highly disputed claims. Nothing in this Agreement is intended or will be construed as an admission by Defendants of liability or wrongdoing. This Settlement and Plaintiff's and Defendants' willingness to settle the Class Action will have no bearing on, and will not be admissible in connection with, any litigation, administrative proceeding or other special proceeding (other than solely in connection with this Settlement).
- 2. No Effect on Employee Benefits.** The Class Representative Enhancement Payments, Individual Settlement Shares and/or Individual PAGA Payments paid to Plaintiff, Participating Class Members and/or the Eligible Aggrieved Employees shall not be deemed to be pensionable earnings and shall not have any effect on the eligibility for, or calculation of, any of the employee benefits (*e.g.*, vacation, holiday pay, retirement plans, etc.) of Plaintiff, Participating Class Members or Eligible Aggrieved Employees. The Parties agree that any Class Representative Enhancements, Individual Settlement Shares and/or Individual PAGA Payments paid to Plaintiff, Participating Class Members and/or the Eligible Aggrieved Employees under the terms of this Agreement do not represent any modification of Plaintiff's, Participating Class Members' or Eligible Aggrieved Employees' previously credited hours of service or other eligibility criteria under any employee

pension benefit plan or employee welfare benefit plan sponsored by Defendant.

- 3. Publicity.** Class Counsel and Plaintiff agree to discuss the terms of this Settlement only in declarations submitted to a court to establish Class Counsel's adequacy to serve as class counsel, in declarations submitted to a court in support of motions for preliminary approval, Final Approval, attorneys' fees/costs, in any other pleading filed with the Court in conjunction with the Settlement. Class Counsel and Plaintiff agree to decline to respond to any media inquiries concerning the Settlement.
- 4. Integrated Agreement.** After this Agreement is signed and delivered by all Parties and their counsel, this Agreement and its exhibits will constitute the entire Agreement between the Parties relating to the Settlement, and it will then be deemed that no oral representations, warranties, covenants, or inducements have been made to any party concerning this Agreement or its exhibits, other than the representations, warranties, covenants, and inducements expressly stated in this Agreement and its exhibits.
- 5. Authorization to Enter Into Settlement Agreement.** Class Counsel and Defendants' Counsel warrant and represent that they are authorized by Plaintiff and Defendants, respectively, to take all appropriate action required or permitted to be taken by such Parties under this Agreement to effectuate its terms, and to execute any other documents required to effectuate the terms of this Agreement. The Parties and their counsel will cooperate with each other and use their best efforts to effect the implementation of the Settlement. In the event the Parties are unable to reach agreement on the form or content of any document needed to implement this Agreement, or on any supplemental provisions that may become necessary to effectuate the terms of this Agreement, the Parties will seek the assistance of the Court, and in all cases, all such documents, supplemental provisions, and assistance of the Court will be consistent with this Agreement.
- 6. Exhibits and Headings.** The terms of this Agreement include the terms set forth in the attached exhibits, which are incorporated by this reference as though fully set forth herein. Any exhibits to this Agreement are an integral part of the Settlement and must be approved substantially as written. The descriptive headings of any paragraphs or sections of this Agreement are inserted for convenience of reference only and do not constitute a part of this Agreement.
- 7. Interim Stay of Proceedings.** The Parties agree to stay and hold all proceedings in the Class Action in abeyance, except such proceedings necessary to implement and complete the Settlement, pending the Final Approval Hearing to be conducted by the Court.

- 8. Amendment or Modification of Agreement.** This Agreement, and any and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by counsel for all Parties or their successors-in-interest and approved by the Court.
- 9. Agreement Binding on Successors and Assigns.** This Agreement will be binding upon, and inure to the benefit of, the successors and assigns of the Parties, as previously defined.
- 10. No Prior Assignment.** Plaintiff hereby represents, covenants, and warrants that he has not, directly or indirectly, assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity any portion of any liability, claim, demand, action, cause of action or rights herein released and discharged.
- 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 giving effect to any conflict of law principles or choice of law principles.
- 12. Fair, Adequate, and Reasonable Settlement.** The Parties and their respective counsel believe and warrant that this Agreement reflects a fair, reasonable, and adequate settlement of the Class Action and have arrived at this Agreement through arms-length negotiations, taking into account all relevant factors, current and potential.
- 13. No Tax or Legal Advice.** The Parties understand and agree that the Parties are neither providing tax or legal advice, nor making representations regarding tax obligations or consequences, if any, related to this Agreement.
- 14. Jurisdiction of the Superior Court, County of Santa Clara.** The Court shall retain jurisdiction with respect to the interpretation, implementation, and enforcement of the terms of this Agreement and all orders and judgment entered in connection therewith, and the Parties and their counsel hereto submit to the jurisdiction of the Superior Court in and for the County of Santa Clara for purposes of interpreting, implementing, and enforcing the Settlement embodied in this Agreement and all orders and judgments in connection therewith.
- 15. Invalidity of Any Provision; Severability.** Before declaring any provision of this Agreement invalid, the Parties request that the Court first attempt to construe the provisions valid to the fullest extent possible consistent with applicable precedents, so as to define all provisions of this Agreement valid and enforceable. In the event any provision of this Agreement shall be found unenforceable, the unenforceable provision shall be deemed deleted,

and the validity and enforceability of the remaining provisions shall not be affected thereby.

16. 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.

