

AMENDED STIPULATION OF SETTLEMENT

This Amended Stipulation of Settlement (“Settlement Agreement”) is reached by and between Plaintiff Leovardo Navarrete including all aliases (“Plaintiff”), individually and on behalf of all members of the Settlement Class (defined below), on one hand, and Defendant Dynaflex Products (“Dynaflex” or “Defendant”), on the other hand. Plaintiff and Dynaflex are referred to herein collectively as the “Parties.” Plaintiff and the Settlement Class are represented by Paul K. Haines of Haines Law Group, APC and Scott M. Lidman, Elizabeth Nguyen, and Milan Moore of Lidman Law, APC (collectively, “Class Counsel”). Dynaflex is represented by Shannon Marie Jenkins of Tredway, Lumsdaine & Doyle LLP.

On August 9, 2019, Plaintiff filed a Complaint against Defendant in Los Angeles County Superior Court, in the matter entitled *Leovardo Navarrete v. Dynaflex Products*, Case No. 19STCV27915 (the “Action”). On October 18, 2019, Plaintiff filed a First Amended Complaint, (the current operative pleadings), alleging the following claims against Dynaflex: (a) failure to pay all minimum wages owed; (b) failure to pay all overtime wages owed; (c) failure to provide meal periods, or premium pay for non-compliant meal periods; (d) failure to authorize and permit rest periods, or premium pay for non-complaint rest periods; (e) failure to provide accurate, itemized wage statements; and (f) failure to pay all wages upon termination. As a result of the foregoing alleged violations, Plaintiff contends that Dynaflex is further liable to Plaintiff and the Settlement Class (defined below) because it engaged in unlawful business practices and for penalties under California Labor Code Private Attorneys General Act of 2004 that could have been premised on the facts, claims, causes of action or legal theories described above. Defendant Dynaflex denies Plaintiff’s claims, disputes Plaintiff is an adequate representative and denies Plaintiff has standing to represent any putative group or class members, including because he is bound by an Arbitration Agreement.

Given the uncertainty of litigation, Plaintiff and Dynaflex wish to settle both individually and on behalf of the Settlement Class. Accordingly, Plaintiff and Dynaflex agree as follows:

1. **Settlement Class.** For the purposes of this Settlement Agreement only, Plaintiff and Dynaflex stipulate to the certification of the following Settlement Class:

All current and former non-exempt, hourly production and warehouse (*i.e.* non-administrative) employees of Defendant Dynaflex Products who worked in California at any time from August 9, 2015 through date of preliminary approval.

For purposes of this Settlement Agreement, the “Class Period” shall mean the time period of August 9, 2015 through the date of preliminary approval. The Parties agree that certification for purposes of this Settlement Agreement is not an admission that class certification is proper under Section 382 of the Code of Civil Procedure. If for any reason this Settlement Agreement is not approved or is terminated, in whole or in part, this conditional agreement to class certification will be inadmissible and will have no effect in this matter or in any claims brought on the same or similar allegations, and the Parties shall revert to the respective positions they held prior to entering into the Settlement Agreement, including all appeal rights relative to the denial of Defendant’s Motion to Compel Arbitration.

2. **PAGA Employees.** For the purposes of this Settlement Agreement only, Plaintiff and Dynaflex stipulate to the following PAGA Employees:

All current and former non-exempt, hourly production and warehouse (*i.e.* non-administrative) employees of Defendant Dynaflex Products who worked in California at any time from August 9, 2018 through the date of preliminary approval.

For purposes of this Settlement Agreement, the “PAGA Period” shall mean the time period of August 9, 2018 through the date of preliminary approval.

3. **Release by Settlement Class Members and Plaintiff.** Plaintiff and every member of the Settlement Class (except those who timely and properly submit a Request for Exclusion as set forth below) will fully and forever completely release and discharge Dynaflex, and all of its past and present officers, directors, shareholders, managers, employees, agents, principals, heirs, representatives, accountants, auditors, consultants, and its respective successors and predecessors in interest, subsidiaries, affiliates, parents, insurers and attorneys, (collectively the “Released Parties”), as follows:

- A. Settlement Class Members’ Release: Settlement Class members and Plaintiff will release all claims, demands, damages, rights, liabilities, interest, penalties and causes of action that were pled in the operative Complaint in the Action, or which could have been pled in the operative Complaint in the Action based on the factual allegations therein, that arose during the Class Period including but not limited to the following claims: (a) failure to pay all minimum wages owed resulting from, among other things, alleged unlawful rounding of hours worked; (b) failure to pay all overtime wages owed resulting from, among other things, alleged unlawful rounding of hours worked and failing to properly calculate the regular rate of pay; (c) failure to provide meal periods, or premium pay for non-compliant meal periods; (d) failure to authorize and permit rest periods or leaving the facility for rest breaks, or premium pay for non-complaint rest periods; (e) failure to provide accurate, itemized wage statements; (f) failure to timely pay wages upon separation of employment; (g) all claims for unfair business practices that could have been premised on the facts, claims, causes of action or legal theories described above; and (h) a claim for penalties under California Labor Code Private Attorneys General Act of 2004 as disclosed in the LWDA letter and alleged in the operative Complaint in the Action (collectively, the “Released Claims”).
- B. The time period for the release of the Released Claims shall be the same time period as the Class Period.
- C. In light of the Class Representative Service Award, Plaintiff agrees to release, in addition to the Released Claims described above, all claims, whether known or

unknown, under federal law or state law against the Released Parties including, but are not limited to, claims arising under any:

Anti-Discrimination Statutes, such as Title VII of the Civil Rights Act of 1964, 42 U.S.C. §1981, Section 503 of the Rehabilitation Act of 1973, the Fair Labor Standards Act (including the Equal Pay Act) which prohibit race, color, religion, sex and national origin discrimination in employment; the Age Discrimination in Employment Act of 1967 (29 U.S.C. §§621 through 634) and all amendments thereto, which prohibits age discrimination in employment, the California Fair Employment and Housing Act, which prohibits among other things race, color, religion, sex, age, gender and gender identity, pregnancy, disability and national origin discrimination, harassment and/or retaliation; the Americans with Disabilities Act, which prohibits discrimination against individuals with disabilities, the Family Medical Leave Act of 1993, the California Family Rights Act, the California Parental Leave Act, the California Wage Orders, the National Labor Relations Act, the Immigration Reform and Control Act, the Worker Adjustment and Retraining Notification Act, California's Occupational Safety and Health Act, or the federal equivalent, any and all equal pay legislation; any class, group, representative or collective claims or any other federal, state or municipal statute or ordinance relating to discrimination in employment or unfair employment practices, or any claim for misclassification or independent contractor status, unpaid wages or penalties, overtime, meal and rest period pay, severance pay, bonus, sick leave, holiday pay, vacation pay, life insurance, health or medical insurance, employee benefit plan or any other fringe benefit; and

Other laws, such as the California Business & Professions Code, Constitution and the California Labor Code which regulates wages, hours and working conditions, workers' compensation laws and all other laws which regulate employment in California or elsewhere; or any other federal, state or local laws whether based on statute, regulation or common law, providing recourse for alleged wrongful discharge, breach of contract (actual or implied), breach of the covenant of good faith and fair dealing, physical or personal injury, privacy, emotional distress, fraud, negligent misrepresentation, libel, slander, defamation, assault, battery, other torts and similar or related or other claims.

