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Attorneys for Plaintiff JOHN KNEISLY

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
IN AND FOR THE COUNTY OF RIVERSIDE**

JOHN KNEISLY, an individual, on behalf of  
himself and on behalf of all persons similarly  
situated,

Plaintiff,  
v.

S R MACHINING, INC., a California  
Corporation; S R MACHINING-  
PROPERTIES, LLC, a California Limited  
Liability Company; and DOES 1-50,  
Inclusive,

Defendants.

Case No. CVRI2201491

**~~PROPOSED~~ ORDER AND JUDGMENT  
GRANTING FINAL APPROVAL OF CLASS  
AND PAGA ACTION SETTLEMENT,  
APPROVAL OF CLASS COUNSEL AWARD  
, AND CLASS REPRESENTATIVE  
SERVICE AWARD**

Date: October 4, 2023

Time: 8:30 a.m.

Judge: Hon. Harold W. Hopp

Dept.: 1

**FILED**  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF RIVERSIDE

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1 This matter came on for hearing on October 4, 2023 at 8:30 a.m., in front of the Hon. Harold W.  
2 Hopp, presiding, Plaintiff's unopposed Motion for Order Granting Final Approval of Class and PAGA  
3 Action Settlement and Entering Judgment pursuant to California Rule of Court 3.769, with the attorneys  
4 from the JCL LAW FIRM, APC, and ZAKAY LAW GROUP, APLC, as counsel for plaintiff JOHN  
5 KNEISLY (hereinafter "Plaintiff") and counsel from KLINEDINST, PC, appearing as counsel for  
6 defendants S R Machining, Inc., and S R Machining-Properties LLC . (hereinafter "Defendants").

7 The Court, having received and carefully considering the Settlement of Class and PAGA Action  
8 Claims and Release of Claims filed on September 8, 2023, ("Agreement"), a true and correct copy of  
9 which is attached hereto as Exhibit A, the supporting papers filed by the Parties, the evidence and  
10 argument received by the Court in conjunction with the unopposed Motion for Preliminary Approval of  
11 Class Action Settlement heard on May 25, 2023, the instant Motion for Order Granting Final Approval  
12 of Class and PAGA Action Settlement, the Court grants final approval of the Settlement and HEREBY  
13 ORDERS, ADJUDICATES and DECREES THE FOLLOWING:

14 1. All capitalized terms used herein shall have the same meaning as defined in the  
15 Agreement.

16 2. Pursuant to the Order Granting Preliminary Approval, the Class Notice was sent to each  
17 Class Member via U.S. First Class Mail. The Class Notice informed the Class Members of the terms of  
18 the Settlement, and of (a) their right to receive an Individual Settlement Payments, (b) their right to  
19 comment on or object to the Settlement, (c) their right to request exclusion from the Settlement and  
20 pursue their own remedies, and (d) their right to appear in person or by counsel at the final approval  
21 hearing and to be heard regarding approval of the Settlement. Adequate periods of time were provided  
22 by each of these procedures.

23 3. Following the conclusion of the response deadline, the Administrator reports that it  
24 received *zero (0) written objections* to the Settlement and *zero (0) written requests for exclusion* from  
25 the Settlement.

26 4. The Court finds and determines that the notice procedure afforded adequate protections to  
27 the Class and provides the basis for the Court to make an informed decision regarding approval of the  
28 Settlement based on the responses of the Class. The Court finds and determines that the notice provided

1 in this case was the best notice practicable, which satisfied the requirements of law and due process.

2 5. With respect to the Class and for purposes of approving this Settlement only, this Court  
3 finds and concludes that: (a) the members of the Class are ascertainable and so numerous that joinder of  
4 all members is impracticable; (b) there are questions of law or fact common to the Class, and there is a  
5 well-defined community of interest among the Class with respect to the subject matter of the Action; (c)  
6 the claims of Class Representative JOHN KNEISLY are typical of the claims of the Class; (d) the Class  
7 Representative has fairly and adequately protected the interests of the Class; (e) a class action is superior  
8 to other available methods for an efficient adjudication of this controversy; and (f) the counsel of record  
9 for the Class Representative, i.e., Jean-Claude Lapuyade, Esq. of the JCL Law Firm, APC, Shani Zakay,  
10 Esq. of the Zaky Law Group, APLC, (hereinafter "Class Counsel"), are qualified to serve as counsel  
11 for the Class Representative and the Class.

12 6. The Court has certified the Class, as that term is defined in and by the terms of the  
13 Agreement as follows:

14 all non-exempt employees who are or previously were directly employed  
15 by Defendants and performed work in California during the period of April  
16 14, 2018 to October 10, 2022 (the "Class Period"). .

17 7. The Court deems the definition of Class sufficient for purposes of California Rule of Court  
18 3.765(a).

19 8. The Court hereby confirms Jean-Claude Lapuyade, Esq. of the JCL Law Firm, APC, and  
20 Shani Zakay, Esq. of the Zakay Law Group, APLC as Class Counsel for the Class Representative in this  
21 Action.

22 9. The Court hereby confirms plaintiff JOHN KNEISLY as the Class Representative in this  
23 Action.

24 10. The Court finds and determines that the terms set forth in the Agreement are fair,  
25 reasonable, and adequate and directs the Parties to effectuate the Settlement according to its terms having  
26 found that the Settlement was reached as a result of informed and non-collusive arms' length  
27 negotiations facilitated by a neutral mediator. The Court further finds that the Parties conducted  
28 extensive investigation, research, and discovery and that their attorneys were able to reasonably evaluate

1 their respective positions. The Court also finds that Settlement will enable the Parties to avoid additional  
2 and potentially substantial litigation costs, as well as delay and risks if the Parties were to continue to  
3 litigate the case. The Court has reviewed the monetary recovery provided as part of the Settlement and  
4 recognizes the significant value accorded to the Class.

5 11. The Court further finds and determines that the terms of the Settlement, including the  
6 Gross Settlement Amount of Two Hundred Twenty Thousand Dollars and Zero Cents (\$220,000.00),  
7 are fair, reasonable and adequate to the Class and to each member of the Class and that the Settlement  
8 is ordered finally approved, and that all terms and provisions of the Settlement should be and hereby are  
9 ordered to be consummated.

10 12. The Court further finds and determines that Class Counsel satisfied California Labor Code  
11 § 2699(1)(2) by giving the LWDA notice of the proposed Settlement of claims arising under the Private  
12 Attorney General Act (“PAGA”) on May 2, 2023 and again on September 8, 2023.

13 13. The Court orders Class Counsel to comply with California Labor Code § 2699(1)(3) by  
14 providing the LWDA a copy of this order within ten (10) calendar days of the Court’s entry of this  
15 Order.

16 14. Any envelope transmitting a settlement distribution to a class member shall bear the  
17 notation, “YOUR CLASS ACTION SETTLEMENT CHECK IS ENCLOSED.”

18 15. Any settlement distribution check shall be negotiable for at least 90 days but not more  
19 than 180 days from the date of mailing.

20 16. The Settlement Administrator shall mail a reminder postcard to any Class Member whose  
21 settlement distribution check has not been negotiated within 60 days after the date of mailing.

22 17. If (i) any of the Class Members are current employees of Defendants, (ii) the distribution  
23 mailed to those employees is returned to the Settlement Administrator as being undeliverable, and (iii)  
24 the administrator is unable to locate a valid mailing address, the Settlement Administrator shall arrange  
25 with Defendants to have those distributions delivered to the employees at their place of employment.

26 18. The Court finds and determines that the Individual Settlement Payments to be paid to  
27 participating members of the Class as provided for by the Settlement are fair and reasonable. The Court  
28 hereby gives final approval to and orders the payment of those amounts be made to the participating

1 Class Members in accordance with the Agreement.

2 19. The Court finds and determines that the PAGA allocation, of \$10,000.00 as its share of  
3 the settlement of civil penalties in this case is fair, reasonable, and appropriate. The Court hereby gives  
4 final approval to and orders that the payment of that amount be paid in accordance with the Agreement.

5 20. The Court finds and determines that the fees and expenses in administrating the Settlement  
6 incurred by Atticus Administration LLC in the amount of \$8,500 are fair and reasonable. The Court  
7 hereby gives final approval to and orders that the payment of that amount in accordance with the  
8 Settlement.

9 21. The Court finds and determines the Class Representative Service Award in the amount of  
10 \$10,000.00 to the Class Representative, JOHN KNEISLY, is fair and reasonable. The Court hereby  
11 orders the Administrator to make this payment to the Class Representative in accordance with the terms  
12 of the Agreement.