17. Escalator Clause. The Parties negotiated this Settlement based on the representation that there are approximately 95,703 workweeks during the Class Period. If the actual number of workweeks exceeds 95,703 by more than 10%, the Gross Settlement Amount shall be increased pro rata per additional workweek. Any additional amount to be paid shall be included in the Gross Settlement Amount. The Settlement Administrator will provide Class Counsel with the final workweek count prior to the initial mailing of the Notice Packets.

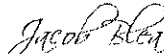
18. Execution in Counterpart. This Agreement may be executed in one or more counterparts. All executed counterparts, and each of them, will be deemed to be one and the same instrument provided that counsel for the Parties will exchange between themselves original signed counterparts. Facsimile or PDF signatures will be accepted. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

IV. EXECUTION BY PARTIES AND COUNSEL

The Parties and their counsel execute this Agreement.

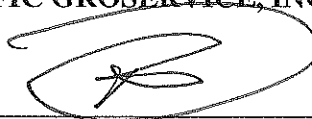
Dated: 09/06/2022, 2022

JACOB BLEA



Dated: 10/11/2022, 2022

PACIFIC GROSERVICE, INC.



By:
Agent for Pacific Groservice, Inc.

Dated: 10/4/2022, 2022

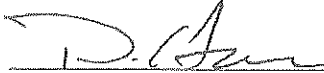
**PITTSBURG WHOLESALE GROCERS, INC.
D/B/A PITCO FOODS.**



By:
Agent for Pittsburg Wholesale Grocers, Inc. d/b/a
Pitco Foods.

Dated: 9/6/, 2022

JUSTICE LAW CORPORATION



Douglas Han, Esq.
Attorneys for Plaintiff Jacob Blea, on behalf of
himself and all others similarly situated

Dated: October 11, 2022

JACKSON LEWIS, P.C.



Donald P. Sullivan, Esq.
Kathleen B. Roney, Esq.
Attorneys for Defendants Pacific Groservice, Inc.
and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco
Foods

EXHIBIT A

NOTICE OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT

*A court authorized this notice. This is not a solicitation.
This is not a lawsuit against you, and you are not being sued.
However, your legal rights are affected by whether you act or don't act.*

TO: All hourly-paid or non-exempt employees employed by Pacific Groservice, Inc. and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods within the State of California from December 28, 2016 to July 27, 2022.

The California Superior Court, County of Santa Clara, has granted preliminary approval of a proposed settlement (“Settlement”) of the above-captioned class and representative action (referred to in this Notice as the “Class Action”). Because your rights may be affected by this Settlement, it is important that you read this Notice of Class and Representative Action Settlement (“Notice”) carefully.

The purpose of this Notice is to provide a brief description of the claims alleged in the Class Action, the key terms of the Settlement, and your rights and options with respect to the Settlement.

YOU MAY BE ENTITLED TO MONEY UNDER THE PROPOSED CLASS AND REPRESENTATIVE ACTION SETTLEMENT. PLEASE READ THIS NOTICE CAREFULLY; IT INFORMS YOU ABOUT YOUR LEGAL RIGHTS.

Your Individual Settlement Share:	[\$\$\$\$\$]
Your Number of Weeks Worked as a Class Member:	[#####]

WHAT INFORMATION IS IN THIS NOTICE

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1. Why Have I Received This Notice?

The personnel records of Pacific Groservice, Inc. and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods (“Defendants”) indicate that you may be a Class Member and therefore eligible to receive money from a class and representative action lawsuit against Defendants, entitled *Jacob Blea v. Pacific Groservice, Inc. et al.* (“Class Action”). You are a Class Member if you were employed by Defendants as an hourly-paid or non-exempt employee within the State of California at any time during the period from December 28, 2016, to July 27, 2022 (the “Class Period”). You are an Eligible Aggrieved Employee if you were employed by Defendants as an hourly-paid or non-exempt employee within the State of California at any time during the period from August 19, 2019, to July 27, 2022 (the “PAGA Period”).

Defendants strongly deny the allegations set forth in the Class Action, and the Court has not decided whether there is any merit to the allegations. Nevertheless, to avoid the costs of continued litigation, the parties have agreed to settle the lawsuit. A Preliminary Approval Hearing was held on **December 8, 2022**, in the Santa Clara County Superior Court. The Court conditionally certified the Class for settlement purposes only and directed that you receive this Notice.

The Court has determined that there is sufficient evidence to suggest that the proposed Settlement may be fair, adequate, and reasonable and that any final determination of those issues will be made at the Final Approval Hearing.

The Court will hold a Final Approval Hearing concerning the proposed Settlement on **[date of Final Approval Hearing]**, 2022 at **[time a.m./p.m.]**, before the Honorable Sunil R. Kulkarni, at the Santa Clara County Superior Court — Downtown Superior Courthouse, located at 191 N. First Street, San Jose California, 95113, Department 1.

2. What Are My Options?

The purpose of this Notice is to inform you of the proposed Settlement and your options. Each option has its consequences, which you should understand before making your decision. Your rights regarding each option, and the steps you must take to select each option, are summarized below and explained in more detail in this Notice.

Important Note: Defendants will not retaliate against you in any way for either participating or not participating in this Settlement.

