1 2 3 4 5 6 7 8 9 10 11 12	SHANNON LISS-RIORDAN (SBN 310719) (sliss@llrlaw.com) ANNE KRAMER (SBN 315131) (akramer@llrlaw.com) LICHTEN & LISS-RIORDAN, P.C. 729 Boylston Street, Suite 2000 Boston, MA 02116 Telephone: (617) 994-5800 Facsimile: (617) 994-5801 Attorneys for Plaintiffs Jacob Rimler, Giovanni Jones, Dora Lee, Kellyn Timmerman, and Joshua Albert, on behalf of themselves and others similarly situated and in their capacities Private Attorney General Representatives	GIBSON, DUNN & CRUTCHER LLP THEANE EVANGELIS, SBN 243570 tevangelis@gibsondunn.com DHANANJAY S. MANTHRIPRAGADA, SBN 254433 dmanthripragada@gibsondunn.com 333 South Grand Avenue Los Angeles, CA 90071-3197 Telephone: 213.229.7000 Facsimile: 213.229.7520 MICHELE L. MARYOTT, SBN 191993 mmaryott@gibsondunn.com 3161 Michelson Drive Irvine, CA 92612-4412 Telephone: 949.451.3800 Facsimile: 949.475.4668 Attorney for Defendant Postmates Inc.		
13	SUPERIOR COURT OF THE STATE OF CALIFORNIA			
14	FOR THE COUNTY OF SAN FRANCISCO			
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16 17 18 19	JACOB RIMLER, GIOVANNI JONES, DORA LEE, KELLYN TIMMERMAN, and JOSHUA ALBERT, on behalf of themselves and others similarly situated and in their capacities as Private Attorney General Representatives,	Class Action Settlement AGREEMENT AND RELEASE		
		AGREEMENT AND RELEASE		
20 21	Plaintiffs, v.			
22	POSTMATES INC.,			
23	Defendant.			
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CLASS ACTION SETTLEMENT AGREEMENT AND RELEASE

Case No. CGC-18-567868

This Class Action Settlement Agreement and Release, including Exhibits A through C hereto ("Settlement Agreement" or "Agreement"), is made and entered into by, between, and among Plaintiffs Jacob Rimler, Giovanni Jones, Dora Lee, Kellyn Timmerman, and Joshua Albert ("Plaintiffs") on behalf of themselves and the Settlement Class, as defined below, on the one hand, and Defendant Postmates Inc. ("Defendant" or "Postmates") on the other hand. Plaintiffs and Defendant (collectively, the "Parties") enter into this Agreement to effect a full and final settlement and preclusive judgment resolving all claims brought or that could have been brought against Postmates in the following putative collective, representative, and class actions: (1) Rimler v. Postmates, Inc., Case No. CGC-18-567868 in the Superior Court of California, San Francisco County, and the related appeal docketed at No. A156450 in the California Court of Appeal, First Appellate District; (2) Lee v. Postmates, Inc., Case No. 3:18cv-03421-JCS, in the United States District Court for the Northern District of California, and the related appeals docked at Nos. 19-15024 and 19-80055 in the United States Court of Appeals for the Ninth Circuit; and (3) Albert v. Postmates, Inc., Case No. 18-cv-07592-JCS, in the United States District Court for the Northern District of California; including as amended pursuant to this Agreement (taken together, the three cases shall be referred to as "the Action"), and all claims based on or reasonably related thereto. This Agreement is intended to fully and finally compromise, resolve, discharge, and settle the Released Claims, as defined and on the terms set forth below, and to the full extent reflected herein, subject to the approval of the Court.

I. RECITALS

This Agreement is made in consideration of the following facts:

1.1. WHEREAS, on July 5, 2018, Plaintiff Jacob Rimler filed a California Private Attorneys General Act ("PAGA"), Labor Code §§ 2698, *et seq.* representative action complaint in the Superior Court of California, San Francisco County (Case No. CGC-18-567868), asserting on behalf of himself and all couriers classified by Postmates as independent contractors in California various wage-related claims against Postmates arising from Postmates'

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alleged misclassification of couriers as independent contractors. On July 11, 2018, Plaintiff Rimler filed a First Amended Complaint, which added Plaintiff Giovanni Jones ("the <u>Rimler</u> action");

- 1.2. WHEREAS, on August 17, 2018, Postmates filed a Petition for an Order Compelling Arbitration, which the <u>Rimler</u> Plaintiffs opposed. On January 2, 2019, the Court denied Postmates' Petition, and Postmates filed a notice of appeal. Before any briefing was conducted on the appeal, Postmates and the <u>Rimler</u> Plaintiffs agreed to mediate the <u>Rimler</u> Action and requested an extension of briefing deadlines in light of the mediation, which the Court granted;
- WHEREAS, on May 8, 2018, Plaintiff Dora Lee filed a class action complaint in 1.3. the Superior Court of California, San Francisco County (Case No. CGC-18-566394) on behalf of herself and a proposed class consisting of all couriers in California classified by Postmates as independent contractors, asserting various wage-related claims against Postmates arising from Postmates' alleged misclassification of couriers as independent contractors. On June 8, 2018, Postmates filed a Notice of Removal to the United States District Court for the Northern District of California, Case No. 3:18-cv-03421-JCS. On July 23, 2018, Postmates filed a Motion to Compel Arbitration. On October 15, 2018, the Court granted Plaintiff Lee's Motion for Leave to Amend the Complaint to add Plaintiffs Kellyn Timmerman and Joshua Albert, and granted Postmates' Motion to Compel Arbitration of Plaintiff Lee's claims. On November 6, 2018, Postmates filed a Motion to Compel Arbitration for Plaintiff Timmerman. On December 17, 2018, the Court granted Postmates' Motion to Compel Arbitration and dismissed the case so that Plaintiffs Lee and Timmerman could pursue an appeal to the United States Court of Appeals for the Ninth Circuit. On January 4, 2019, Plaintiffs Lee and Timmerman filed a notice of appeal, which is pending as Ninth Cir. Case No. 19-15024 (together with the case dismissed by the Northern District of California, the "Lee Action"). Subsequently, Plaintiffs Lee and Timmerman moved the District Court to certify its orders for interlocutory review. The Court