13 22. Pursuant to the terms of the Settlement, and the authorities, evidence and arguments  
14 submitted by Class Counsel, the Court hereby awards a payment of a Class Counsel Award in the total  
15 sum of \$88,333.33. The payment of the Class Counsel Award is comprised of two components. First,  
16 \$73,333.33 as attorneys' fees which represents one-third of the Gross Settlement Amount. The  
17 attorneys' fee portion of the payment for Class Counsel Award shall be allocated as follows: 50% to the  
18 JCL Law Firm, APC, 50% to the Zakay Law Group, APLC. Second, \$12,325.43 for actually incurred  
19 litigation expenses as evidenced by Class Counsels' billing records. The Administrator shall allocate  
20 the expenses award according to Class Counsels' actually incurred litigation expenses as stated and  
21 supported in their respective declarations filed in support of this motion. The Court finds such amounts  
22 to be fair and reasonable. The Court hereby orders the Administrator to make these payments in  
23 accordance with the terms of the Agreement.

24 23. Without affecting the finality of this order or the entry of judgment in any way, the Court  
25 retains jurisdiction of all matters relating to the interpretation, administration, implementation,  
26 effectuation, and enforcement of this order and the Settlement.

27 24. Neither Defendants nor any related persons or entities shall have any further liability for  
28 costs, expenses, interest, attorneys' fees, or for any other charge, expense, or liability, except as provided

1 for by the Agreement.

2 25. Neither the making of the Agreement nor the entry into the Agreement constitutes an  
3 admission by Defendants, nor is this Order a finding of the validity of any claims in the Action or of any  
4 other wrongdoing. Further, the Agreement is not a concession, and shall not be used as an admission of  
5 any wrongdoing, fault, or omission of any entity or persons; nor may any action taken to carry out the  
6 terms of the Agreement be construed as an admission or concession by or against Defendants or any  
7 related person or entity.

8 26. Nothing in this order shall preclude any action to enforce the Parties' obligations under  
9 the Settlement or under this order, including the requirement that Defendant make payments to the  
10 participating Class Members in accordance with the Settlement.

11 27. The Court hereby enters final judgment in accordance with the terms of the Agreement,  
12 the Order Granting Preliminary Approval of Class and PAGA Action Settlement granted on May 30,  
13 2023, and this order.

14 28. The Parties will bear their own costs and attorneys' fees except as otherwise provided by  
15 this Court's Order awarding the payment of attorneys' fees and costs.

16 29. Upon completion of administration of the Settlement, the Settlement Administrator will  
17 provide written certification of such completion to the Court and counsel for the Parties which shall be  
18 filed with the Court five (5) court days before the non-appearance compliance hearing set for  
19 (August 29), <sup>2024</sup> ~~2023~~ at (8:30) a.m., in Dept. 10.

20 30. Accordingly, the motions for Final Approval of Class and PAGA Action Settlement and,  
21 Motion for Approval of the payment of the Class Counsel Award, and the Class Representative Service  
22 Award are GRANTED and the corresponding Judgment filed with the motion shall be ENTERED.

23  
24 IT IS SO ORDERED, ADJUDICATED AND DECREED

25  
26 Date: 10/4/2023, 2023

  
27 JUDGE OF THE SUPERIOR COURT  
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# **EXHIBIT A**

1 **ZAKAY LAW GROUP, APLC**  
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15 **SUPERIOR COURT OF CALIFORNIA**  
16 **COUNTY OF RIVERSIDE**

17 JOHN KNEISLY, an individual, on behalf of  
18 himself and on behalf of all persons similarly  
19 situated,

20 Plaintiff,

21 v.

22 S R MACHINING, INC., a California  
23 Corporation; S R MACHINING-  
24 PROPERTIES, LLC, a California Limited  
25 Liability Company; and DOES 1-50, Inclusive,

26 Defendants.

Case No. CVRI2201491

[Action Filed 04/14/2022]

**STIPULATION OF SETTLEMENT OF  
CLASS AND PAGA ACTION CLAIMS  
AND RELEASE OF CLAIMS**



1 This Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims is  
2 entered into by and between plaintiff JOHN KNEISLY (hereinafter "Plaintiff"), an individual, on  
3 behalf of the Settlement Class, and in his representative capacity on behalf of the State of California  
4 and the PAGA Class, and defendants S R MACHINING, INC., a California Corporation, and S R  
5 MACHINING-PROPERTIES, LLC, a California Limited Liability Company (hereinafter  
6 "Defendants"):

7 **I. DEFINITIONS**

- 8 A. "Action" shall mean the putative class action lawsuit designated *John Kneisly, et. al*  
9 *v. SR Machining, Inc.*, Riverside County Superior Court, Case No. CVRI2201491,  
10 filed April 14, 2022.
- 11 B. "Agreement" or "Settlement Agreement" means this Stipulation of Settlement of  
12 Class and PAGA Action Claims and Release of Claims.
- 13 C. "Class Counsel" shall mean Jean-Claude Lapuyade, Esq. of JCL Law Firm, APC and  
14 Shani Zakay of Zakay Law Group, APLC.
- 15 D. "Class Counsel Award" means the award of fees and expenses that the Court  
16 authorizes to be paid to Class Counsel for the services they have rendered to Plaintiff  
17 and the Class in the Action, consisting of attorneys' fees currently not to exceed one-  
18 third of the Gross Settlement Amount currently estimated to be \$73,333.33 out of  
19 \$220,000.00 plus costs and expenses in the amount of \$15,000. Class Counsel's  
20 award for attorneys' fees will be divided equally between Class Counsel (50% to  
21 JCL Law Firm, APC and 50% to Zakay Law Group, APLC).
- 22 E. "Class Data" means information regarding Class Members that Defendants will in  
23 good faith compile from its records and provide to the Settlement Administrator. It  
24 shall be formatted as a Microsoft Excel spreadsheet and shall include: each Class  
25 Member's full name; last known address; Social Security Number; start dates and end  
26 dates of employment.

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- F. “Class Members” or the “Class” means all non-exempt employees who are or previously were directly employed by Defendants and performed work in California during the period of April 14, 2018 to October 10, 2022 (the “Class Period”).
- G. “Class Period” means the period between April 14, 2018, to October 10, 2022.
- H. “Class Representative Service Award” means the amount that the Court authorizes to be paid to the Class Representative, in addition to his Individual Settlement Payment and his pro-rata share of the PAGA Payment, in recognition of his efforts and risks in assisting with the prosecution of the Action.
- I. “Class Representative” shall mean plaintiff JOHN KNEISLY.
- J. “Court” means the Superior Court for the State of California, County of Riverside currently presiding over the Action.
- K. “Defendants” shall mean S R Machining, Inc., and S R Machining-Properties LLC.
- L. “Effective Date” means the earliest date, following entry by the Court of an order and judgment finally approving this Settlement, upon which one of the following have occurred: (i) if no objection is filed to the settlement and no objector appears at the hearing on final approval, the date of the Court’s entry of the order granting final approval, (ii) if an objection is filed to the settlement and/or an objector appears at the hearing on final approval, then the earlier of the following: (a) the expiration of all potential appeal periods without a filing of a notice of appeal of the final approval order or judgment; (b) final affirmance of the final approval order and judgment by an appellate court as a result of any appeal(s), or (c) final dismissal or denial of all such appeals (including any petition for review, rehearing, certiorari, etc.) such that the final approval order and judgment is no longer subject to further judicial review.
- M. “Funding Date” shall mean sixty-five (65) calendar days after the Effective Date and is the date Defendants transfer the Gross Settlement Amount into the QSF in accord with the terms of this Agreement.