Notwithstanding the foregoing, Plaintiff understands that this release includes unknown claims, which includes waiving all rights and benefits afforded by Section 1542 of the California Civil Code, which provides:

A general release does not extend to claims which 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.

- D. Notwithstanding the above, nor anything else in this Settlement, the waiver and release in this Settlement does not apply to (i) those rights that as a matter of law

cannot be waived, including, but not limited to, workers' compensation claims, pending or otherwise and/or benefits to be received by Plaintiff in workers' compensation pursuant to the jurisdiction of workers' compensation; and (ii) rights or claims arising out of this Settlement.

- E. The releases identified herein will be effective on the date that Defendant fully funds the Gross Settlement Amount.

4. **Gross Settlement Amount.** As consideration, Defendant agrees to pay a "Gross Settlement Amount" of Four Hundred Fifteen Thousand Dollars and Zero Cents (\$415,000.00) (unless such Gross Settlement Amount is increased pursuant to Paragraph 3.E. below) in full and complete settlement of the Action, as follows:

- A. The Parties have agreed to engage Phoenix Settlement Administrators (or other mutually agreeable alternative Settlement Administrator) as the "Settlement Administrator" to administer this Settlement. All administrative costs shall be paid from the Gross Settlement Amount.
- B. With the exception of the Settlement Administrator's fees, if required by the Settlement Administrator, the Gross Settlement Amount shall be deposited by Dynaflex into a qualified settlement fund set up by the Settlement Administrator for the benefit of participating Settlement Class members. Defendant agrees to deposit the Gross Settlement Amount with the Settlement Administrator within forty-five (45) calendar days after the "Effective Date" which is defined as the latter of: (a) the Court's final approval of the settlement if no objections by or on behalf of Settlement Class members have been filed; (b) the time for appeal has expired if an objection has been filed and no appeal has been filed or withdrawn; or (c) the final resolution of any appeal that has been filed.
- C. This is a non-reversionary settlement. The Gross Settlement Amount includes:
 - (1) All payments (including interest) to the Settlement Class members;
 - (2) All costs of the Settlement Administrator and settlement administration, which are anticipated to be no greater than Seven Thousand Dollars and Zero Cents (\$7,000.00);
 - (3) Up to Five Thousand Dollars and Zero Cents (\$5,000.00) for Plaintiff's Class Representative Service Award, in recognition of his contributions to the Action, and his service to the Settlement Class. Even in the event that the Court reduces or does not approve the requested Class Representative Service Award, Plaintiff shall not have the right to revoke this Settlement Agreement, and this Settlement shall remain binding;
 - (4) Up to one-third of the Gross Settlement Amount in Class Counsel's attorneys' fees [estimated to be One Hundred Thirty-Eight Thousand Three Hundred Thirty-Three Dollars and Thirty-Three Cents (\$138,333.33), unless the Gross Settlement Amount is increased pursuant to Paragraph 3.E.

below], plus actual costs and expenses incurred by Class Counsel related to the Action as supported by declaration, which Class Counsel currently estimates to be no greater than Thirty Thousand Dollars and Zero Cents (\$30,000.00). In the event that the Court reduces or does not approve the requested Class Counsel attorneys' fees and/or costs, Class Counsel shall not have the right to revoke this Settlement Agreement, and it will remain binding; and

(5) Twenty-Five Thousand Dollars and Zero Cents (\$25,000.00) of the Gross Settlement Amount has been set aside by the Parties as PAGA civil penalties. Per Labor Code § 2699(i), seventy-five percent (75%) of such penalties, or Eighteen Thousand Seven Hundred Fifty Dollars and Zero Cents (\$18,750.00) will be payable to the Labor & Workforce Development Agency ("LWDA"), and the remaining twenty-five percent (25%), or Six Thousand Two Hundred Fifty Dollars and Zero Cents (\$6,250.00), will be payable to the PAGA Employees as the "PAGA Amount," as described below.

D. Defendant's share of payroll taxes shall be paid by Defendant separately from, and in addition to, the Gross Settlement Amount.

E. **Unexpected Workweeks/Escalator Clause.** Defendant represents that there are an estimated 16,954 workweeks worked by Class Members during the Class Period. If the number of workweeks during the Class Period is more than 15% greater than this figure (*i.e.*, if there are 19,497 or more workweeks worked by the settlement class members), Defendant agrees to increase the Gross Settlement Amount on a proportional basis (*i.e.*, if there was 15% increase in the number workweeks during the Class Period, Defendant would agree to increase the Gross Settlement Amount by 15%).

5. **Payments to the Settlement Class.** Settlement Class members are not required to submit a claim form to receive a payment ("Settlement Award") from the Settlement. Settlement Awards will be determined and paid as follows:

A. The Settlement Administrator shall first deduct from the Gross Settlement Amount the amounts approved by the Court for Class Counsel's attorneys' fees, Class Counsel's costs and expenses, Plaintiff's Class Representative Service Award, the Settlement Administrator's fees and expenses for administration, and the amount designated as PAGA civil penalties payable to the LWDA. The remaining amount shall be known as the "Net Settlement Amount."

B. From the Net Settlement Amount, the Settlement Administrator will calculate each Settlement Class member's Settlement Award based on the following formula:

i. The Net Settlement Amount shall be allocated to Settlement Class members who worked during the Class Period, as follows: each participating Settlement Class member shall receive a proportionate settlement share

based upon the number of workweeks worked during the Class Period, the numerator of which is the Settlement Class member's total workweeks worked during the Class Period, and the denominator of which is the total workweeks worked by all Settlement Class members (who do not opt out) who worked during the Class Period.

- C. PAGA Amount: Six Thousand Two Hundred Fifty Dollars and Zero Cents (\$6,250.00) of the Gross Settlement Amount has been designated as the "PAGA Amount" as described above. Each PAGA Employee who was employed by Dynaflex at any time from August 9, 2018 to the date of preliminary approval shall receive a portion of the PAGA Amount proportionate to the number of workweeks that he or she worked during this time period. Each PAGA Employee who worked during this time period shall receive a portion of the PAGA Amount, and which will be calculated by multiplying the PAGA Amount by a fraction, the numerator of which is the PAGA Employees' number of workweeks worked during this time period, and the denominator of which is the total number of workweeks worked by all PAGA Employees during this time period.
- D. Within ten (10) calendar days following Dynaflex's deposit of the Gross Settlement Amount with the Settlement Administrator, the Settlement Administrator will calculate Settlement Award amounts and provide the same to counsel for the Parties for review and approval. Within seven (7) calendar days of approval by counsel for the Parties, the Settlement Administrator will prepare and mail Settlement Awards, less applicable taxes and withholdings, to participating Settlement Class members. The Settlement Administrator shall simultaneously pay the withholdings to the applicable authorities with the necessary reports, submitting copies to Dynaflex's counsel.
- E. For purposes of calculating applicable taxes and withholdings, each Settlement Award shall be allocated as follows: Sixty Seven percent (67%) as penalties and interest; and Thirty-Three percent (33%) as wages. The Settlement Administrator will be responsible for issuing to participating Settlement Class members IRS Forms W-2 for amounts deemed "wages" and IRS Forms 1099 for the amounts allocated as penalties and interest. Each Settlement Class member who receives a Settlement Award will be responsible for correctly characterizing the payment for tax purposes and for payment of any taxes owing on said amount. Notwithstanding the treatment of the payments to each Settlement Class member above, none of the payments called for by this Settlement Agreement, including the wage portion, are to be treated as earnings, wages, pay or compensation for any purpose of any applicable benefit or retirement plan, unless required by such plans.
- F. Each member of the Settlement Class who receives a Settlement Award must cash the check(s) within 180 days from the date the Settlement Administrator mails it/them. Any funds payable to Settlement Class members whose checks were not cashed within 180 days after mailing will escheat to the California Secretary of State- Unclaimed Property Fund under the unclaimed property laws in the name of the Settlement Class member.