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OPTIONS	CLASS MEMBERS	ELIGIBLE AGGRIEVED EMPLOYEES
DO NOTHING	If you do nothing and the Court grants final approval of the Settlement, you will become part of the Class Action, and the Settlement Administrator will mail you a check for your Individual Settlement Share, which will be based on the total number of weeks you worked as a Class Member during the Class Period, at your address of record. You will give up your right to pursue the Released Claims as defined in Section No. 9 below, meaning you will be unable to sue the Released Parties, including Defendants, for the Released Claims.	If you do nothing and the Court grants final approval of the Settlement, you will become part of the Class Action, and the Settlement Administrator will mail you a check for your Individual PAGA Payment, which will be based on the total number of pay periods you worked as an Eligible Aggrieved Employee during the PAGA Period, at your address of record. You will give up your right to pursue the PAGA Released Claims as defined in Section No. 9 below, meaning you will be unable to sue the Released Parties, including Defendants, for the PAGA Released Claims.
DISPUTE WORKWEEK/PAY PERIOD CALCULATIONS AND/OR INDIVIDUAL SETTLEMENT SHARES/INDIVIDUAL PAGA PAYMENTS	If you believe the number of workweeks with which you have been credited, and thereby the amount of your Individual Settlement Share, as provided in this Notice, is inaccurate, you may dispute this information. The procedure for disputing this information is described in Section No. 6 below.	If you believe the number of pay periods with which you have been credited, and thereby the amount of your Individual PAGA Payment, as provided in this Notice, is inaccurate, you may dispute this information. The procedure for disputing this information is described in Section No. 6 below.
OBJECT	You may object to the class portion of the proposed Settlement. If you would like to object, you may not opt out of the class portion of the Settlement. The procedure for objecting to the proposed Settlement is described in Section No. 8 below. If you object and the Court approves the proposed Settlement, the Settlement Administrator will mail you your Individual Settlement Share check, and you will give up your right to sue the Released Parties, including Defendants, for the Released Claims as defined in Section No. 9 below.	You do not have the right to object to the PAGA portion of the proposed Settlement. If the Court approves the proposed Settlement, the Settlement Administrator will mail you your Individual PAGA Payment check, and you will give up your right to sue the Released Parties, including Defendants, for the PAGA Released Claims as defined in Section No. 9 below.

REQUEST EXCLUSION (“OPT OUT”)	<p>If you do not want to participate in the class portion of the proposed Settlement, you may request exclusion from, or opt out of, the class portion of the proposed Settlement. If the Court grants final approval of the Settlement, the Settlement Administrator will not mail you an Individual Settlement Share, and you will not give up the right to sue the Released Parties, including Defendants, for any of the Released Claims as defined in Section No. 9 below. The procedure for requesting exclusion from the class portion of the proposed Settlement is described in Section No. 7 below.</p>	<p>You do not have the right to request exclusion from, or opt out of, the PAGA portion of the proposed Settlement. If the Court grants final approval of the Settlement, the Settlement Administrator will mail you your Individual PAGA Payment check, and you will give up the right to sue the Released Parties, including Defendants, for the PAGA Released Claims as defined in Section No. 9 below. Eligible Aggrieved Employees who opt out of the class portion of the proposed Settlement will still be mailed their Individual PAGA Payment checks and will give up the right to sue the Released Parties for the PAGA Released Claims.</p>
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3. *What Is This Case About?*

Plaintiff Jacob Blea (“Plaintiff”), a former employee of Defendants, commenced this class and representative action lawsuit against Defendants for alleged wage-and-hour violations in the Santa Clara County Superior Court (Case Number 20CV375150).

Plaintiff’s lawsuit against Defendants sought civil penalties, attorneys’ fees and other relief based on alleged violations of the Labor Code Private Attorneys General Act of 2004 (“PAGA”) for underlying violations of the California Labor Code, including: 1) failure to pay overtime; 2) failure to provide meal period premiums; 3) failure to provide rest break premiums; 4) failure to pay minimum wages; 5) failure to timely pay final wages to terminated employees; 6) failure to comply with employee wage statement provisions of the California Labor Code; and 7) violation of the Unfair Competition Law. On May 11, 2022, Plaintiff amended his Complaint to add causes of action alleging class claims for Defendants’ violation of the California Labor Code as alleged in his representative PAGA Complaint.

The Court has not determined whether the claims advanced by Plaintiff have any merit. Nor has it decided whether this case could proceed as a class or representative action. Instead, both sides agreed to resolve the Class Action with no decision or admission of who is right or wrong.

In other words, the Court has not determined that Defendants violated any laws, nor has it decided in favor of Plaintiff or Defendants (the “Parties”); instead, both sides have agreed to resolve the Class Action with no decision or admission of who is right or wrong. By agreeing to resolve the Class Action, the Parties avoid the risks and costs of a trial.

Defendants deny all allegations made by Plaintiff, individually and on behalf of Class Members, in the Class Action and deny liability for any wrongdoing with respect to the alleged facts or causes of action asserted in the Class Action. The Settlement is not an admission by Defendants of any wrongdoing or an indication that any law has been violated.

4. *How Does This Settlement Work?*

In the Class Action, Plaintiff sued on behalf of himself and all other similarly situated employees who were employed by Defendants as hourly-paid or non-exempt employees within the State of California at any time during the Class Period. Plaintiff and other current and former employees comprise a “Class” and are “Class Members.”

The proposed Settlement has a class portion and a representative (PAGA) portion. Pursuant to the class portion of the Settlement, all Class Members who do not exclude themselves from the class portion of the Settlement by requesting to be excluded in the manner set forth in Section No. 8 below (“Participating Class Members”), will be paid Individual Settlement Shares and will release the Released Parties from the Released Claims described in Section No. 9 below. Pursuant to the representative (PAGA) portion of the Settlement, all Eligible Aggrieved Employees will be paid Individual PAGA Payments and will release the Released Parties from the PAGA Released Claims described in Section No. 9 below.