- 1 N. "Gross Settlement Amount" means Two Hundred Twenty Thousand Dollars and Zero  
2 Cents (\$220,000.00) that Defendants must pay into the QSF in connection with this  
3 Settlement, inclusive of the sum of the Individual Settlement Payments, the Class  
4 Representative Service Award, the Class Counsel Award, PAGA Payment and the  
5 Claims Administration Expenses and *exclusive* of the employer's share of payroll tax,  
6 if any, triggered by any payment under this Settlement.
- 7 O. "Individual Settlement Payment" means the amount payable from the Net Settlement  
8 Amount to each Settlement Class Member and excludes any amounts distributed to  
9 PAGA Class Members pursuant to PAGA.
- 10 P. "LWDA Payment" shall mean the seventy-five percent (75%) of the PAGA Payment  
11 (\$7,500) allocated to the California Labor and Workforce Development Agency.
- 12 Q. "Net Settlement Amount" or "NSA" means the Gross Settlement Amount, less Class  
13 Counsel Award, Class Representative Service Award, PAGA Payment, and Claims  
14 Administration Expenses.
- 15 R. "Notice Packet" means the Class Notice to be provided to the Class Members by the  
16 Settlement Administrator in the form set forth as Exhibit A to this Agreement (other  
17 than formatting changes to facilitate printing by the Settlement Administrator).
- 18 S. "PAGA" means the California Labor Code Private Attorneys General Act of 2004,  
19 Labor Code § 2698 *et seq.*
- 20 T. "PAGA Class" or "PAGA Class Member" shall mean all non-exempt employees who  
21 are or previously were directly employed by Defendants and performed work in  
22 California during the period of October 10, 2021 to October 10, 2022 (the "PAGA  
23 Period").
- 24 U. "PAGA Class Members Payment" shall mean the twenty-five (25%) of the PAGA  
25 Payment allocated and distributed to the PAGA Class Members.
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- 1 V. "PAGA Payment Ratio" means the respective pay periods during the PAGA Period  
2 for each PAGA Class Member divided by the sum total of the pay periods for all  
3 PAGA Class Members during the PAGA Period.
- 4 W. "PAGA Pay Periods," for purposes of calculating the distribution of the PAGA Class  
5 Member Payment, as defined herein, means the number of pay periods of employment  
6 during the PAGA Period that each PAGA Class Member worked in California.
- 7 X. "PAGA Period" means the period between October 10, 2021 to October 10, 2022.
- 8 Y. "PAGA Payment" shall mean Ten Thousand Dollars (\$10,000) to be allocated from  
9 the Gross Settlement Amount in settlement of the Released PAGA Claims.
- 10 Z. "Parties" means Plaintiff and Defendants, collectively, and "Party" shall mean either  
11 Plaintiff or Defendants, individually.
- 12 AA. "Payment Ratio" means the respective Workweeks for each Class Member divided  
13 by the sum total Workweeks for all Class Members.
- 14 BB. "Plaintiff" shall mean JOHN KNEISLY.
- 15 CC. "QSF" means the Qualified Settlement Fund established, designated and maintained  
16 by the Settlement Administrator to fund the Gross Settlement Amount.
- 17 DD. "Released Class Claims" means all class claims which are alleged in the operative  
18 complaint, or could have been alleged based upon the facts in the operative complaint,  
19 which occurred during the Class Period, and expressly excluding all other claims,  
20 including claims for vested benefits, wrongful termination, unemployment insurance,  
21 disability, social security, workers' compensation, and class claims outside of the  
22 Class Period.
- 23 EE. "Released PAGA Claims" means all PAGA claims which are alleged in the operative  
24 complaint and Plaintiff's PAGA notice to the LWDA which occurred during the  
25 PAGA Period, and expressly excluding all other claims, including claims for vested  
26 benefits, wrongful termination, unemployment insurance, disability, social security,  
27 workers' compensation, and PAGA claims outside of the PAGA Period.
- 28

- 1 FF. "Released Party" shall mean Defendants.
- 2 GG. "Response Deadline" means the date forty-five (45) days after the Settlement
- 3 Administrator mails Notice Packets to Class Members and the last date on which
- 4 Class Members may submit requests for exclusion or objections to the Settlement.
- 5 HH. "Settlement" means the disposition of the Action pursuant to this Agreement.
- 6 II. "Settlement Administrator" means Atticus Administration, LLC, 1250 Northland
- 7 Drive NE Suite 240, Mendota Heights MN 55120. The Settlement Administrator
- 8 establishes, designates and maintains, as a QSF under Internal Revenue Code section
- 9 468B and Treasury Regulation section 1.468B-1, into which the amount of the Gross
- 10 Settlement Amount is deposited for the purpose of resolving the claims of Settlement
- 11 Class Members. The Settlement Administrator shall maintain the funds until
- 12 distribution in an account(s) segregated from the assets of Defendants and any person
- 13 related to Defendants. *All accrued interest shall be paid and distributed to the*
- 14 *Settlement Class Members as part of their respective Individual Settlement*
- 15 *Payment.*
- 16 JJ. "Settlement Class Members" or "Settlement Class" means all Class Members who
- 17 have not submitted a timely and valid request for exclusion as provided in this
- 18 Agreement.
- 19 KK. "Workweeks", for purposes of calculating the distribution of the Net Settlement
- 20 Amount, means the number of weeks of employment during the Class Period that
- 21 each Class Member was employed by Defendants in California, excluding weeks
- 22 during which the Class Member did not perform any work for Defendants.

23 **II. RECITALS**

- 24 A. On April 14, 2022, Plaintiff filed the Class Action lawsuit for:
  - 25 1. Unfair Competition in Violation of Bus. and Prof. Code sections 17200 *et seq*;
  - 26 2. Failure to pay minimum wages in violation of California Labor Code sections
  - 27 1194, 1197 and 1197.1;

- 1 3. Failure to pay overtime wages in violation of California Labor Code sections
- 2 510 *et seq*;
- 3 4. Failure to provide required meal periods in violation of California Labor Code
- 4 sections 226.7 and 512 and the applicable IWC wage order;
- 5 5. Failure to provide required rest periods in violation of California Labor Code
- 6 sections 226.7 and 512 and the applicable IWC wage order;
- 7 6. Failure to provide wages when due in violation of California Labor Code
- 8 sections 201, 202 and 203; and
- 9 7. Failure to reimburse Plaintiff for required expenses in violation of California
- 10 Labor Code section 2802.

11 B. The Class Representative believes he has meritorious claims based on alleged  
12 violations of the California Labor Code, and the Industrial Wage Commission Orders,  
13 and that class certification is appropriate because the prerequisites for class  
14 certification can be satisfied in the Action, and this action is manageable as a PAGA  
15 representative action.

16 C. Defendants deny any liability or wrongdoing of any kind associated with the claims  
17 alleged in the Action, dispute any wages, damages and penalties claimed by the Class  
18 Representative are owed, and further contend that, for any purpose other than  
19 settlement, the Action is not appropriate for class or representative action treatment.  
20 Defendants contend, among other things, that at all times they complied with the  
21 California Labor Code and the Industrial Wage Commission Orders.

22 D. The Class Representative is represented by Class Counsel. Class Counsel conducted  
23 an investigation into the facts relevant to the Action, including conducting an  
24 independent investigation as to the allegations, reviewing documents and information  
25 exchanged through informal discovery, and reviewing documents and information  
26 provided by Defendants pursuant to informal requests for information to prepare for  
27 mediation. Defendants produced for the purpose of settlement negotiations certain  
28

1 employment data concerning the Settlement Class, which Class Counsel reviewed  
2 and analyzed. Based on their own independent investigation and evaluation, Class  
3 Counsel are of the opinion that the Settlement with Defendants is fair, reasonable and  
4 adequate, and is in the best interest of the Settlement Class in light of all known facts  
5 and circumstances, including the risks of significant delay, defenses asserted by  
6 Defendants, uncertainties regarding class certification, and numerous potential  
7 appellate issues. Although they deny any liability, Defendants are agreeing to this  
8 Settlement solely to avoid the inconveniences and cost of further litigation. The  
9 Parties and their counsel have agreed to settle the claims on the terms set forth in this  
10 Agreement.

11 E. On October 10, 2022, the Parties participated in mediation presided over by Hon.  
12 Steven R. Denton (Ret.), a respected jurist and experienced mediator of wage and  
13 hour class actions. The mediation concluded in settlement after both sides agreed to  
14 a Mediator's proposal which was subsequently memorialized in the form of a  
15 Memorandum of Understanding ("MOU").

16 F. On January 24, 2023, Plaintiff filed a Notice of Violations with the Labor and  
17 Workforce Development Agency (LWDA) and served the same on Defendants.

18 G. On January 27, 2023, Plaintiff filed the First Amended Complaint, the operative  
19 complaint, adding an eighth cause of action for violations of the PAGA.

20 H. This Agreement replaces and supersedes the MOU and any other agreements,  
21 understandings, or representations between the Parties. This Agreement represents a  
22 compromise and settlement of highly disputed claims. Nothing in this Agreement is  
23 intended or will be construed as an admission by Defendants that the claims in the  
24 Action of Plaintiff or the Class Members have merit or that Defendants bear any  
25 liability to Plaintiff or the Class on those claims or any other claims, or as an  
26 admission by Plaintiff that Defendants' defenses in the Action have merit.

1 I. The Parties believe that the Settlement is fair, reasonable and adequate. The  
2 Settlement was arrived at through arm's-length negotiations, taking into account all  
3 relevant factors. The Parties recognize the uncertainty, risk, expense and delay  
4 attendant to continuing the Action through trial and any appeal. Accordingly, the  
5 Parties desire to fully, finally, and forever settle, compromise and discharge all  
6 disputes and claims arising from or relating to the Action.

7 J. The Parties agree to certification of the Class for purposes of this Settlement only. If  
8 for any reason the settlement does not become effective, Defendants reserve the right  
9 to contest certification of any class for any reason and reserves all available defenses  
10 to the claims in the Action.

11 Based on these Recitals that are a part of this Agreement, the Parties agree as follows:

12 **III. TERMS OF AGREEMENT**

13 A. Settlement Consideration and Settlement Payments by Defendants.

14 1. Settlement Consideration. In full and complete settlement of the Action, and  
15 in exchange for the releases set forth below, Defendants will pay the sum of  
16 the Individual Settlement Payment, the Class Representative Service Award,  
17 the Class Counsel Award, PAGA Payment, and the Claims Administration  
18 Expenses, as specified in this Agreement, equal to the Gross Settlement  
19 Amount of Two Hundred Twenty Thousand Dollars and Zero Cents  
20 (\$220,000.00). The Parties agree that this is a non-reversionary Settlement and  
21 that no portion of the Gross Settlement Amount shall revert to Defendants.  
22 Other than the Defendants' share of employer payroll taxes and as provided  
23 for in Section III(A)(2) below, if any, Defendants shall not be required to pay  
24 more than the Gross Settlement Amount, except as provided for hereinbelow.