- G. Neither Plaintiff nor Dynaflex shall bear any liability for lost or stolen checks, forged signatures on checks, or unauthorized negotiation of checks. Unless responsible by its own acts of omission or commission, the same is true for the Settlement Administrator.

6. **Attorneys' Fees and Costs.** Dynaflex will not object to Class Counsel's request for a total award of attorneys' fees of one-third of the Gross Settlement Amount, which is currently estimated to be One Hundred Thirty-Eight Thousand, Three Hundred Thirty-Three Dollars and Thirty-Three Cents (\$138,333.33) (unless the Gross Settlement Amount is increased pursuant to Paragraph 3.E. below, in which case the attorneys' fees shall increase accordingly). Additionally, Class Counsel will request an award of actual costs and expenses as supported by declaration, in an amount not to exceed Thirty Thousand Dollars and Zero Cents (\$30,000.00) from the Gross Settlement Amount. These amounts will cover any and all work performed and any and all costs incurred in connection with this litigation, including without limitation: all work performed and all costs incurred to date; and all work to be performed and costs to be incurred in connection with obtaining the Court's approval of this Settlement Agreement, including any objections raised and any appeals necessitated by those objections. Class Counsel will be issued an IRS Form 1099 by the Settlement Administrator when the Settlement Administrator pays the fee award allowed by the Court.

7. **Class Representative Service Award.** Dynaflex will not object to a request for a Class Representative Service Award of up to Five Thousand Dollars and Zero Cents (\$5,000.00). This award will be in addition to Plaintiff's Settlement Award as a Settlement Class member and shall be reported on an IRS Form 1099 issued by the Settlement Administrator. Even in the event that the Court reduces or does not approve the requested Service Award, Plaintiff shall not have the right to revoke this Settlement, and it will remain binding.

8. **Settlement Administrator.** Dynaflex will not object the appointment of Phoenix Settlement Administrators as Settlement Administrator. Defendant will not object to Plaintiff's seeking permission to pay up to Seven Thousand Dollars and Zero Cents (\$7,000.00) for its services from the Gross Settlement Amount. The Settlement Administrator shall be responsible for sending notices and for calculating Settlement Awards and preparing all checks and mailings, calculating Dynaflex's share of taxes payable on the wages, which shall be paid by Dynaflex separate and apart from the Gross Settlement Amount, and other duties as described in this Settlement Agreement. The Settlement Administrator shall be authorized to pay itself from the Gross Settlement Amount by Class Counsel only after Settlement Awards have been mailed to all participating Settlement Class members.

9. **Preliminary Approval.** Within a reasonable time after execution of this Settlement Agreement by the Parties, Plaintiff shall apply to the Court for the entry of an Order:

- A. Conditionally certifying the Settlement Class for purposes of this Settlement Agreement;
- B. Appointing Paul K. Haines of Haines Law Group, APC and Scott M. Lidman, Milan Moore and Elizabeth Nguyen of Lidman Law, APC as Class Counsel;

- C. Appointing Leovardo Navarrete as Class Representative for the Settlement Class;
- D. Approving Phoenix Settlement Administrators as Settlement Administrator;
- E. Preliminarily approving this Settlement Agreement and its terms as fair, reasonable, and adequate;
- F. Approving the form and content of the Notice Packet (which is comprised of the Notice of Pendency of Class Action and Settlement and Notice of Settlement Award, drafts of which are attached collectively hereto as **Exhibit A**), and directing the mailing of same; and
- G. Scheduling a Final Approval hearing.

10. **Notice to Settlement Class.** Following preliminary approval, the Settlement Class shall be notified as follows:

- A. Within thirty (30) calendar days after entry of an order preliminarily approving this Agreement, Dynaflex will provide the Settlement Administrator with the names, last known addresses, phone numbers, social security numbers, positions held, the dates of employment and the number of workweeks worked by each Settlement Class member while employed during the Class Period (the "Class Data"). The Class Data shall be provided to the Settlement Administrator in an electronic format satisfactory to the Settlement Administrator.
- B. Within ten (10) business days from receipt of this information, the Settlement Administrator shall (i) run the names of all Settlement Class members through the National Change of Address ("NCOA") database to determine any updated addresses for Settlement Class members; (ii) update the address of any Settlement Class member for whom an updated address was found through the NCOA search; (iii) calculate the estimated Settlement Award for each Settlement Class member; and (iv) mail a Notice Packet in both English and Spanish to each Settlement Class member at his or her last known address or at the updated address found through the NCOA search, and retain proof of mailing.
- C. Requests for Exclusion. Any Settlement Class member who wishes to opt-out of the Settlement must complete and mail a Request for Exclusion (defined below) to the Settlement Administrator within sixty (60) calendar days of the date of the initial mailing of the Notice Packets (the "Response Deadline").
 - i. The Notice Packet shall state that Settlement Class members who wish to exclude themselves from the Settlement must submit a Request for Exclusion by the Response Deadline. The Request for Exclusion must: (1) contain the name, address, telephone number and the last four digits of the Social Security number of the Settlement Class member; (2) contain a statement that the Settlement Class member wishes to be excluded from the Settlement; (3) be signed by the Settlement Class member; and (4) be postmarked by the Response Deadline and mailed to the Settlement Administrator at the address specified in

the Class Notice. If the Request for Exclusion does not contain the information listed in (1)-(3), it will not be deemed valid for exclusion from the Settlement, except a Request for Exclusion not containing a Class Member's telephone number and/or last four digits of the Social Security number will be deemed valid. The date of the postmark on the Request for Exclusion shall be the exclusive means used to determine whether a Request for Exclusion has been timely submitted. Any Settlement Class member who requests to be excluded from the Settlement Class will not be entitled to any recovery under this Settlement Agreement and will not be bound by the terms of the Settlement or have any right to object, appeal or comment thereon.

- ii. The Parties agree there is no statutory or other right for any Settlement Class member to opt out or otherwise exclude himself or herself from the PAGA portion of the Settlement. A Settlement Class member who submits a valid and timely Request for Exclusion shall still receive his or her proportionate share of the PAGA Amount and be bound by this Settlement Agreement and release.