Plaintiff and Class Counsel believe the Settlement is fair and reasonable. The Court must also review the terms of the Settlement and determine if it is fair and reasonable to the Class. The Court file has the Settlement documents, which explain the Settlement in greater detail. If you would like copies of the Settlement documents, you can contact Class Counsel, whose contact information is below, and they will provide you with a copy free of charge.

5. *Who Are the Attorneys Representing the Parties?*

Attorneys for Plaintiff and the Class	Attorneys for Defendants
JUSTICE LAW CORPORATION Douglas Han Shunt Tatavos-Gharajeh Phillip D. Song 751 N. Fair Oaks Avenue, Suite 101 Pasadena, California 91103 Telephone: (818) 230-7502 Facsimile: (818) 230-7259	JACKSON LEWIS, P.C. Donald P. Sullivan Kathleen B. Roney 50 California Street, 9 th Floor San Francisco, California 94111 Telephone: (415) 394-9400 Facsimile: (415) 394-9401

The Court has decided that Justice Law Corporation is qualified to represent the Class Members simultaneously for the purposes of this Settlement.

Class Counsel is working on your behalf. If you want your own attorney, you may hire one at your own cost.

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6. *How Do I Dispute the Information Included in This Notice?*

Section No. 10 below states the number of workweeks with which you have been credited – meaning the number of workweeks you worked during the Class Period, based on Defendants’ records – and the estimated amount of your Individual Settlement Share based on this number of workweeks. If you are also an Eligible Aggrieved Employee, Section No. 10 below also states the number of pay periods with which you have been credited – meaning the number of pay periods you worked during the PAGA Period, based on Defendants’ records – and the estimated amount of your Individual PAGA Payment. If you believe the number of workweeks and/or pay periods with which you have been credited, and therefore the estimated amount of your Individual Settlement Share and/or Individual PAGA Payment, is inaccurate, you may dispute this information.

If you choose to dispute the information included in this Notice, you must do so in writing by **[Response Deadline]**. You may submit your written dispute to the Settlement Administrator by faxing or emailing your dispute to the Settlement Administrator by **[Response Deadline]**, or by mailing your dispute by regular U.S. mail to the Settlement Administrator, postmarked by **[Response Deadline]**, using the contact information below:

Fax Number: [INSERT FAX NUMBER]

Email Address: [INSERT EMAIL ADDRESS]

Mailing Address: Pacific Groservice, Inc. Settlement Administrator C/O CPT GROUP, INC., [INSERT ADDRESS]

Along with your dispute you must also produce and submit evidence to the Settlement Administrator, showing that the disputed information is inaccurate. If the Settlement Administrator does not receive evidence from you rebutting the disputed information, the number of workweeks and/or pay periods contained in Defendants’ records will be presumed correct, and your challenge will be rejected by the Settlement Administrator. However, if you do submit evidence rebutting the disputed information, the Settlement Administrator will evaluate this evidence and make the final decision as to the number of workweeks and/or pay periods with which you will be credited and the Individual Settlement Share and/or Individual PAGA Payment to which you will be entitled.

The Settlement Administrator’s determinations of workweek/pay period and Individual Settlement Share/Individual PAGA Payment disputes are not appealable or otherwise challengeable. The Settlement Administrator will mail you notice of the determination of your dispute.

Your dispute should state your name and must be submitted to the Settlement Administrator, along with your supporting evidence, by **[Response Deadline]**. You are encouraged to keep copies of any and all evidence you submit to the Settlement Administrator.

If you received a re-mailed Notice, you have an additional 14 days from the original response deadline to dispute the information included in your Notice. If your Notice is a re-mailed Notice, the envelope will indicate whether the Notice has been re-mailed and will state your new deadline to submit a dispute.

7. *How Do I Object To The Settlement?*

If you are a Class Member who does not opt out of the Settlement, you may object to the Settlement, personally or through an attorney. You may object to the Settlement by submitting a written objection to the Settlement

Administrator by **[Response Deadline]**. You may submit your written objection by faxing or emailing your objection to the Settlement Administrator by **[Response Deadline]**, or by mailing your objection by regular U.S. mail to the Settlement Administrator, postmarked no later than **[Response Deadline]**, using the contact information provided below:

Fax Number: [INSERT FAX NUMBER]

Email Address: [INSERT EMAIL ADDRESS]

Mailing Address: Pacific Groservice, Inc. Settlement Administrator C/O CPT GROUP, INC., [INSERT ADDRESS].

If you received a re-mailed Notice, you have an additional 14 days from the original response deadline to submit a written objection. If your Notice is a re-mailed Notice, the envelope will indicate whether the Notice has been re-mailed and will state your new deadline to submit an objection.

If you choose to object in writing, your objection should: (a) state your full name, address, and telephone number; (b) include the words “Notice of Objection” or “Formal Objection;” (c) describe, in clear and concise terms, the legal and factual arguments supporting the objection; (d) list identifying witness(es) you may call to testify at the Final Approval Hearing; and (e) provide true and correct copies of any exhibit(s) you intend to offer at the Final Approval Hearing. However, a written objection will be deemed valid as long as it is submitted or postmarked to the Settlement Administrator by **[Response Deadline]** and provides enough information to allow the Settlement Administrator to understand that you object to the Settlement or to some term(s) of the Settlement.