25 2. Class Size. At the time of mediation, Defendants estimated that the Settlement  
26 Class was comprised of 41 Class Members who collectively worked  
27 approximately 4,914 Workweeks ("Projected Workweeks") during the Class  
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Period and 22 PAGA Class Members who worked a total of 1045 Pay Periods during the PAGA Period. In regard hereto, Defendants will provide a declaration under penalty of perjury before the deadline for filing the motion for preliminary approval of the settlement, confirming the number of applicable Class Members and workweeks they worked during the applicable Class Period. If the actual number of Workweeks exceeds the Projected Workweeks by more than 10% of the estimate stated herein, the Gross Settlement Amount will increase proportionally for the number of Workweeks over 110% (over 5,405).

- 3. Settlement Payment. Defendants and the Released Parties, and each of them, are jointly and severally liable for payment of the Gross Settlement Amount. Defendants shall pay the Gross Settlement Amount to the Settlement Administrator on the Funding Date.
- 4. Defendants' Share of Payroll Taxes. Defendants' share of employer side payroll taxes is in addition to the Gross Settlement Amount and shall be paid together with the Gross Settlement Amount.
- B. Release by Settlement Class Members. As of the Funding Date, in exchange for the consideration set forth in this Agreement, Plaintiff and the Settlement Class Members release the Released Parties from the Released Class Claims for the Class Period.
- C. Release by the PAGA Class. As of the Funding Date, in exchange for the consideration set forth in this Agreement, the Plaintiff, the LWDA and the State of California release the Released Parties from the Released PAGA Claims for the PAGA Period. As a result of this release, the PAGA Class shall be precluded from bringing claims against Released Parties for the Released PAGA Claims.
- D. Conditions Precedent: This Settlement will become final and effective only upon the occurrence of all of the following events:
  - 1. The Court enters an order granting preliminary approval of the Settlement;

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2. The Court enters an order granting final approval of the Settlement and a Final Judgment;
3. If an objector appears at the final approval hearing, the time for appeal of the Final Judgment and Order Granting Final Approval of Class Action Settlement expires; or, if an appeal is timely filed, there is a final resolution of any appeal from the Judgment and Order Granting Final Approval of Class Action Settlement; and
4. Defendants fully fund the Gross Settlement Amount.

E. Nullification of Settlement Agreement. In the event that this Settlement Agreement is not preliminarily or finally approved by the Court, fails to become effective, or is reversed, withdrawn or modified by the Court, or in any way prevents or prohibits Defendants from obtaining a complete resolution of the Released Class Claims, or if Defendants fail to fully fund the Gross Settlement Amount:

1. This Settlement Agreement shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural;
2. The conditional class certification (obtained for any purpose) shall be void *ab initio* and of no force or effect, and shall not be admissible in any judicial, administrative or arbitral proceeding for any purpose or with respect to any issue, substantive or procedural; and
3. None of the Parties to this Settlement will be deemed to have waived any claims, objections, defenses or arguments in the Action, including with respect to the issue of class certification.
4. If Defendants fail to fully fund the Gross Settlement Amount, Defendants shall bear the sole responsibility for any cost to issue or reissue any curative

1 notice to the Settlement Class Members and all Claims Administration  
2 Expenses incurred to the date of nullification.

3 F. Certification of the Settlement Class. The Parties stipulate to conditional class  
4 certification of the Class for the Class Period for purposes of settlement only. In the  
5 event that this Settlement is not approved by the Court, fails to become effective, or is  
6 reversed, withdrawn or modified by the Court, or in any way prevents or prohibits  
7 Defendants from obtaining a complete resolution of the Released Class Claims, the  
8 conditional class certification (obtained for any purpose) shall be void *ab initio* and of  
9 no force or effect, and shall not be admissible in any judicial, administrative or arbitral  
10 proceeding for any purpose or with respect to any issue, substantive or procedural.

11 G. Tax Liability. The Parties make no representations as to the tax treatment or legal  
12 effect of the payments called for, and Class Members and/or PAGA Class are not  
13 relying on any statement or representation by the Parties in this regard. Class Members  
14 and/or PAGA Class Members understand and agree that they will be responsible for  
15 the payment of any taxes and penalties assessed on the Individual Settlement Payments  
16 and/or PAGA Class Members' individual shares of the PAGA Payment described and  
17 will be solely responsible for any penalties or other obligations resulting from their  
18 personal tax reporting of Individual Settlement Payments and/or PAGA Class  
19 Members' individual shares of the PAGA Payment.

20 H. Circular 230 Disclaimer. Each Party to this Agreement (for purposes of this section,  
21 the "acknowledging party" and each Party to this Agreement other than the  
22 acknowledging party, an "other party") acknowledges and agrees that: (1) no provision  
23 of this Agreement, and no written communication or disclosure between or among the  
24 Parties or their attorneys and other advisers, is or was intended to be, nor shall any  
25 such communication or disclosure constitute or be construed or be relied upon as, tax  
26 advice within the meaning of United States Treasury Department circular 230 (31 CFR  
27 part 10, as amended); (2) the acknowledging party (a) has relied exclusively upon his,  
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1 her or its own, independent legal and tax counsel for advice (including tax advice) in  
2 connection with this Agreement, (b) has not entered into this Agreement based upon  
3 the recommendation of any other Party or any attorney or advisor to any other Party,  
4 and (c) is not entitled to rely upon any communication or disclosure by any attorney  
5 or adviser to any other party to avoid any tax penalty that may be imposed on the  
6 acknowledging party, and (3) no attorney or adviser to any other Party has imposed  
7 any limitation that protects the confidentiality of any such attorney's or adviser's tax  
8 strategies (regardless of whether such limitation is legally binding) upon disclosure by  
9 the acknowledging party of the tax treatment or tax structure of any transaction,  
10 including any transaction contemplated by this Agreement.

11 I. Preliminary Approval Motion. Plaintiff shall draft and file with the Court a Motion for  
12 Order Granting Preliminary Approval and supporting papers within a reasonable  
13 period of time after complete execution of this agreement and will provide Defendants  
14 with a draft of the Motion at least 3 business days prior to the filing of the Motion to  
15 give Defendants an opportunity to propose changes or additions to the Motion.

16 J. Settlement Administrator. The Settlement Administrator shall be responsible for:  
17 establishing and administering the QSF; calculating, processing and mailing payments  
18 to the Class Representative, Class Counsel, LWDA and Class Members; printing and  
19 mailing the Notice Packets to the Class Members as directed by the Court; receiving  
20 and reporting the objections and requests for exclusion; calculating, deducting and  
21 remitting all legally required taxes from Individual Settlement Payments and  
22 distributing tax forms for the Wage Portion and Non-Wage Portion of the Individual  
23 Settlement Payments and/or PAGA Class Members' individual shares of the PAGA  
24 Payment; processing and mailing tax payments to the appropriate state and federal  
25 taxing authorities; providing declaration(s) as necessary in support of preliminary  
26 and/or final approval of this Settlement; and other tasks as the Parties mutually agree  
27 or the Court orders the Settlement Administrator to perform. The Settlement  
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1 Administrator shall keep the Parties timely apprised of the performance of all  
2 Settlement Administrator responsibilities by among other things, sending a weekly  
3 status report to the Parties' counsel stating the date of the mailing, the of number of  
4 Elections Not to Participate in Settlement it receives (including the numbers of valid  
5 and deficient), and number of objections received.

6 K. Notice Procedure.

7 1. Class Data. No later than ten (10) business days after the Preliminary  
8 Approval Date, Defendants shall provide the Settlement Administrator with  
9 the Class Data for purposes of preparing and mailing Notice Packets to the  
10 Class Members.

11 2. Notice Packets.

12 a) The Notice Packet shall contain the Notice of Class Action Settlement  
13 in a form substantially similar to the form attached as Exhibit A and a  
14 Request for Exclusion form attached hereto as Exhibit B. The Notice  
15 of Class Action Settlement shall inform Class Members and PAGA  
16 Class Members that they need not do anything in order to receive an  
17 Individual Settlement Payment and/or PAGA Class Members'  
18 individual shares of the PAGA Payment and to keep the Settlement  
19 Administrator apprised of their current mailing address, to which the  
20 Individual Settlement Payments and/or PAGA Class Members'  
21 individual shares of the PAGA Payment will be mailed following the  
22 Funding Date. The Notice of Class Action Settlement shall set forth  
23 the release to be given by all members of the Class who do not request  
24 to be excluded from the Settlement Class and/or PAGA Class  
25 Members' in exchange for an Individual Settlement Payment and/or  
26 PAGA Class Members' individual shares of the PAGA Payment, the  
27 number of Workweeks worked by each Class Member during the  
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1 Class Period and PAGA Period, if any, and the estimated amount of  
2 their Individual Settlement Payment if they do not request to be  
3 excluded from the Settlement and each PAGA Class Member's share  
4 of the PAGA Payment, if any. The Settlement Administrator shall use  
5 the Class Data to determine Class Members' Workweeks and PAGA  
6 Pay Periods. The Notice will also advise the PAGA Class that they  
7 will release the Released PAGA Claims and will receive their share of  
8 the PAGA Payment regardless of whether they request to be excluded  
9 from the Settlement.