D. Objections. Members of the Settlement Class who do not request exclusion may object to this Settlement Agreement as explained in the Class Notice by mailing a written objection with the Settlement Administrator (who shall serve all objections as received on Class Counsel and Dynaflex's counsel). Class Counsel shall file any objections with the Court. Dynaflex's counsel and Class Counsel shall file any responses to objections no later than the deadline to file the Motion for Final Approval. To be valid, any written objection must: (1) contain the objecting Settlement Class member's full name and current address, as well as contact information for any attorney representing the objecting Settlement Class member for purposes of the objection; (2) include all objections and the factual and legal bases for same; (3) include any and all supporting papers, briefs, written evidence, declarations, and/or other evidence, if any; and (4) be postmarked no later than the Response Deadline. Members of the Settlement Class who do not request exclusion may also object to the Settlement by appearing at the Final Approval Hearing irrespective of whether they submitted any written objections.

E. Notice of Settlement Award / Disputes. Each Notice Packet mailed to a Settlement Class member shall disclose the amount of the Settlement Class member's estimated Settlement Award as well the Settlement Class member's number of workweeks worked during the Class Period. Settlement Class members will have the opportunity, should they disagree with Dynaflex's records regarding the information stated in the Notice of Settlement Award, to provide documentation and/or an explanation to show contrary information. Any such dispute, including any supporting documentation, must be mailed to the Settlement Administrator and postmarked by the Response Deadline. 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 Settlement Awards under the terms of this Settlement Agreement.

- F. Any Notice Packets returned to the Settlement Administrator as non-delivered on or before the Response Deadline shall be re-mailed to the forwarding address affixed thereto. If no forwarding address is provided, the Settlement Administrator shall make reasonable efforts, including utilizing a “skip trace,” to obtain an updated mailing address within three (3) business days of receiving the returned Notice Packet. If an updated mailing address is identified before the Response Deadline, the Settlement Administrator shall resend the Notice Packet to the Settlement Class member immediately, and in any event within three (3) business days of obtaining the updated address. The address identified by the Settlement Administrator as the current mailing address shall be presumed to be the best mailing address for each Settlement Class member. It will be presumed that, if an envelope so mailed has not been returned within twenty (20) days of the mailing, the Settlement Class member received the Notice Packet. Settlement Class members to whom Notice Packets are re-mailed after having been returned as undeliverable to the Settlement Administrator shall have fourteen (14) calendar days from the date of re-mailing, or until the Response Deadline has expired, whichever is later, to submit a Request for Exclusion, Objection, or dispute. Notice Packets that are re-mailed shall inform the recipient of this adjusted deadline. Nothing else shall be required of, or done by, the Parties, Class Counsel, or Dynaflex’s Counsel to provide notice of the proposed settlement.

11. **Final Approval.** Following preliminary approval and the close of the period for filing requests for exclusion, objections, or disputes under this Settlement Agreement, Plaintiff shall apply to the Court for entry of an Order:

- A. Granting final approval to the Settlement Agreement and adjudging its terms to be fair, reasonable, and adequate;
- B. Approving Plaintiff’s and Class Counsel’s application for attorneys’ fees and costs, Class Representative Service Award, and settlement administration costs; and
- C. Entering judgment pursuant to California Rule of Court 3.769 and posting notice of the judgment on a static website created and maintained by the Settlement Administrator.

12. **Revocation Option for Defendant.** If five percent (5%) or more of the Class Members opt out of the Settlement, Defendant may, at its sole election, rescind the Settlement and all actions taken in furtherance of it will thereby be null and void. Defendant must exercise this right of rescission, in writing, to Class Counsel within seven (7) calendar days after the Settlement Administrator notifies the Parties of a greater than five percent (5%) opt-out rate. If the option to rescind is exercised, then Defendant shall be solely responsible for all reasonable costs of the settlement administration accrued to that point.

13. **Limited Waiver of Arbitration.** Upon judgment being entered and Defendant fully funding the Gross Settlement Amount, Defendant, Plaintiff and Settlement Class members who have not properly opted-out will be deemed to have waived, for purposes of this Settlement only, any contractual right to arbitrate Released Claims of Settlement Class members who have not

properly opted-out arising during the Class Period. Nothing in this Agreement shall be construed or deemed to result in a waiver of any right to arbitrate or to compel arbitration as to any other claims.

14. **Non-Admission of Liability.** Nothing in this Settlement Agreement shall operate or be construed as an admission of any liability or that class certification is appropriate in any context other than this Settlement. In particular, but without limiting the generality of the foregoing, nothing about this Settlement Agreement shall be offered or construed as an admission of liability, wrongdoing, impropriety, responsibility, or fault whatsoever on the part of Dynaflex and/or the Released Parties, and it shall not be construed as or deemed to be evidence of, or an admission or concession that the any Settling Class member has suffered any damage. Each of the Parties has entered into this Settlement Agreement to avoid the burden and expense of further litigation. Pursuant to California Evidence Code Section 1152, this Settlement Agreement is inadmissible in any proceeding, except a proceeding to approve, interpret, or enforce this Settlement Agreement. If Final Approval does not occur, the Parties agree that this Settlement Agreement is void, but remains protected by California Evidence Code Section 1152.

15. **Non-disclosure and Non-publication.** Plaintiff and Class Counsel agree not to disclose or publicize the Settlement Agreement contemplated herein, the fact of the Settlement Agreement, its terms or contents, or the negotiations underlying the Settlement Agreement, in any manner or form, directly or indirectly, to any person or entity, except to Settlement Class members and as shall be contractually required to effectuate the terms of the Settlement Agreement as set forth herein. However, for the limited purpose of allowing Class Counsel to prove adequacy as class counsel in other actions, Class Counsel may disclose the names of the Parties in this Action, the venue/case number of this Action, and a general description of the Action, to a court in a declaration by Class Counsel. Class Counsel may also include a general description of the Settlement on their respective websites but may not include the name(s) of any of the Parties, or the case name or case number of the Action.

16. **Legal Developments.** The Parties agree that Plaintiff will submit to the Court a motion for preliminary approval of this Settlement containing all of the terms and conditions contained herein notwithstanding any new legal developments regarding the Released Claims.

17. **Waiver and Amendment.** The Parties may not waive, amend, or modify any provision of this Settlement Agreement except by a written agreement signed by all of the Parties, and subject to any necessary Court approval. A waiver or amendment of any provision of this Settlement Agreement will not constitute a waiver of any other provision.

18. **Attorneys' Fees:** In the event of any dispute arising out of the interpretation, performance, or breach of any provision of this Settlement Agreement, the prevailing party in such dispute(s) shall be entitled to recover her and/or its reasonable attorneys' fees and costs incurred arising from such dispute. Otherwise, and except as otherwise provided herein, all parties shall bear their own attorneys' fees and costs. Plaintiff and the Settlement Class members shall be solely responsible for any apportionment of attorneys' fees between their respective attorneys.

19. **Notices.** All notices, demands, and other communications to be provided concerning this Settlement Agreement shall be in writing and delivered by receipted delivery and by e-mail at the addresses set forth below, or such other addresses as either Party may designate in writing from time to time:

if to Defendant: Shannon Marie Jenkins of Tredway, Lumsdaine & Doyle LLP, 2010 Main Street, Suite 1000, Irvine, CA 92614; sjenkins@tldlaw.com

if to Plaintiff: Scott M. Lidman, Elizabeth Nguyen, and Milan Moore of Lidman Law, APC, 2155 Campus Drive, Suite 150 El Segundo, California 90245; slidman@lidmanlaw.com and enguyen@lidmanlaw.com

Paul K. Haines, Haines Law Group, APC, 2155 Campus Drive, Suite 180, El Segundo, California 90245; phaines@haineslawgroup.com

20. **Cooperation.** The Parties agree to work cooperatively, diligently and in good faith to ensure that all documents necessary to effectuate this Settlement are properly and timely filed.