Class Members may appear at the Final Approval Hearing and object, either in person or through the objector’s own counsel, even if they did not submit a written objection. Class Members’ timely and valid written objections to the Settlement will be considered even if the objector does not appear at the Final Approval Hearing. The Court will hear from any Class Member who attends the Final Approval Hearing and asks to speak, regardless of whether they have made a written objection.

If the Court approves the Settlement over objections, objecting Class Members will be mailed Individual Settlement Shares and will be bound by the terms of the Settlement, meaning the Class Members will be unable to sue the Released Parties for the Released Claims. As stated above, Eligible Aggrieved Employees do not have the right to object to the PAGA portion of the Settlement. Thus, if the Court approves the Settlement, all Eligible Aggrieved Employees will be mailed their Individual PAGA Payments and will be bound by the terms of the Settlement, meaning the Eligible Aggrieved Employees will be unable to sue the Released Parties for the PAGA Released Claims.

You may not submit both a request for exclusion from the Settlement and an objection to the Settlement. In the event a Class Member submits both a valid request for exclusion and a valid objection, the request for exclusion will be deemed invalid, and the objection will remain valid.

8. *How Do I Opt Out or Exclude Myself From This Settlement?*

If you do not wish to participate in the class portion of the Settlement and do not want to receive an Individual Settlement Share, you can exclude yourself from the class portion of the Settlement (*i.e.*, “opt out”). A form (“ELECTION NOT TO PARTICIPATE IN (‘OPT-OUT’ FROM) CLASS ACTION SETTLEMENT”) (the “Exclusion Form”) which can be used for this purpose has been provided to you along with this Notice; alternatively, you can submit your own written request for exclusion that includes all the same information. If

you opt out of the Settlement, you will not be bound by the Settlement and, therefore, you will not release the Released Claims, set forth in Section No. 9 below. You may submit your request for exclusion by faxing or emailing your request for exclusion to the Settlement Administrator by **[Response Deadline]**, or by mailing your request for exclusion to the Settlement Administrator by regular U.S. Mail, postmarked no later than **[Response Deadline]**, using the contact information provided below:

Fax Number: [INSERT FAX NUMBER]

Email Address: [INSERT EMAIL ADDRESS]

Mailing Address: Pacific Groservice, Inc. Settlement Administrator C/O CPT GROUP, INC., [INSERT ADDRESS]

If you received a re-mailed Notice, you have an additional 14 days from the original response deadline to submit a request for exclusion. If your Notice is a re-mailed Notice, the envelope will indicate whether the Notice has been re-mailed and will state your new deadline to submit a request for exclusion.

If you choose to exclude yourself from the class portion of the Settlement, your written request for exclusion **must** (a) include your name; (b) be addressed to the Settlement Administrator; (c) be signed by you; and (d) be submitted or postmarked no later than the Response Deadline. You may also include your address and the last four digits of your Social Security number. A request for exclusion will be deemed valid as long as it is submitted to the Settlement Administrator or postmarked by **[Response Deadline]** and provides enough information to allow the Settlement Administrator to identify you and understand that you want to opt out of the Settlement.

The Court will exclude from the Settlement any Class Member who submits a valid and timely request for exclusion as described in the paragraph above. Any Class Member who fails to submit a valid and timely request for exclusion on or before the above-specified deadline shall be bound by all terms of the Settlement, release, and any Judgment entered in the Class Action if the Settlement receives final approval from the Court.

Class Members may only opt out of the class portion of the Settlement. Class Members who are also Eligible Aggrieved Employees cannot opt out of the PAGA portion of the Settlement. Therefore, a Class Member who submits a valid and timely request for exclusion will not receive an Individual Settlement Share and will not release the Released Claims, as described in Section No. 9 below. However, if such a Class Member is also an Eligible Aggrieved Employee, the Class Member will still be entitled to and will be mailed his or her Individual PAGA Payment and will still release the PAGA Released Claims, as described in Section No. 9 below.

9. *How Does This Settlement Affect My Rights? What are the Released Claims and PAGA Released Claims?*

If the Court approves the proposed Settlement, the Court will enter a Final Judgment. All Class Members who do not opt out of the class portion of the Settlement (“Participating Class Members”) and all Eligible Aggrieved Employees will be bound by the Court’s Final Judgment and will fully release and discharge Defendants and their past or present officers, directors, shareholders, employees, agents, principals, heirs, representatives, accountants, auditors, consultants, insurers and reinsurers, and their respective successors and predecessors in interest, subsidiaries, affiliates, parents, and attorneys (“Released Parties”). As of the Effective Final Settlement Date, in exchange for the consideration provided by the Settlement Agreement – specifically, the Individual Settlement Shares and Individual PAGA Payments – Plaintiff and the Participating Class Members will release the Released Parties from the Released Claims covering the Class Period, and Plaintiff and the Eligible Aggrieved Employees

will release the Released Parties from the PAGA Released Claims covering the PAGA Period. The Effective Final Settlement Date is the date that Defendants fully fund the Gross Settlement Amount of \$2,500,000.00. The Released Claims and PAGA Released Claims are defined below.