10 b) The Notice Packet's mailing envelope shall include the following  
11 language: "IMPORTANT LEGAL DOCUMENT- YOU MAY BE  
12 ENTITLED TO PARTICIPATE IN A CLASS ACTION  
13 SETTLEMENT; A PROMPT REPLY TO CORRECT YOUR  
14 ADDRESS IS REQUIRED AS EXPLAINED IN THE ENCLOSED  
15 NOTICE."

16 3. Notice by First Class U.S. Mail and Email. Upon receipt of the Class Data,  
17 the Settlement Administrator will perform a search based on the National  
18 Change of Address Database to update and correct any known or identifiable  
19 address changes. No later than fourteen (14) calendar days after receiving the  
20 Class Data from Defendants, the Settlement Administrator shall mail and  
21 email copies of the Notice Packet to all Class Members via regular First-Class  
22 U.S. Mail and electronic mail. The Settlement Administrator shall exercise  
23 its best judgment to determine the current mailing address for each Class  
24 Member. The address identified by the Settlement Administrator as the  
25 current mailing address shall be presumed to be the best mailing address for  
26 each Class Member.

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4. Undeliverable Notices. Any Notice Packets returned to the Settlement Administrator as non-delivered on or before the Response Deadline shall be re-mailed to any forwarding address provided. The Settlement Administrator will re-mail Notices within seven (7) days of receiving a returned Notice. If no forwarding address is provided, the Settlement Administrator shall promptly attempt to determine a correct address by lawful use of skip-tracing, or other search using the name, address and/or Social Security number of the Class Member involved, and shall then perform a re-mailing, if another mailing address is identified by the Settlement Administrator. In addition, if any Notice Packets, which are addressed to Class Members who are currently employed by Defendants, are returned to the Settlement Administrator as non-delivered and no forwarding address is provided, the Settlement Administrator shall notify Defendants. Defendants will request that the currently employed Class Member provide a corrected address, and transmit to the Administrator any corrected address provided by the Class Member. Class Members who received a re-mailed Notice Packet shall have their Response Deadline extended fifteen (15) days from the original Response Deadline.

5. Disputes Regarding Individual Settlement Payments. Class Members will have the opportunity, should they disagree with Defendants' records regarding the start and end dates of employment to provide documentation and/or an explanation to show contrary dates. If there is a dispute, the Settlement Administrator will consult with the Parties to determine whether an adjustment is warranted. The Settlement Administrator shall determine the eligibility for, and the amounts of, any Individual Settlement Payments under the terms of this Agreement. The Settlement Administrator's determination of the eligibility for and amount of any Individual Settlement Payment shall

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be binding upon the Class Member and the Parties, except as provided herein below in Paragraph 6.

6. Disputes Regarding Administration of Settlement. Any disputes not resolved by the Settlement Administrator concerning the administration of the Settlement will be resolved by the Court under the laws of the State of California. Before any such involvement of the Court, counsel for the Parties will confer in good faith to resolve the disputes without the necessity of involving the Court.

7. Exclusions. The Notice of Class Action Settlement contained in the Notice Packet shall state that Class Members who wish to exclude themselves from the Settlement must submit a signed copy of the Request for Exclusion form that will be mailed together with the Notice Packet to all Class Members. The Request for Exclusion will not be valid if it is not timely submitted, if it is not signed by the Class Member, or if it does not contain the name and address and last four digits of the Social Security number of the Class Member. The date of the postmark on the mailing envelope or fax stamp on the Request for Exclusion shall be the exclusive means used to determine whether the request for exclusion was timely submitted. Any Class Member who submits a timely Request for Exclusion shall be excluded from the Settlement Class will not be entitled to an Individual Settlement Payment and will not be otherwise bound by the terms of the Settlement or have any right to object, appeal or comment thereon. However, any Class Member that submits a timely Request for Exclusion that is also a member of the PAGA Class will still receive his/her pro rata share of the PAGA Payment, as specified below, and in consideration, will be bound by the Release by the PAGA Class as set forth herein. Settlement Class Members who fail to submit a valid and timely Request for Exclusion on or before the Response Deadline shall be bound by all terms of



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the Settlement and any final judgment entered in this Action if the Settlement is approved by the Court. No later than fifteen (15) calendar days after the Response Deadline, the Settlement Administrator shall provide counsel for the Parties with a final list of the Class Members who have timely submitted timely Requests for Exclusion. At no time shall any of the Parties or their counsel seek to solicit or otherwise encourage members of the Class to submit Requests for Exclusion from the Settlement.

8. Objections. The Notice of Class Action Settlement contained in the Notice Packet shall state that Class Members who wish to object to the Settlement may submit to the Settlement Administrator a written statement of objection (“Notice of Objection”) by the Response Deadline. The postmark date of mailing shall be deemed the exclusive means for determining that a Notice of Objection was served timely. The Notice of Objection, if in writing, must be signed by the Settlement Class Member and state: (1) the case name and number; (2) the name of the Settlement Class Member; (3) the address of the Settlement Class Member; (4) the last four digits of the Settlement Class Member’s Social Security number; (5) the basis for the objection; and (6) if the Settlement Class Member intends to appear at the Final Approval/Settlement Fairness Hearing. Class Members who fail to make objections in writing in the manner specified above may still make their objections orally at the Final Approval/Settlement Fairness Hearing with the Court’s permission. Settlement Class Members will have a right to appear at the Final Approval/Settlement Fairness Hearing to have their objections heard by the Court regardless of whether they submitted a written objection. At no time shall any of the Parties or their counsel seek to solicit or otherwise encourage Class Members to file or serve written objections to the Settlement or appeal from the Order and Final Judgment. Class Members who submit a

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written request for exclusion may not object to the Settlement. Class Members may not object to the PAGA Payment.

L. Funding and Allocation of the Gross Settlement Amount. Defendants are required to pay the Gross Settlement Amount on or before the Funding Date, plus any employer’s share of payroll taxes as mandated by law within the time specified herein.

1. Individual Settlement Payments. Individual Settlement Payments shall be paid from the Net Settlement Amount and shall be paid pursuant to the formula set forth herein. Using the Class Data, the Settlement Administrator shall add up the total number of Workweeks for all Class Members. The respective Workweeks for each Class Member will be divided by the total Workweeks for all Class Members, resulting in the Payment Ratio for each Class Member. Each Class Member’s Payment Ratio will then be multiplied by the Net Settlement Amount to calculate each Class Member’s estimated Individual Settlement Payments. Each Individual Settlement Payment will be reduced by any legally mandated employee tax withholdings (e.g., employee payroll taxes, etc.). Individual Settlement Payments for Class Members who submit valid and timely requests for exclusion will be redistributed to Settlement Class Members who do not submit valid and timely requests for exclusion on a pro rata basis based on their respective Payment Ratios.

2. Calculation of Individual Payments to the PAGA Class. Using the Class Data, the Settlement Administrator shall add up the total number of PAGA pay periods for all PAGA Class Members during the PAGA Period. The respective PAGA pay periods for each PAGA Class Member will be divided by the total PAGA pay periods for all PAGA Class Members, resulting in the “PAGA Payment Ratio” for each PAGA Class Member. Each PAGA Class Member’s PAGA Payment Ratio will then be multiplied by the PAGA Class

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Member Payment to calculate each PAGA Class Member’s estimated share of the PAGA Payment.

3. Allocation of Individual Settlement Payments. For tax purposes, Individual Settlement Payments shall be allocated and treated as follows: 50% as wages (“Wage Portion”); 50% as penalties and interest (“Non-Wage Portion”). The Wage Portion is subject to wage withholdings and shall be reported on IRS Form W-2. The Non-Wage Portion shall not be subject to wage withholdings and shall be reported on IRS Form 1099.

4. Allocation of PAGA Class Member Payments. For tax purposes, PAGA Class Member Settlement Payments shall be allocated and treated as 100% penalties and shall be reported on IRS Form 1099.

5. No Credit Toward Benefit Plans. The Individual Settlement Payments and individual shares of the PAGA Payment made to Settlement Class Members and/or PAGA Class under this Settlement Agreement, as well as any other payments made pursuant to this Settlement Agreement, will not be utilized to calculate any additional benefits under any benefit plans to which any Class Members may be eligible, including, but not limited to profit-sharing plans, bonus plans, 401(k) plans, stock purchase plans, vacation plans, sick leave plans, PTO plans, and any other benefit plan. Rather, it is the Parties’ intention that this Settlement Agreement will not affect any rights, contributions, or amounts to which any Class Members may be entitled under any benefit plans.