21. **Entire Agreement.** This Settlement Agreement contains the entire agreement between the Parties with respect to the transactions contemplated hereby, and supersedes all negotiations, presentations, warranties, commitments, offers, contracts, and writings prior to the date hereof relating to the subject matters hereof.

22. **Counterparts.** This Settlement Agreement may be executed by one or more of the Parties on any number of separate counterparts and delivered electronically, and all of said counterparts taken together shall be deemed to constitute one and the same instrument.

DATED:

3-17-2021

DEFENDANT DYNAFLEX PRODUCTS.

By: 

Its: President

DATED:

PLAINTIFF LEOVARDO NAVARRETE

By: _____

Plaintiff and Settlement Class Representative

19. **Notices.** All notices, demands, and other communications to be provided concerning this Settlement Agreement shall be in writing and delivered by receipted delivery and by e-mail at the addresses set forth below, or such other addresses as either Party may designate in writing from time to time:

if to Defendant: Shannon Marie Jenkins of Tredway, Lumsdaine & Doyle LLP, 2010 Main Street, Suite 1000, Irvine, CA 92614; sjenkins@tldlaw.com

if to Plaintiff: Scott M. Lidman, Elizabeth Nguyen, and Milan Moore of Lidman Law, APC, 2155 Campus Drive, Suite 150 El Segundo, California 90245; slidman@lidmanlaw.com and enguyen@lidmanlaw.com

Paul K. Haines, Haines Law Group, APC, 2155 Campus Drive, Suite 180, El Segundo, California 90245; phaines@haineslawgroup.com

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DATED:

DEFENDANT DYNAFLEX PRODUCTS.

By: _____

Its: _____

DATED:

2-27-021

PLAINTIFF LEOVARDO NAVARRETE

By: Leovardo Navarrete
Plaintiff and Settlement Class Representative

ADDITIONAL PLAINTIFF SIGNATURE UNDER ADEA:

This Amended Settlement Agreement was presented to Plaintiff for his review and consideration on February __, 2021 ("Review Date"). He is entitled to review and consider this Agreement for twenty-one (21) calendar days following the Review Date before signing and returning this Agreement. If Plaintiff does not accept the terms of this Agreement in writing within twenty-one (21) days of the Review Date, any offer implied by the presentation of this Agreement for his review and consideration is withdrawn in its entirety at that time. For a period of seven (7) calendar days following his execution of this Agreement, he may revoke this Agreement ("Revocation Period"). He may revoke this Agreement only by giving the Defendant formal, written notice of his revocation of this Agreement, to be received by counsel for Defendant, Shannon Marie Jenkins, Esq. at sjenkins@tldlaw.com by the close of business on the seventh (7th) day following his execution of this Agreement. This Agreement shall not become effective in any respect until the Revocation Period has expired without notice of revocation.

DATED: 2-27-021

PLAINTIFF LEOVARDO NAVARRETE

By: Leovardo Navarrete
Plaintiff

APPROVED AS TO FORM:

DATED:

TREDWAY, LUMSDAINE & DOYLE LLP.

By: _____
Shannon Marie Jenkins
Attorneys for Defendant DYNAFLEX
PRODUCTS

DATED:

HAINES LAW GROUP, APC

By: _____
Paul K. Haines
Attorneys for Plaintiff Leovardo Navarrete

DATED:

LIDMAN LAW, APC

By: _____
Scott M. Lidman
Attorneys for Plaintiff Leovardo Navarrete

ADDITIONAL PLAINTIFF SIGNATURE UNDER ADEA:

This Amended Settlement Agreement was presented to Plaintiff for his review and consideration on February __, 2021 (“Review Date”). He is entitled to review and consider this Agreement for twenty-one (21) calendar days following the Review Date before signing and returning this Agreement. If Plaintiff does not accept the terms of this Agreement in writing within twenty-one (21) days of the Review Date, any offer implied by the presentation of this Agreement for his review and consideration is withdrawn in its entirety at that time. For a period of seven (7) calendar days following his execution of this Agreement, he may revoke this Agreement (“Revocation Period”). He may revoke this Agreement only by giving the Defendant formal, written notice of his revocation of this Agreement, to be received by counsel for Defendant, Shannon Marie Jenkins, Esq. at sjenkins@tldlaw.com by the close of business on the seventh (7th) day following his execution of this Agreement. This Agreement shall not become effective in any respect until the Revocation Period has expired without notice of revocation.

DATED: PLAINTIFF LEOVARDO NAVARRETE

By: _____
Plaintiff

APPROVED AS TO FORM:

DATED: TREDWAY, LUMSDAINE & DOYLE LLP.

By: Shannon Marie Jenkins, Esq.
Shannon Marie Jenkins
Attorneys for Defendant DYNAFLEX
PRODUCTS

DATED: HAINES LAW GROUP, APC

By: _____
Paul K. Haines
Attorneys for Plaintiff Leovardo Navarrete

DATED: LIDMAN LAW, APC

By: _____
Scott M. Lidman
Attorneys for Plaintiff Leovardo Navarrete

ADDITIONAL PLAINTIFF SIGNATURE UNDER ADEA:

This Amended Settlement Agreement was presented to Plaintiff for his review and consideration on February __, 2021 (“Review Date”). He is entitled to review and consider this Agreement for twenty-one (21) calendar days following the Review Date before signing and returning this Agreement. If Plaintiff does not accept the terms of this Agreement in writing within twenty-one (21) days of the Review Date, any offer implied by the presentation of this Agreement for his review and consideration is withdrawn in its entirety at that time. For a period of seven (7) calendar days following his execution of this Agreement, he may revoke this Agreement (“Revocation Period”). He may revoke this Agreement only by giving the Defendant formal, written notice of his revocation of this Agreement, to be received by counsel for Defendant, Shannon Marie Jenkins, Esq. at sjenkins@tldlaw.com by the close of business on the seventh (7th) day following his execution of this Agreement. This Agreement shall not become effective in any respect until the Revocation Period has expired without notice of revocation.

DATED: PLAINTIFF LEOVARDO NAVARRETE

By: _____
Plaintiff

APPROVED AS TO FORM:

DATED: TREDWAY, LUMSDAINE & DOYLE LLP.

By: _____
Shannon Marie Jenkins
Attorneys for Defendant DYNAFLEX
PRODUCTS

DATED: 3/24/2021 HAINES LAW GROUP, APC

By:  _____
Paul K. Haines
Attorneys for Plaintiff Leovardo Navarrete

DATED: 3/24/2021 LIDMAN LAW, APC


By:  _____
Scott M. Lidman
Attorneys for Plaintiff Leovardo Navarrete

EXHIBIT A

EXHIBIT A

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

LEOVARDO NAVARRETE,

Plaintiff,

vs.

DYNAFLEX PRODUCTS, a California corporation;
and Does 1 through 100,

Defendants.