A. Released Claims.

The released claims means all claims alleged or could have been alleged based on the facts alleged in the operative complaint, including all of the following causes of action: (a) Violation of California Labor Code §§ 510 and 1198 (Unpaid Wages and Overtime); (b) Violation of California Labor Code §§226.7, 512(a) (Unpaid Meal Period Premiums); (c) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums); (d) Violation of California Labor Code §§ 1194 and 1197 (Unpaid Minimum Wages); (e) Violation of California Labor Code § 203 (Wages and Final Wages Not Timely Paid); (f) Violation of California Labor Code §§ 226, 432, and/or 1198.5 (Non-Compliant Wage Statements, Personnel Records, and Time Records); (g) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); (h) Violations of California Business & Professions Code § 17200, *et seq.*; (i) Violation of California Labor Code § 246 (Failure to Pay Sick Pay); (j) Claims for Statutory Penalties under the Private Attorneys General Act of 2004 (“PAGA”), Labor Code §§ 2698 *et seq.* (collectively, the “Released Claims”). The period of the Release shall extend to the limits of the Class Period. The release does not include claims that as a matter of law cannot be released and does not include claims for retaliation, discrimination, wrongful termination, and individual claims for the recovery of workers’ compensation benefits.

B. PAGA Released Claims.

The PAGA Released Claims means all allegations and claims for civil penalties pursuant to PAGA based on any and all underlying Labor Code violations alleged in the operative complaint or in the PAGA Notice that arose during the PAGA Period, which includes, inter alia, alleged violations of California Labor Code sections 201, 202, 203, 204, 218.5, 221, 226, 226.3, 226.7, 246(1), 510, 512, 558, 1174(d), 1182.12, 1194, 1197, 1197.1, 1198, and 2802. The period of the PAGA release extends to the limits of the PAGA Period.

As explained above, Eligible Aggrieved Employees do not have the right to opt out of the PAGA portion of the Settlement. Therefore, if the Court approves the Settlement, all Eligible Aggrieved Employees will release the PAGA Released Claims, regardless of whether the Eligible Aggrieved Employee submits a timely and valid request for exclusion.

Neither the Released Claims nor the PAGA Released Claims include claims that as a matter of law cannot be released or claims for retaliation, discrimination, wrongful termination, and individual claims for the recovery of workers’ compensation benefits.

10. How Much Can I Expect to Receive From This Settlement?

Defendants will pay, subject to Court approval, a Gross Settlement Amount of \$2,500,000.00. The Gross Settlement Amount will be used to pay the following amounts, subject to Court approval: (1) a \$10,000 Class Representative Enhancement Payment to Plaintiff; (2) up to \$20,000 in Administration Costs to the Settlement Administrator; (3) a \$875,000.00 Attorney Fee Award to Class Counsel; (4) a \$25,000 Cost Award to Class Counsel; and (5) a \$100,000 PAGA Payment, seventy-five percent (75%) of which (\$75,000) shall be paid to the LWDA, and the remaining twenty-five percent (25%) of which (\$25,000) shall be distributed to Eligible

Aggrieved Employees as Individual PAGA Payments. The amount that remains after all payments are made is the Net Settlement Amount, which is currently estimated to be \$1,470,000.00.

A. How Will My Individual Settlement Share Be Calculated?

The Settlement Administrator will pay each Participating Class Member an Individual Settlement Share from the Net Settlement Amount. If the Court approves any of the above-referenced payments in smaller amounts, the Net Settlement Amount will be larger. Your Individual Settlement Share will be based on your pro-rata share of the Net Settlement Amount and will be calculated as follows: (i) the number of weeks you worked as a Class Member during the Class Period, (ii) divided by the total number of weeks worked by all Class Members collectively during the Class Period, (iii) which is then multiplied by the Net Settlement Amount. If a Class Member opts out of the Settlement, his or her pro rata share of the Net Settlement Amount will flow back to the Net Settlement Amount and be distributed to the Participating Class Members on a pro rata basis. For purposes of this calculation, the Settlement Administrator will use the Class Data to calculate the number of workweeks worked by each Class Member based on their dates of employment.

Although your exact share of the Net Settlement Amount cannot be precisely calculated until after the time during which individuals may object or seek exclusion from the Settlement concludes, based upon the calculation above, your approximate share of the Net Settlement Amount, is as follows: \$ _____, less taxes. This is based on Defendants' records, which show you worked ____ workweeks during the Class Period.

Twenty percent (20%) of your Individual Settlement Share will be treated as unpaid wages. Applicable taxes will be withheld from the wages portion of your Individual Settlement Share only and reported on an IRS Form W-2. The remaining eighty percent (80%) of your Individual Settlement Share will be treated as penalties, interest, and reimbursement and will be paid pursuant to an IRS Form 1099.

The Settlement Administrator will mail your Individual Settlement Share check to the address the Settlement Administrator has on record for you. Therefore, it is important that you keep the Settlement Administrator informed of any change of address.

B. How Will My Individual PAGA Payment Be Calculated?

The Settlement Administrator will pay each Eligible Aggrieved Employee an Individual PAGA Payment from the portion of the PAGA Payment allocated to the Eligible Aggrieved Employees. Your Individual PAGA Payment will be based on your pro-rata share of the portion of the PAGA Payment allocated to the Eligible Aggrieved Employees and will be calculated as follows: (i) the number of pay periods you worked as an Eligible Aggrieved Employee during the PAGA Period, (ii) divided by the total number of pay periods worked by all Eligible Aggrieved Employees collectively during the PAGA Period, (iii) which is then multiplied by the \$25,000 of the PAGA Payment allocated to the Eligible Aggrieved Employees. For purposes of this calculation, the Settlement Administrator will use the Class Data to calculate the number of pay periods worked by each Eligible Aggrieved Employee based on their dates of employment.