6. All monies received by Settlement Class Members under the Settlement which are attributable to wages shall constitute income to such Settlement Class Members solely in the year in which such monies actually are received by the Settlement Class Members. It is the intent of the Parties that Individual Settlement Payments and individual shares of the PAGA Payment provided for in this Settlement agreement are the sole payments to be made by Defendants to

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Settlement Class Members and/or PAGA Class in connection with this Settlement Agreement, with the exception of Plaintiff, and that the Settlement Class Members and/or PAGA Class are not entitled to any new or additional compensation or benefits as a result of having received the Individual Settlement Payments and/or their shares of the PAGA Payment.

7. Mailing. Individual Settlement Payments and PAGA Class Member Payments shall be mailed by regular First-Class U.S. Mail to Settlement Class Members' and/or PAGA Class last known mailing address no later than fifteen (15) calendar days after the Funding Date.

8. Expiration. Any checks issued to Settlement Class Members and PAGA Class shall remain valid and negotiable for one hundred and eighty (180) days from the date of their issuance. If a Settlement Class Member and/or PAGA Class Member does not cash his or her settlement check within 90 days, the Settlement Administrator will send a letter to such persons, advising that the check will expire after the 180<sup>th</sup> day, and invite that Settlement Class Member and/or PAGA Class Member to request reissuance in the event the check was destroyed, lost or misplaced. In the event an Individual Settlement Payment and/or PAGA Class Member's individual share of the PAGA Payment check has not been cashed within one hundred and eighty (180) days, the check will be voided and the Participating Class Member and/or PAGA Class Member will remain bound by the Settlement. The funds from any such uncashed checks shall be reallocated and redistributed by the Settlement Administrator to those Participating Class Members and/or PAGA Class Members who cashed their Individual Settlement Payment checks through a second distribution using the same allocation as the first distribution. The Parties agreed that under this procedure, there is no residue as the entire Gross Settlement Amount will be distributed.

1           9.     Class Representative Service Award. In addition to the Individual Settlement  
2           Payment and his individual share of the PAGA Payment to be paid to Plaintiff,  
3           Plaintiff will apply to the Court for an award of not more than \$10,000, as the  
4           Class Representative Service Award. Defendants will not oppose a Class  
5           Representative Service Award of not more than \$10,000 for Plaintiff. The  
6           Settlement Administrator shall pay the Class Representative Service Award,  
7           either in the amount stated herein if approved by the Court or some other  
8           amount as approved by the Court, to Plaintiff from the Gross Settlement  
9           Amount no later than fifteen (15) calendar days after the Funding Date. Any  
10          portion of the requested Class Representative Service Award that are not  
11          awarded to the Class Representative shall be part of the Net Settlement  
12          Amount and shall be distributed to Settlement Class Members as provided in  
13          this Agreement. The Settlement Administrator shall issue an IRS Form 1099  
14          — MISC to Plaintiff for his Class Representative Service Award. Plaintiff  
15          shall be solely and legally responsible to pay any and all applicable taxes on  
16          his Class Representative Service Award and shall hold harmless the Released  
17          Parties from any claim or liability for taxes, penalties, or interest arising as a  
18          result of the Class Representative Service Award. The Class Representative  
19          Service Award shall be in addition to Plaintiff's Individual Settlement  
20          Payment as a Settlement Class Member. Approval of this Settlement shall not  
21          be conditioned on Court approval of the requested amount of the Class  
22          Representative Service Award. If the Court reduces or does not approve the  
23          requested Class Representative Service Award, Plaintiff shall not have the  
24          right to revoke the Settlement, and it will remain binding.

25          10.    Class Counsel Award. Defendants understand a motion by Class Counsel for  
26          attorneys' fees not to exceed one-third of the Gross Settlement Amount  
27          currently estimated to be \$73,333.33 plus costs and expenses supported by  
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1 declaration not to exceed Fifteen Thousand Dollars (\$15,000), from the Gross  
2 Settlement Amount will be filed. Defendants agree not to oppose the request  
3 for the Class Counsel Award. Any portion of the requested Class Counsel  
4 Award that is not awarded to Class Counsel shall be part of the Net Settlement  
5 Amount and shall be distributed to Settlement Class Members as provided in  
6 this Agreement. The Settlement Administrator shall allocate and pay the  
7 Class Counsel Award to Class Counsel from the Gross Settlement Amount no  
8 later than fifteen (15) calendar days after the Funding Date. Class Counsel  
9 shall be solely and legally responsible to pay all applicable taxes on the  
10 payment made pursuant to this paragraph. The Settlement Administrator shall  
11 issue an IRS Form 1099 — MISC to Class Counsel for the payments made  
12 pursuant to this paragraph. In the event that the Court reduces or does not  
13 approve the requested Class Counsel Award, Plaintiff and Class Counsel shall  
14 not have the right to revoke the Settlement, or to appeal such order, and the  
15 Settlement will remain binding.

16 11. PAGA Payment. Ten Thousand Dollars (\$10,000) shall be allocated from the  
17 Gross Settlement Amount for settlement of claims for civil penalties under the  
18 Private Attorneys General Act of 2004 (“PAGA Payment”). The Settlement  
19 Administrator shall distribute the LWDA Payment to the California Labor and  
20 Workforce Development Agency no later than twenty-five (25) calendar days  
21 after the Funding Date. The PAGA Class Member Payment will be distributed  
22 to the PAGA Class Members as described in this Agreement. For purposes of  
23 distributing the PAGA Class Member Payments, each PAGA Class Member  
24 shall receive their pro-rata share of the PAGA Class Member Payment using  
25 the PAGA Payment Ratio as defined above.

26 12. Claims Administration Expenses. The Settlement Administrator shall be paid  
27 for the costs of administration of the Settlement from the Gross Settlement  
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Amount. The estimate of the Claims Administration Expenses is \$9,000. The Settlement Administrator shall be paid the Claims Administration Expenses no later than fifteen (15) calendar days after the Funding Date.

M. Final Approval Motion. Class Counsel and Plaintiff shall use best efforts to file with the Court a Motion for Order Granting Final Approval and Entering Judgment, within twenty-eight (28) days following the expiration of the Response Deadline, which motion shall request final approval of the Settlement and a determination of the amounts payable for the Class Representative Service Award, the Class Counsel Award, the PAGA Payment, and the Claims Administration Expenses. Plaintiff will provide Defendants with a draft of the Motion at least 3 business days prior to the filing of the Motion to give Defendants an opportunity to propose changes or additions to the Motion

1. Declaration by Settlement Administrator. No later than fifteen (15) days after the Response Deadline, the Settlement Administrator shall submit a declaration in support of Plaintiff's motion for final approval of this Settlement detailing the number of Notice Packets mailed and re-mailed to Class Members, the number of undeliverable Notice Packets, the number of timely requests for exclusion and the names of the Class Members requesting exclusion (if any), the number of objections received, the amount of the average Individual Settlement Payment, lowest, Individual Settlement Payment, and highest Individual Settlement Payment, the Claims Administration Expenses, and any other information as the Parties mutually agree or the Court orders the Settlement Administrator to provide.

2. Final Approval Order and Judgment. Class Counsel shall present an Order Granting Final Approval of Class Action Settlement to the Court for its approval, and Judgment thereon, at the time Class Counsel files the Motion for Final Approval.

- 1 N. Review of Motions for Preliminary and Final Approval. Class Counsel will provide  
2 an opportunity for Counsel for Defendants to review the Motions for Preliminary and  
3 Final Approval, including the Order Granting Final Approval of Class Action  
4 Settlement, and Judgment before filing with the Court. The Parties and their counsel  
5 will cooperate with each other and use their best efforts to affect the Court's approval  
6 of the Motions for Preliminary and Final Approval of the Settlement, and entry of  
7 Judgment.
- 8 O. Cooperation. The Parties and their counsel will cooperate with each other and use  
9 their best efforts to implement the Settlement.
- 10 P. Interim Stay of Proceedings. The Parties agree to stay all proceedings in the Action,  
11 except such proceedings necessary to implement and complete the Settlement, pending  
12 the Final Approval/Settlement Fairness Hearing to be conducted by the Court
- 13 Q. Amendment or Modification. This Agreement may be amended or modified only by  
14 a written instrument signed by counsel for all Parties or their successors-in-interest.
- 15 R. Entire Agreement. This Agreement and any attached Exhibit constitute the entire  
16 Agreement among these Parties, and no oral or written representations, warranties or  
17 inducements have been made to any Party concerning this Agreement or its Exhibit  
18 other than the representations, warranties and covenants contained and memorialized  
19 in this Agreement and its Exhibits.
- 20 S. Authorization to Enter into Settlement Agreement. Counsel for all Parties warrant and  
21 represent they are expressly authorized by the Parties whom they represent to negotiate  
22 this Agreement and to take all appropriate Action required or permitted to be taken by  
23 such Parties pursuant to this Agreement to effectuate its terms, and to execute any other  
24 documents required to effectuate the terms of this Agreement. The persons signing  
25 this Agreement on behalf of Defendants represent and warrant that he/she is authorized  
26 to sign this Agreement on behalf of Defendants. Plaintiff represents and warrants that  
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1 he is authorized to sign this Agreement and that he has not assigned any claim, or part  
2 of a claim, covered by this Settlement to a third-party.