Case No. 19STCV27915

**NOTICE OF PENDENCY OF CLASS
ACTION AND PROPOSED SETTLEMENT**

- To: (i) All current and former non-exempt, hourly production and warehouse (*i.e.* non-administrative) employees of Defendant Dynaflex Products (“Dynaflex” or Defendant”) who worked in California at any time from August 9, 2015 through [insert date of preliminary approval]; and
- (ii) All current and former non-exempt, hourly production and warehouse (*i.e.*, non-administrative) employees of Defendant Dynaflex Products who worked in California at any time from August 9, 2018 through [insert date of preliminary approval]. Collectively, these employees will be referred to as “PAGA Employees”

Collectively, these employees will be referred to as “Settlement Class members.”

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

Why should you read this notice?

The Court has granted preliminary approval of a proposed class action settlement (the “Settlement”) in *Leovardo Navarrete v. Dynaflex Products, et al.*, Case No. 19STCV27915 (the “Lawsuit”). Because your rights may be affected by the Settlement, it is important that you read this notice carefully.

You may be entitled to money from this Settlement. Dynaflex’s records show that you were employed at Dynaflex as a non-exempt employee in California between August 9, 2015 through [insert date of preliminary approval] (the “Class Period”) and/or as a non-exempt employee in California from August 9, 2018 through [insert date of preliminary approval] (the “PAGA Period”). The Court ordered that this Notice be sent to you because you may be entitled to money under the Settlement and because the Settlement affects your legal rights.

The purpose of this notice is to provide you with a brief description of the Lawsuit, to inform you of the terms of the Settlement, to describe your rights in connection with the Settlement, and to explain what steps you may take to participate in, object to, or exclude yourself from the Settlement. If you do not exclude yourself from the Settlement and the Court finally approves the Settlement, you will be bound by the terms of the Settlement and any final judgment.

What is this case about?

Plaintiff Leovardo Navarrete (“Plaintiff”) brought this Lawsuit against Dynaflex seeking to assert claims on behalf of a class of current and former non-exempt, hourly production and warehouse (*i.e.*, non-administrative) employees who worked for Dynaflex in California at any time beginning August 9, 2015. Plaintiff is known as the “Class Representative,” and his attorneys, who also represent the interests of all Settlement Class members, are known as “Class Counsel.”

The Lawsuit alleges that Dynaflex among other things failed to pay Settlement Class members all minimum and overtime wages, failed to provide to Settlement Class members all required meal and rest periods, and

failed to provide Settlement Class members with itemized wage statements in compliance with California law. The Lawsuit also alleges that Dynaflex failed to timely pay all wages owed to Settlement Class members upon their separation of employment from Dynaflex. As a result of the foregoing alleged violations, Plaintiff also alleges that Dynaflex failed to provide accurate, itemized wage statements, engaged in unfair business practices and is liable for civil penalties under the Labor Code Private Attorney General Act.

Dynaflex denies that it has done anything unlawful or wrong. Dynaflex further denies that it owes Settlement Class members any wages, restitution, penalties, or other damages. Dynaflex also denies that Plaintiff has any standing to bring such claims and asserts that Plaintiff is bound by the terms of an Arbitration Agreement. Accordingly, the Settlement constitutes a compromise of disputed claims and should not be construed as an admission of liability on the part of Dynaflex, which expressly denies all liability.

The Court has not ruled on the merits of Plaintiff's claims. However, to avoid additional expense, inconvenience, and interference with its business operations, Dynaflex and Plaintiff have concluded that it is in its best interests and the interests of Settlement Class members to settle the Lawsuit on the terms summarized in this Notice. After Dynaflex provided relevant information to Class Counsel, the Settlement was reached after mediation and negotiations between the parties.

The Class Representative and Class Counsel support the Settlement. Among the reasons for support are the defenses to liability potentially available to Dynaflex, the risk of denial of class certification, the inherent risks of trial on the merits, and the delays and uncertainties associated with litigation.

If you are still employed by Dynaflex, your decision about whether to participate in the Settlement will not affect your employment. California law and Dynaflex's policies strictly prohibit unlawful retaliation. Dynaflex will not take any adverse employment action against or otherwise target, retaliate, or discriminate against any Settlement Class member because of the Settlement Class member's decision to either participate or not participate in the Settlement.

Who are the Attorneys?

<p>Attorneys for the Plaintiff / Settlement Class Members:</p> <p>LIDMAN LAW, APC Scott M. Lidman slidman@lidmanlaw.com Elizabeth Nguyen enguyen@lidmanlaw.com Milan Moore mmoore@lidmanlaw.com 2155 Campus Drive, Suite 150 El Segundo, California 90245 Tel: (424) 322-4772 Fax: (424) 322-4775 www.lidmanlaw.com</p> <p>HAINES LAW GROUP, APC Paul K. Haines phaines@haineslawgroup.com 2155 Campus Drive, Suite 150 El Segundo, California 90245 Tel: (424) 292-2350 Fax: (424) 292-2355 www.haineslawgroup.com</p>	<p>Attorneys for Defendant Dynaflex Products:</p> <p>TREDWAY, LUMSDAINE & DOYLE LLP Shannon Marie Jenkins sjenkins@tldlaw.com 2010 Main Street, Suite 1000, Irvine, California 92614 Tel: (949) 756-0684 Fax: (888) 298-9254 www.tldlaw.com</p>
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What are the terms of the Settlement?

On [insert date of preliminary approval], the Court preliminarily certified a class, for settlement purposes only, of all current and former non-exempt, hourly production and warehouse (*i.e.*, non-administrative) employees who worked for Dynaflex in California from August 9, 2015 through [insert date of preliminary approval]. Additionally, the Court approved the PAGA Employees, for settlement purposes only, of all current and former non-exempt, hourly production and warehouse (*i.e.*, non-administrative) employees who worked for Dynaflex in California from August 9, 2018 through [insert date of preliminary approval]. Settlement Class members who do not opt out of the Settlement pursuant to the procedures set forth in this Notice will be bound by the Settlement and will release their claims against Dynaflex as described below.

Dynaflex has agreed to pay \$415,000.00 (the “Gross Settlement Amount”) to fully resolve all claims in the Lawsuit, which includes payments to Settlement Class members, attorneys’ fees and expenses, payment to the Labor Workforce Development Agency (“LWDA”), settlement administration costs, the Class Representative’s Service Award and monies to be paid to the LWDA. Dynaflex’s share of payroll taxes associated with any wage payments to Settlement Class members shall be paid by Dynaflex separately from, and in addition to, the Gross Settlement Amount.

The following deductions from the Gross Settlement Amount will be requested by the parties:

Settlement Administration Costs. The Court has approved Phoenix Settlement Administrators to act as the “Settlement Administrator,” who is sending this Notice to you and will perform many other duties relating to the Settlement. The Court has approved setting aside up to \$7,000.00 from the Gross Settlement Amount to pay the Settlement administration costs.

Attorneys’ Fees and Expenses. Class Counsel have been prosecuting the Lawsuit on behalf of the Settlement Class Members on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses. The Court will determine the actual amount awarded to Class Counsel as attorneys’ fees, which will be paid from the Gross Settlement Amount. Settlement Class members are not personally responsible for any of Class Counsel’s attorneys’ fees or expenses. Class Counsel will ask for fees of up to one-third of the Gross Settlement Amount, which is estimated to be \$138,333.33, as reasonable compensation for the work Class Counsel performed and will continue to perform in this Lawsuit through Settlement finalization. Class Counsel also will ask for reimbursement in an amount not to exceed \$30,000.00 for verified costs Class Counsel incurred in connection with the Lawsuit.