Based upon the calculation above, your approximate Individual PAGA Payment is \$ _____. This is based on Defendants' records, which show you worked ____ pay periods during the PAGA Period.

One hundred percent (100%) of this payment will be considered penalties, and you will be issued an IRS Form 1099 if your payment exceeds \$600. You are responsible for paying any federal, state, or local taxes owed as a result of this payment.

The Settlement Administrator will mail your Individual PAGA Payment check to the address the Settlement Administrator has on record for you. Therefore, it is important that you keep the Settlement Administrator informed of any change of address.

If no amount is stated for your Individual PAGA Payment, according to Defendants' records, you are not an Eligible Aggrieved Employee eligible for an Individual PAGA Payment because you were not employed by Defendants as an hourly-paid or non-exempt employee within the State of California during the PAGA Period. Therefore, this subsection B does not apply to you.

C. When Will My Settlement Payment Be Mailed?

No later than fourteen (14) calendar days after the date the Final Approval of the Settlement can no longer be appealed or, if there are no objectors and no Plaintiff in intervention at the time the Court grants Final Approval of the Settlement, the date the court enters judgment granting Final Approval of the Settlement, Defendants shall deposit the Gross Settlement Amount of \$2,500,000.00, as well as Defendants' share of employer-side payroll taxes, by wiring the funds to the Settlement Administrator.

Within fourteen (14) calendar days after the Settlement Administrator's receipt of the Gross Settlement Amount, the Settlement Administrator shall calculate and disburse all payments due under the Settlement Agreement, including all Individual Settlement Shares and Individual PAGA Payments.

It is strongly recommended that upon receipt of your Individual Settlement Share and/or Individual PAGA Payment check(s), you immediately cash your check(s) or cash your check(s) before the 180-day void date shown on each check. If any checks remain uncashed or not deposited by the expiration of the 180-day period after mailing, the Settlement Administrator will, within two hundred (200) calendar days after the checks are initially mailed, pay the amount of the Individual Settlement Share(s) and/or Individual PAGA Payment(s) to State Controller's Unclaimed Property Fund in the name of the Class Member.

11. How Will the Attorneys for the Class and the Class Representative Be Paid?

Class Counsel will be paid from the Gross Settlement Amount. Subject to Court approval, Class Counsel shall be paid an amount not to exceed thirty-five percent (35%) of the Gross Settlement Amount (or \$875,000.00) for attorneys' fees (the "Attorney Fee Award"), and up to \$25,000 for litigation costs (the "Cost Award"). Class Counsel will file a motion for Final Approval of the Settlement, including Final Approval of the Attorney Fee Award and Cost Award, with the Court at least sixteen (16) Court days before the Final Approval Hearing, the details of which are provided in Section No. 13 below. You can obtain a copy of this motion from Class Counsel, free of charge, by contacting Class Counsel using the information provided in Section No. 5 above. You can also obtain a copy of this motion, as well as the other documents on file with the Court in the Class Action, by following the steps laid out in Section No. 14 below.

Defendants have paid their own attorneys' fees and costs.

As set forth in Section No. 10 above, Plaintiff will also be paid a Class Representative Enhancement Payment, subject to Court approval.

The Settlement Administrator will not pay the Attorney Fee Award, Cost Award, and Class Representative Enhancement Payment until after the Settlement Administrator has distributed the Individual Settlement Shares and Individual PAGA Payments to the Class Members and Eligible Aggrieved Employees.

12. Final Approval Hearing and Remote Appearance

The Court will hold a Final Approval Hearing concerning the proposed Settlement on [the date of final approval hearing], 2022 at [time a.m./p.m.], before the Honorable Sunil R. Kulkarni in the Santa Clara County Superior Court – Downtown Superior Courthouse, located at 191 N. First Street, San Jose, California 95113, Department 1. You are not required to appear at this hearing. Any changes to the hearing date will be available on the Settlement Administrator’s website: [INSERT WEBSITE ADDRESS]. If the Court approves the Settlement, the Final Approval Order and Judgment will also be available on the Settlement Administrator’s website: [INSERT WEBSITE ADDRESS]. You may also find more information on the Superior Court of California, County of Santa Clara’s websites: www.scscourt.org and www.scefilng.org.

Hearings before the judge overseeing this case are being conducted in person. However, remote appearances are still permitted, and are offered with the assistance of a third-party service provider, CourtCall. If that remains the case at the time of the final fairness hearing, class members who wish to appear at the final fairness hearing remotely should contact class counsel to arrange an appearance through CourtCall, at least three days before the hearing if possible. Any CourtCall fees for an appearance by an objecting class member shall be paid by class counsel.

13. What if the Settlement Does Not Become Final?

It is possible that the Court will deny Final Approval of the Settlement with prejudice. It is also possible that the Court’s Final Approval of the Settlement will be reversed or materially modified on appeal. The Parties have agreed that, in either case, the Settlement will become null and void, meaning Defendants will no longer be obligated to pay any money owed under the Settlement Agreement, including the Gross Settlement Amount, which includes the Individual Settlement Shares and Individual PAGA Payments, the Class Members will not release the Released Parties from the Released Claims, and the Eligible Aggrieved Employees will not release the Released Parties from the PAGA Released Claims. Any award by the Court of a smaller amount than requested for the Attorney Fee Award, Cost Award, and Class Representative Enhancement Payment will not constitute a material modification to the Settlement within the meaning of this paragraph.