3 T. No Public Comment: The Parties and their counsel agree that they will not issue any  
4 press releases, initiate any contact with the press, respond to any press inquiry, or have  
5 any communication with the press about the fact, amount or terms of the Settlement  
6 Agreement. Class Counsel further agrees not to use the Settlement Agreement or any  
7 of its terms for any marketing or promotional purposes. Nothing herein will restrict  
8 Class Counsel from including publicly available information regarding this settlement  
9 in future judicial submissions regarding Class Counsel's qualifications and experience.  
10 Further, Class Counsel will not include, reference or use the Settlement Agreement for  
11 any marketing or promotional purposes, either before or after the Motion for  
12 Preliminary Approval is filed.

13 U. Binding on Successors and Assigns. This Agreement shall be binding upon, and inure  
14 to the benefit of, the successors or assigns of the Parties, as previously defined.

15 V. California Law Governs. All terms of this Agreement and the Exhibit and any disputes  
16 shall be governed by and interpreted according to the laws of the State of California.

17 W. Counterparts. This Agreement may be executed in one or more counterparts. All  
18 executed counterparts and each of them shall be deemed to be one and the same  
19 instrument provided that counsel for the Parties to this Agreement shall exchange  
20 among themselves copies or originals of the signed counterparts.

21 X. This Settlement Is Fair, Adequate and Reasonable. The Parties believe this Settlement  
22 is a fair, adequate and reasonable settlement of this Action and have arrived at this  
23 Settlement after extensive arms-length negotiations, taking into account all relevant  
24 factors, present and potential.

25 Y. Continuing Jurisdiction of the Court. The Parties agree that the Court shall retain  
26 jurisdiction over this case under CCP section 664.6 to ensure the continuing  
27 implementation of the provisions of this settlement and that the time within which to  
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1 bring this action to trial under CCP section 583.310 shall be executed from the date of  
2 the signing of this Agreement by all Parties until the entry of the final approval order  
3 and judgment or if not entered the date this Agreement shall no longer be of any force  
4 or effect.

5 Z. Invalidity of Any Provision. Before declaring any provision of this Agreement invalid,  
6 the Court shall first attempt to construe the provisions valid to the fullest extent  
7 possible consistent with applicable precedents so as to define all provisions of this  
8 Agreement valid and enforceable.

9 AA. No Unalleged Claims. Plaintiff and Class Counsel represent that they do not currently  
10 intend to pursue any claims against the Released Parties, including, but not limited to,  
11 any and all claims relating to or arising from Plaintiff's employment with Defendants,  
12 regardless of whether Class Counsel is currently aware of any facts or legal theories  
13 upon which any claims or causes of action could be brought against Released Parties,  
14 including those facts or legal theories alleged in the operative complaint in this Action.  
15 The Parties further acknowledge, understand and agree that this representation is  
16 essential to the Agreement and that this Agreement would not have been entered into  
17 were it not for this representation.

18 BB. Stipulation to Class Certification. The Parties agree to stipulate to class certification  
19 for purposes of this settlement only.

20 CC. No Admissions by the Parties. Plaintiff has claimed and continues to claim that the  
21 Released Claims have merit and give rise to liability on the part of Defendants.  
22 Defendants claim that the Released Claims have no merit and do not give rise to  
23 liability. This Agreement is a compromise of disputed claims. Nothing contained in  
24 this Agreement and no documents referred to and no action taken to carry out this  
25 Agreement may be construed or used as an admission by or against the Defendants or  
26 Plaintiff or Class Counsel as to the merits or lack thereof of the claims asserted. Other  
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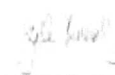
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than as may be specifically set forth herein, each Party shall be responsible for and shall bear its/his own attorney's fees and costs.

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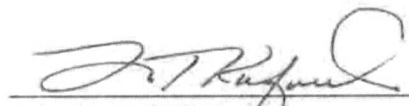
IT IS SO AGREED, FORM AND CONTENT, BY PLAINTIFF:

DATED: Feb 3, 2023

  
\_\_\_\_\_  
JOHN KNEISLY

IT IS SO AGREED, FORM AND CONTENT, BY DEFENDANTS:

DATED: Feb. 15, 2023

  
\_\_\_\_\_  
S R MACHINING, INC.

Lawrence T Kaford  
\_\_\_\_\_  
Printed Name

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

DATED: Feb 15, 2023

  
\_\_\_\_\_  
S R MACHINING-PROPERTIES LLC

Lawrence T Kaford  
\_\_\_\_\_  
Printed Name

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

1 IT IS SO AGREED AS TO FORM BY COUNSEL:  
2

3 DATED: February 6, 2023

JCL LAW FIRM, A.P.C.

4 By: 

Jean-Claude Lapuyade

5 Attorneys for Plaintiff and the Settlement Class  
6 Members

7  
8 DATED: February 6, 2023

ZAKAY LAW GROUP, APLC

9 By: 

10 Shani Zakay

11 Attorneys for Plaintiff and the Settlement Class  
12 Members

13 DATED: February 15, 2023

KLINEDINST, PC

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15 By: 

16 Gregor A. Hensrude

17 Attorneys for Defendants  
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# **EXHIBIT A**

**NOTICE OF PENDENCY OF CLASS ACTION SETTLEMENT  
AND FINAL HEARING DATE**

*(John Kneisly, et. al v. SR Machining, Inc., Riverside County Superior Court Case No. CVRI2201491)*

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT. PLEASE  
READ THIS NOTICE CAREFULLY.**

<b>SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:</b>	
<b>Do Nothing and Receive a Payment</b>	<p>To receive a cash payment from the Settlement, you do <b>not</b> have to do anything.</p> <p><b>Your estimated Settlement Share is: \$&lt;&lt; ___ &gt;&gt;. See the explanation below.</b></p> <p>After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.</p>
<b>Exclude Yourself</b>	<p>If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive <b>no money from the Settlement.</b></p> <p>Instructions are set forth below.</p>
<b>Object</b>	<p>You may write to the Court about why you believe the Settlement should not be approved.</p> <p>Directions are provided below.</p>

**1. Why did I get this Notice?**

A proposed class action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Riverside (the “Court”) has been reached between Plaintiff John Kneisly (“Plaintiff”) and Defendants S R Machining, Inc., a California corporation, and S R Machining-Properties LLC, a California limited liability company (“Defendants”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

**You have received this Class Notice because you have been identified as a member of the Class, which is defined as:**

all non-exempt employees who are or previously were directly employed by Defendants and performed work in California during the Class Period.

The “Class Period” is the period of time running from April 14, 2018, to October 10, 2022.

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

## **2. What is this class action lawsuit about?**

On April 14, 2022, Plaintiff filed a Complaint against Defendants in the Superior Court of the State of California, County of Riverside (the “Action”). Plaintiff asserted the following claims alleging that Defendant: (1) Violated California Business and Professions Code § 17200 *et seq.*; (2) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; (3) Failed to pay overtime wages in violation of California Labor Code §§ 510, *et seq.*; (4) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512, and the applicable IWC Wage Order; (5) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512, and the applicable IWC Wage Order; (6) Failed to provide wages when due in violation of California Labor Code §§ 201, 202, and 203; and (7) Failed to reimburse employees for required expenses in violation of California Labor Code section 2802. On MONTH XX, 2023, Plaintiff filed a First Amended Complaint adding an eighth (8) cause of action for Violations of the Private Attorney General Act at Labor Code Section 2698, *et seq.* (“PAGA”). PAGA is a mechanism by which the State of California itself can enforce state labor laws through the employee suing under the PAGA who does so as the proxy or agent of the state’s labor law enforcement agency. The purpose of the PAGA is not to recover damages or restitution, but to create a means of “deputizing” citizens as private attorney general to enforce the Labor Code.

Defendants deny and dispute all claims asserted in the Action. Specifically, Defendants contended (and continue to contend) that the Action could not properly be maintained as a class action; that Defendants properly paid members of the class all wages and overtime that was due; that Defendants provided members of the class with all legally required meal breaks and rest breaks; that Defendants paid any members of the class all wages due them at the time of their terminations; that Defendants reimbursed members of the class for required business expenses; that Defendants did not violate California Business and Professions Code section 17200 *et seq.*; and that Defendants are not liable for any of the penalties claimed or that could be claimed in the Action.

On October 10, 2022, the Parties participated in an all-day mediation with Hon. Steven R. Denton (Ret.), a respected jurist and experienced mediator of wage and hour class and PAGA actions. The mediation concluded in a settlement after both sides agreed to a Mediator’s proposal. The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of JCL Law Firm, APC and Zakay Law Group, APLC to serve as Class Counsel.

## **3. What are the terms of the Settlement?**

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Two Hundred Twenty Thousand Dollars (\$220,000) (the “Gross Settlement Amount”) to fund the Settlement. The Gross Settlement Amount includes the payment of all Individual Settlement Payments to participating Class Members, Class Counsel Award, Claims Administration Expenses, PAGA Payment, and the Class Representative Service Award to the Plaintiff.

After the Judgment becomes Final, Defendants will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed, and the Judgment is affirmed.