Service Award to Class Representative. Class Counsel will ask the Court to award the Class Representative a service award in the amount not to exceed \$5,000.00, to compensate him for his service and extra work provided on behalf of the Settlement Class members.

LWDA Payment. Class Counsel will ask the Court to approve a payment in the total amount of \$25,000.00 as and for alleged civil penalties, payable pursuant to the California Labor Code Private Attorney General Act (“PAGA”). Per Labor Code § 2699(i), seventy-five percent (75%) of such penalties, or \$18,750.00 will be payable to the LWDA, and the remaining twenty-five percent (25%), or \$6,250.00, will be payable to the PAGA Employees as the “PAGA Amount,” as described below.

Calculation of Individual Settlement Class Members’ Settlement Award. After deducting the Court-approved amounts above, the balance of the Gross Settlement Amount will form the Net Settlement Amount (“NSA”), which will be distributed to all Settlement Class members who do not submit a valid and timely Request for Exclusion (described below). The NSA is estimated at approximately \$215,916.67, to be shared among an up to 108 estimated Settlement Class members.

The NSA will be divided as follows: Each participating Settlement Class member shall receive a proportionate settlement share based upon the number of workweeks the Settlement Class member worked during the Class Period, the numerator of which is the Settlement Class member’s total workweeks worked during the Class Period, and the denominator of which is the total workweeks worked by all Settlement Class members (who do not opt out) who worked during the Class Period.

In addition, Six Thousand Two Hundred Fifty Dollars and Zero Cents (\$6,250.00) of the Gross Settlement Amount has been designated as the "PAGA Amount" as described above. Each PAGA Employee who was employed by Defendant at any time from August 9, 2018 through [insert date of preliminary approval], shall receive a portion of the PAGA Amount proportionate to the number of Workweeks that he or she worked during the period of August 9, 2018 through [insert date of preliminary approval], and which will be calculated by multiplying the PAGA Amount by a fraction, the numerator of which is the PAGA Employees' number of Workweeks worked during the time period from August 9 2018 through [insert date of preliminary approval], and the denominator of which is the total number of Workweeks worked by all PAGA Employees during the time period of August 9, 2018 through [insert date of preliminary approval].

Payments to Settlement Class Members. If the Court grants final approval of the Settlement, Settlement Awards will be mailed to all Settlement Class members who did not submit a valid and timely Request for Exclusion.

Payment by Dynaflex of Gross Settlement Amount. The Gross Settlement Amount shall be deposited with the Claims Administrator within forty-five (45) calendar days of the Effective Date (which, for this purpose, shall be defined as the latter of: (a) the Court's final approval of the settlement if no objections by or on behalf of Settlement Class members have been filed; (b) the time for appeal has expired if an objection has been filed and no appeal has been filed or withdrawn; or (c) the final resolution of any appeal that has been filed.

Within ten (10) calendar days following Defendant's deposit of the Gross Settlement Amount with the Settlement Administrator, the Settlement Administrator will calculate Individual Settlement Award amounts and provide the same to the Parties' counsel for review and approval. Within seven (7) calendar days of approval by the Parties' counsel, the Settlement Administrator will prepare and mail Individual Settlement Awards, less applicable taxes and withholdings, to participating Settlement Class members.

Each member of the Settlement Class who receives a Settlement Award must cash the check(s) within 180 days from the date the Settlement Administrator mails it/them. Any funds payable to Settlement Class members whose checks were not cashed within 180 days after mailing will escheat to the California Secretary of State- Unclaimed Property Fund under the unclaimed property laws in the name of the Settlement Class member.

Allocation and Taxes. For tax purposes, each Settlement Award shall be allocated as follows: sixty-seven percent (67%) as penalties and interest; and thirty-three percent (33%) as wages. The Settlement Administrator will be responsible for issuing to participating Settlement Class members IRS Forms W-2 for amounts deemed "wages" and IRS Forms 1099 for the amounts allocated as penalties and interest. Settlement Class members are responsible for the proper income tax treatment of the Individual Settlement Awards. The Settlement Administrator, Dynaflex and its counsel, and Class Counsel cannot provide tax advice. Accordingly, Settlement Class members should consult with their tax advisors concerning the tax consequences and treatment of payments they receive under the Settlement. Dynaflex's share of payroll taxes associated with any wage payments to Settlement Class members shall be paid by Dynaflex separately from, and in addition to, the Gross Settlement Amount.

Release. If the Court approves the Settlement, the Settlement Class, and each Settlement Class member who has not submitted a timely and valid Request for Exclusion, will fully and forever completely release and discharge Dynaflex, and all of its past and present officers, directors, shareholders, managers, employees, agents, principals, heirs, representatives, accountants, auditors, consultants, and its respective successors and predecessors in interest, subsidiaries, affiliates, parents and attorneys, (collectively the "Released Parties") from all claims, demands, damages, rights, liabilities, interest, penalties and causes of action that were pled in the operative Complaint in the Action, or which could have been pled in the operative Complaint in the Action based on the factual allegations therein, that arose during the Class Period including but not limited to the following claims: (a) failure to pay all minimum wages owed resulting from, among other things, alleged unlawful rounding of hours worked; (b) failure to pay all overtime wages owed resulting from, among other things, alleged unlawful rounding of hours worked and failing to properly calculate the regular rate of pay; (c) failure to provide meal periods, or premium pay for non-compliant meal periods; (d) failure to authorize and permit rest periods or leaving the facility for rest breaks, or premium pay for non-complaint

rest periods; (e) failure to provide accurate, itemized wage statements; (f) failure to timely pay wages upon separation of employment; (g) all claims for unfair business practices that could have been premised on the facts, claims, causes of action or legal theories described above; and (h) a claim for penalties under California Labor Code Private Attorneys General Act of 2004 disclosed in the LWDA letter and alleged in the operative Complaint in the Action (collectively, the “Released Claims”).

The release of the Released Claims shall not become effective unless and until Dynaflex fully funds the entire Gross Settlement Amount.

Under the release, the right of the LWDA to investigate the released PAGA claims is not released, but Released Claims do include any claims for penalties by a Class Member as a result of any such LWDA investigation, and Class Members are waiving their right to act as a private attorney general as to the Released Claims. The period of the Release shall extend to the limits of the Class Period.

Conditions of Settlement. The Settlement is conditioned upon the Court entering an order at or following the Final Approval Hearing finally approving the Settlement as fair, reasonable, adequate and in the best interests of the Settlement Class, and the entry of Judgment.

How can I claim money from the Settlement?

Do Nothing. If you do nothing, you will be entitled to your share of the Settlement based on the proportionate number of workweeks you worked during the Class Period (as explained above), and as stated in the accompanying Notice of Settlement Award. You also will be bound by the Settlement, including the release of claims stated above.

What other options do I have?