Defendants also have the option to withdraw from and terminate the Settlement if class participation is too low. If more than 5% of Class Members timely and validly opt out of the Settlement, Defendants have the right, but not the obligation, to terminate the proposed Settlement. If Defendants terminate the Settlement, Defendants will no longer be obligated to pay Individual Settlement Shares and Individual PAGA Payments to the Class Members and Eligible Aggrieved Employees, as applicable, and the Class Members and Eligible Aggrieved Employees will retain, rather than release, their rights to individually pursue the Released Claims and PAGA Released Claims, as applicable.

14. How Do I Get More Information?

IF YOU NEED MORE INFORMATION, HAVE ANY QUESTIONS, OR WOULD LIKE ELECTRONIC COPIES OF DOCUMENTS RELATING TO THE CLASS ACTION OR THE SETTLEMENT, you may contact the Settlement Administrator at the telephone number listed below, toll-free. Please refer to the “Pacific Groservice, Inc. class action and PAGA settlement.”

You may also visit the Settlement Administrator’s website: [INSERT WEBSITE ADDRESS]. This website will include, among other things, the complaints Plaintiff filed in the Class Action, standalone generic copies of the Notice and Exclusion Form, all papers filed in connection with the Preliminary Approval Hearing (including all orders filed by the Court), all papers filed in connection with the Final Approval Hearing (including the motion for Final Approval of the Settlement, including Final Approval of the Attorney Fee Award and Cost Award), and, if the Settlement is approved, the Final Approval Order and Judgment.

The above is a summary of the basic terms of the Settlement. For the precise terms and conditions of the Settlement, you are referred to the detailed Settlement Agreement, which is on file with the Clerk of the Court. The pleadings and other records in this litigation, including the Settlement Agreement, may be examined (a) online on the Superior Court of California, County of Santa Clara’s Electronic Filing and Service Website at <https://portal.sccourt.org/>, or (b) in person at Records, Superior Court of California, County of Santa Clara, 191 N. 1st Street, San Jose, California 95113, between the hours of 8:30 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays and closures, or you may contact Class Counsel or the Settlement Administrator.

You may also contact Class Counsel with any questions you may have regarding the Class Action, the proposed Settlement of the Class Action, this Notice, or any other documents or information you have received pertaining to the Class Action and the Settlement, or to obtain copies of papers filed in connection with the Class Action free of charge, including the complaints, all papers filed in connection with the Preliminary Approval Hearing, and all papers filed in connection with the Final Approval Hearing, including the motion for Final Approval of the Settlement, including Final Approval of the Attorney Fee Award and Cost Award. You may contact Class Counsel directly by visiting Justice Law Corporation at 751 North Fair Oaks Avenue, Suite 101, Pasadena, California 91103 during regular business hours, from 9:00 a.m. to 6:00 p.m., or by calling (818) 230-7502. Class Counsel’s contact information is also included above in Section No. 4 of this Notice. Class Counsel will provide you with an electronic copy of the Settlement documents or case documents free of charge.

PLEASE DO NOT TELEPHONE THE COURT OR COURT’S CLERK FOR INFORMATION ABOUT THIS SETTLEMENT.

4884-8956-2664, v. 1

EXHIBIT B

ELECTION NOT TO PARTICIPATE IN (“OPT OUT” FROM) CLASS ACTION SETTLEMENT

Superior Court of the State of California, County of Santa Clara

Jacob Blea v. Pacific Groservice, Inc. et al.

Case No. 20CV375150

ONLY SIGN AND MAIL THIS DOCUMENT IF YOU WISH TO EXCLUDE YOURSELF FROM THE CLASS PORTION OF THE SETTLEMENT. IF YOU EXCLUDE YOURSELF, YOU WILL NOT RECEIVE AN INDIVIDUAL SETTLEMENT SHARE FROM THE CLASS PORTION OF THE SETTLEMENT.

This document must be postmarked no later than _____, 2022 and sent via U.S. Mail to:

Pacific Groservice, Inc. Settlement Administrator, C/O CPT Group, Inc.

[Insert Administrator Address]

[City, State ZIP]

By signing and mailing this form to exclude yourself from the class portion of the settlement, you are agreeing to and confirming the following:

It is my decision not to participate in the class portion of the settlement in *Blea v. Pacific Groservice, Inc.* I understand that by excluding myself from the class portion of the settlement, I will not release the Released Claims and will not receive an Individual Settlement Share. However, if I am an Eligible Aggrieved Employee and qualify for an Individual PAGA Payment, I will release the PAGA Released Claims and will be mailed my Individual PAGA Payment, regardless of whether I timely and validly exclude myself from the class portion of the settlement.

I confirm that I am and/or was employed by Pacific Groservice, Inc. and/or Pittsburg Wholesale Grocers, Inc., d/b/a Pitco Foods, as an hourly-paid or non-exempt employee within the State of California during the time period from December 28, 2016, to July 27, 2022. I confirm that I have received and reviewed the Notice of Class and Representative Action Settlement in this action. I have decided to be excluded from the class portion of the proposed settlement, and I have decided **not** to participate in the class portion of the proposed settlement.

Dated: _____

(Type or print name and any former name(s) if applicable)

(Signature)