Amounts to be Paid from the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:



- Claims Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$9,000.00 for expenses, including expenses of sending this Notice, processing opt-outs, and distributing settlement payments.
- Class Counsel Award. Payment to Class Counsel attorneys' not to exceed one-third of the Gross Settlement Amount (currently \$73,333.33) plus costs and expenses not to exceed \$15,000 for all costs and expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.
- Class Representative Service Award. Class Representative Service Award of up to Ten Thousand Dollars (\$10,000) to Plaintiff, or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook.
- PAGA Payment. A payment of \$10,000 relating to Plaintiff's claim under the Private Attorneys General Act ("PAGA"), \$7,500 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA Payment") and the remaining \$2,500 will be distributed to the PAGA Class Members ("PAGA Class Member Payment").
- Calculation of Individual Settlement Payments. After all the above payments of the court-approved Class Counsel Award, the Class Representative Service Award, the PAGA Payment, and the Claims Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Individual Settlement Payment for each Settlement Class Member will be calculated by dividing the Net Settlement Amount by the total number of workweeks for all Settlement Class Members that occurred during the Class Period and multiplying the result by each individual Settlement Class Member's workweeks that occurred during the Class Period. A "workweek" is defined as a normal seven-day week of work during the Class Period in which, according to Defendant's records, a member of the class worked at least one day during any such workweek.
- Calculation of Individual Payments to PAGA Class Members. The PAGA Class Member Payment of the PAGA Payment shall be distributed to PAGA Class Members irrespective of whether they exclude themselves or opt-out. The PAGA Class Member Payment will be divided by the total number of pay periods worked by all PAGA Class Members during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective Aggrieved Employee during the PAGA Period. "PAGA Class Members" means all non-exempt employees who are or previously were directly employed by Defendants and performed work in California during the PAGA Period. The PAGA Period means the period between October 10, 2021, to October 10, 2022.

**If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment to the same address as this Class Notice. You do not have to do anything to receive a payment.** If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

You may find the Settlement Agreement entitled "Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims" filed on XXX, with the Riverside County Superior Court, Dept. 10, located at 4050 Main Street, Riverside, CA 92501. You may also find the Settlement Agreement online by visiting the Riverside County Superior Court website <https://www.riverside.courts.ca.gov/>.

Tax Matters. Fifty percent (50%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each participating Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Fifty percent (50%) of each Individual Settlement Payment is allocated to interest, penalties and

other non-wage payments, and no taxes will be withheld from this portion, and each participating Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from PAGA Class Member Payments paid to PAGA Class Members, and each PAGA Class Member will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendants' counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

#### **4. What Do I Release Under the Settlement?**

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendants, Plaintiff and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims means all class claims which are alleged in the operative complaint, or could have been alleged based upon the facts in the operative complaint, which occurred during the Class Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and class claims outside of the Class Period. The Released PAGA Claims shall be released as follows: Upon entry of final judgment and upon funding in full of the Gross Settlement Amount by Defendants, all PAGA Class Members shall release all Released PAGA Claims, irrespective of whether they opted-out of the Class Settlement, and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" means all PAGA claims which are alleged in the operative complaint and Plaintiff's PAGA notice to the LWDA which occurred during the PAGA Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and PAGA claims outside of the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendants about the legal issues resolved by this Settlement. It also means that all of the Court's orders in this Action will apply to you and legally bind you.

#### **5. How much will my payment be?**

**Defendants' records reflect that you have <<\_\_\_\_\_>> Workweeks worked during the Class Period (April 14, 2018, to October 10, 2022).**

**Based on this information, your estimated Individual Settlement Payment is <<\_\_\_\_\_>>.**

**Defendants' records reflect that you have <<\_\_\_\_\_>> pay periods worked during the PAGA Period (October 10, 2021 to October 10, 2022).**

**Based on this information, your estimated PAGA Class Member Payment is <<\_\_\_\_\_>>.**

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than \_\_\_\_\_ [forty-five (45) days after the Notice or re-mailed Notice].

#### **6. How can I get a payment?**

**To get money from the Settlement, you do not have to do anything.** A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: Atticus Administration at 1-844-728-8428.

The Court will hold a hearing on \_\_\_\_\_ to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at [www.atticusadmin.com](http://www.atticusadmin.com)

**7. What if I don't want to be a part of the Settlement?**

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or "opt out," you will be bound by the PAGA Release, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the PAGA Class Member Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than \_\_\_\_\_. The address for the Settlement Administrator is 1250 Northland Drive, Suite 240, Mendota Heights, MN 55120. The request for exclusion must state in substance: "I wish to opt out of the settlement of the class action lawsuit entitled *John Kneisly, et. al v. SR Machining, Inc., Riverside County Superior Court, Case No. CVRI2201491*. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in this Notice." The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class.

Written requests for exclusion that are postmarked after \_\_\_\_\_, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

**8. How do I tell the Court that I would like to challenge the Settlement?**

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member's name, current address, telephone number, and describe why you believe the Settlement is unfair and whether you intend to appear at the final approval hearing. All written objections or other correspondence must also state the name and number of the case, which is *John Kneisly, et. al v. SR Machining, Inc., Riverside County Superior Court, Case No. CVRI2201491*. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

**Written objections must be delivered or mailed to the Settlement Administrator no later than \_\_\_\_\_.** The address for the Settlement Administrator is Atticus Administration, LLC, 1250 Northland Drive, Suite 240, Mendota Heights, MN 55120.

The addresses for the Parties' counsel are as follows:

**Class Counsel:**  
Jean-Claude Lapuyade, Esq.

**Class Counsel:**  
Shani O. Zakay, Esq.

**Counsel for Defendant:**  
Gregor A. Hensrude, Esq.

JCL Law Firm, APC  
5440 Morehouse Drive, Suite 3600  
San Diego, CA 92121  
Tel.: (619) 599-8292  
Fax: (619) 599-2891  
E-Mail: [jlapuyade@jcl-lawfirm.com](mailto:jlapuyade@jcl-lawfirm.com)

Zakay Law Group, APLC  
5440 Morehouse Drive, Suite 3600  
San Diego, CA 92121 Tel: (619) 599-  
8292  
Fax: (619) 599-8291  
Email: [shani@zakaylaw.com](mailto:shani@zakaylaw.com)  
Website: [www.zakaylaw.com](http://www.zakaylaw.com)

Klinedinst, PC  
801 K Street, Suite 2100  
Sacramento, CA 95814  
Tel.: (916) 282-0100  
Fax: (916) 444-7544  
E-Mail: [sjohnson@klinedinstlaw.com](mailto:sjohnson@klinedinstlaw.com)

### 9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at 00:00 AM/PM on \_\_\_\_\_, at the Riverside County Superior Court, Dept. 10, located at 4050 Main Street, Riverside CA 92501 before Judge Harold Hopp. The Court has determined only that there is sufficient evidence to suggest that the proposed settlement might be fair, reasonable, and adequate. At the Final Approval Hearing, the Court will determine whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

### 10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-844-728-8428 or write to *John Kneisly, et. al v. SR Machining, Inc., Riverside County Superior Court, Case No. CVRI2201491*, Settlement Administrator, c/o \_\_\_\_\_.

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You may receive a copy of the Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims ("Settlement Agreement") filed on MONTH XX, 2023, the Final Judgment or other Settlement documents by writing to JCL Law Firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

**PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.**

#### IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your Individual Settlement Payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks will be redistributed to those Class Members who did cash their Settlement checks. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

# **EXHIBIT B**

**REQUEST FOR EXCLUSION**

Instructions: Please complete this Form ONLY IF YOU **DO NOT** WANT TO PARTICIPATE IN THE SETTLEMENT that is described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form. If you choose to complete this Form, the deadline for mailing it to the Settlement Administrator is [**\*\* INSERT DATE\*\***].

I. PERSONAL INFORMATION

Name (first, middle and last): \_\_\_\_\_  
Home Street Address: \_\_\_\_\_  
City, State, Zip Code: \_\_\_\_\_  
Telephone Number: (\_\_\_\_) \_\_\_\_\_  
Last 4 Digits of Social Security Number: \_\_\_\_\_

II. REQUEST FOR EXCLUSION

By signing and returning this Form, I certify that I wish to opt out of the settlement of the class action lawsuit entitled *John Kneisly, et. al v. SR Machining, Inc.*, Case No. CVRI2201491, filed in the Superior Court of California, County of Riverside. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form.

Any Class Member that submits a timely Request for Exclusion that is also a member of the PAGA Class will still receive his/her pro rata share of the PAGA Payment.

III. MAILING INSTRUCTIONS

If you choose to return this Form, you must return it to the Settlement Administrator postmarked on or before [**\*\*INSERT DATE\*\***] AT THE ADDRESS LISTED BELOW:

Atticus Administration, LLC  
1250 Northland Drive, Suite 240  
Mendota Heights, MN 55120

IV. PLEASE SIGN BELOW

I declare that the foregoing is true and correct.

Dated: \_\_\_\_\_

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Print Name)