Dispute Information in Notice of Settlement Award. Your award is based on the proportionate number of workweeks you worked during the Class Period and whether you have worked between August 9, 2018 through [insert date of preliminary approval]. The information contained in Dynaflex’s records regarding all of these factors, along with your estimated Settlement Award, is listed on the accompanying Notice of Settlement Award. If you disagree with the information in your Notice of Settlement Award, you may submit a dispute, along with any supporting documentation, in accordance with the procedures stated in the Notice of Settlement Award. Any disputes, along with supporting documentation, must be postmarked no later than <<RESPONSE DEADLINE>>. **DO NOT SEND ORIGINALS; DOCUMENTATION SENT TO THE SETTLEMENT ADMINISTRATOR WILL NOT BE RETURNED OR PRESERVED.**

The Parties and the Settlement Administrator will evaluate the evidence submitted and discuss in good faith how to resolve any disputes submitted by Settlement Class members. If they cannot resolve the dispute, the Court’s decision regarding any dispute will be final.

Exclude Yourself from the Settlement. If you **do not** wish to take part in the Settlement, you may exclude yourself by sending to the Settlement Administrator a written “Request for Exclusion from the Class Action Settlement” letter or card postmarked no later than <<RESPONSE DEADLINE>>, with your name, address, telephone number, last four digits of your social security number, and your signature.

Send the Request for Exclusion directly to the Settlement Administrator at <<INSERT ADMINISTRATOR CONTACT INFO>>. Any person who files a timely Request for Exclusion from the Settlement shall, upon receipt by the Settlement Administrator, no longer be a Settlement Class member, shall be barred from participating in any portion of the Settlement, and shall receive no benefits from the Settlement. **Do not submit both a Dispute and a Request for Exclusion.** If you do, the Request for Exclusion will be invalid, you will be included in the Settlement Class, and you will be bound by the terms of the Settlement.

There is no statutory or other right for any Settlement Class member to opt out or otherwise exclude himself or herself from the PAGA portion of the Settlement. A Settlement Class member who submits a valid and timely Request for Exclusion shall still receive his or her proportionate share of the PAGA Amount, and shall still have released any claims addressed herein under the PAGA.

Objecting to the Settlement. You also have the right to object to the terms of the Settlement. However, if the Court rejects your objection, you will still be bound by the terms of the Settlement. If you wish to object to the Settlement, or any portion of it, you may mail a written objection to the Settlement Administrator. Your written objection must include your name, address, as well as contact information for any attorney representing you regarding your objection, the case name and number, each specific reason in support of your objection, and any legal or factual support for each objection together with any evidence in support of your objection. Objections must be in writing and must be postmarked on or before <<RESPONSE DEADLINE>>.

If you choose to object to the Settlement, you may also appear at the Final Approval Hearing scheduled for <<FINAL APPROVAL HEARING DATE/TIME>> in Department SSC-9 of the Los Angeles County Superior Court, located at 312 North Spring Street, Los Angeles, California 90012. You have the right to appear either remotely, in person or through your own attorney at this hearing. Any attorney who intends to represent an individual objecting to the Settlement must file a notice of appearance with the Court and serve counsel for all parties on or before <<RESPONSE DEADLINE>>. All objections or other correspondence must state the name and number of the case, which *Leovardo Navarrete v. Dynaflex Products*, Los Angeles County Superior Court Case No. 19STCV27915.

Any Settlement Class member who elects to appear personally at the Court for any reason related to this Lawsuit must comply with the Court's social distancing and mandatory face covering requirements, as well as other orders related to COVID-19. All such rules and orders can be located at the Court's website: www.lacourt.org.

For more information on how to appear remotely, please visit the Court's website at <http://www.lacourt.org/division/civil/CI0040.aspx> and <https://www.lacourt.org/lacc/>.

If you object to the Settlement, you will remain a member of the Settlement Class, and if the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Settlement Class members who do not object.

What is the next step?

The Court will hold a Final Approval Hearing on the adequacy, reasonableness, and fairness of the Settlement on <<FINAL APPROVAL HEARING DATE/TIME>>, in Department SSC-9 of the Los Angeles County Superior Court, located at 312 North Spring Street, Los Angeles, California 90012. The Court also will be asked to rule on Class Counsel's request for attorneys' fees and reimbursement of documented costs and expenses and the Service Award to the Class Representative. The Final Approval Hearing may be postponed without further notice to Settlement Class members. **You are not required to attend the Final Approval Hearing, although any Settlement Class member is welcome to attend the hearing.**

The Court's final judgment will be posted on the Settlement Administrator's website ([http://\[REDACTED\].com](http://[REDACTED].com)).

How can I get additional information?

This Notice is only a summary of the Lawsuit and the Settlement. For more information, you may inspect the Court's files and the Settlement Agreement at the Office of the Clerk of the Los Angeles County Superior Court, located at 111 North Hill Street, Los Angeles, California 90012, during regular court hours. Due to COVID, appointments are required for clerk's office services. Please visit the Court's website at http://www.lacourt.org/newsmedia/uploads/142020529162327NR_Clerks_Office_05_29_20-FINAL.pdf and <https://www.lacourt.org/> for information on how to make an appointment in the Clerk's Office. You may also contact Class Counsel using the contact information listed above for more information. You may also contact Class Counsel using the contact information listed above for more information.

Information about the Settlement will be posted on the Settlement Administrator's website ([http://www.\[REDACTED\].com](http://www.[REDACTED].com)).

**PLEASE DO NOT CALL OR WRITE THE COURT, DYNAFLEX OR ITS ATTORNEYS FOR
INFORMATION ABOUT THIS SETTLEMENT OR THE SETTLEMENT PROCESS**

BY ORDER OF THE COURT ENTERED ON <<PRELIM APPROVAL DATE>>.

NOTICE OF INDIVIDUAL SETTLEMENT AWARD

LEOVARDO NAVARRETE V. DYNAFLEX PRODUCTS
LOS ANGELES COUNTY SUPERIOR COURT CASE NO. 19STCV27915

Please complete, sign, date and return this form to <<ADMINISTRATOR CONTACT INFO>> ONLY IF (1) your personal contact information has changed, and/or (2) you wish to dispute any of the items listed in Section (III), below. It is your responsibility to keep a current address on file with the Settlement Administrator.

(I) Please type or print your name:

(First, Middle, Last)

(II) Please type or print the following identifying information if your contact information has changed:

Former Names (if any)

New Street Address

City

State

Zip Code

(III) Information Used to Calculate Your Individual Settlement Award:

According to the records of Dynaflex Products (“Dynaflex”):

- (a) You were employed by Dynaflex and worked a total of [] workweeks during the time period August 9, 2015 through [date of preliminary approval].
- (b) You were employed by Dynaflex and worked a total of [] workweeks during the time period August 9, 2018 through [date of preliminary approval].

Based on the above, your Individual Settlement Award is estimated to be \$ [] .

(IV) If you disagree with items (a) – (b) in Section (III) above, please explain why in the space provided below and include copies of any supporting evidence or documentation with this form:

If you dispute the above information from Dynaflex’s records, Dynaflex’s records will control unless you are able to provide documentation that establishes that Dynaflex’s records are mistaken. If there is a dispute about whether Dynaflex’s information or yours is accurate, and the dispute cannot be resolved informally, the dispute will be resolved by the Parties and the Settlement Administrator as described in the “Notice of Pendency of Class Action and Proposed Settlement” that accompanies this Form. Any unresolved disputes will be submitted to the Court for a final determination.

ANY DISPUTES, ALONG WITH ANY SUPPORTING DOCUMENTATION, MUST BE POSTMARKED NO LATER THAN <<RESPONSE DEADLINE>>.