granted the motion, and Plaintiffs Lee and Timmerman filed a petition in Ninth Cir. Case No. 19-80055, seeking permission to appeal. On July 30, 2019, the Ninth Circuit denied the petition;

- 1.4. WHEREAS, on December 17, 2018, the District Court in Lee severed Plaintiff
 Joshua Albert's claims to proceed as a separate case, Northern District of California Case No.
 3:18-cv-07592-JCS. On January 4, 2019, Plaintiff Albert filed a Second Amended Complaint
 asserting a PAGA claim based on various wage-related claims against Postmates arising from
 Postmates' alleged misclassification of couriers as independent contractors (the "Albert"
 Action). The parties were engaged in written discovery until they requested and received a stay
 to participate in mediation;
- 1.5. WHEREAS, Plaintiffs allege generally that Postmates improperly classified them and all putative Settlement Class Members as independent contractors rather than employees, and assert derivative claims related thereto;
- 1.6. WHEREAS, Postmates denies the allegations in the Action; maintains that each courier's claims must be individually arbitrated pursuant to any arbitration agreement to which that courier may be bound; denies that it has engaged in any wrongdoing; denies that any Settlement Class Member was ever an employee of Postmates; denies that Plaintiffs' allegations state valid claims; denies that a litigation class could properly be certified in the Action; denies that Plaintiffs' claims could properly be maintained as a collective, class or representative action; and states that it is entering into this Settlement Agreement solely to eliminate the burden, expense, and delay of further litigation and arbitrations, and on the express conditions that: (a) if for any reason the Settlement is not finalized according to the terms of this Agreement, the Settlement and the documents generated as a result of the Settlement shall be void *ab initio*, and shall not be admissible or usable for any purpose in any of the cases included in the Action or any other civil or administrative proceeding or arbitration; and (b) this Settlement and the documents generated as a result of the Settlement are not admissible or

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usable in any other civil or administrative proceeding or arbitration, except to the extent necessary to enforce this Settlement and the orders, judgment and agreements arising from this Settlement:

- 1.7. WHEREAS, a bona fide dispute exists as to whether any amount of wages or penalties are due from Postmates to any putative Settlement Class Member or to the California Labor and Workforce Development Agency ("LWDA");
- 1.8. WHEREAS, in preparation for mediation, Postmates and Plaintiffs engaged in extensive informal discovery, exchanging information, documents and voluminous data, which enabled the parties and the mediator to thoroughly evaluate Plaintiffs' claims and the claims of the putative Settlement Class Members, and the likely outcomes, risks, and expense of pursuing litigation;
- 1.9. WHEREAS, the Plaintiffs and Postmates attended an in-person mediation session with professional mediator Tripper Ortman of Ortman Mediation, who is experienced in mediating class action disputes, before agreeing to the terms of this arm's-length Settlement;
- 1.10. WHEREAS, as a result of the mediation, Plaintiffs and Plaintiffs' Counsel believe that the global Settlement provides a favorable recovery for the Settlement Class, based on the claims asserted, the evidence developed, and the damages that might be proven against Postmates in the Action. The Plaintiffs and Plaintiffs' Counsel further recognize and acknowledge the expense and length of continued proceedings necessary to prosecute the Action against Postmates through trial and appeals. They also have considered the uncertain outcome and the risk of any litigation, especially in complex litigation such as the Action, as well as the difficulties and delays inherent in any such litigation. They are also mindful of the inherent challenges of proof and the strength of the defenses to the alleged claims, and therefore believe that it is desirable that the Released Claims be fully and finally compromised, settled, and resolved with prejudice as set forth herein, subject to the approval of the Court;

- 1.11. WHEREAS, Plaintiffs and Plaintiffs' Counsel, based on their own independent investigations and evaluations, have examined the benefits to be obtained under the terms of this Settlement Agreement, have considered the claims of the Plaintiffs, the claims of the average Settlement Class Member, the risks associated with the continued prosecution of the Action, and the likelihood of success on the merits of the Action, and believe that, after considering all the circumstances, including the uncertainties surrounding the risk of further litigation and the defenses that Postmates has asserted and could assert, the proposed Settlement set forth in this Agreement is fair, reasonable, adequate, in the best interests of the Plaintiffs and the Settlement Class, and confers substantial benefits upon the Settlement Class;
- 1.12. WHEREAS, Plaintiffs warrant and represent that they are effecting this Settlement and executing this Agreement after having received full legal advice as to their respective rights and have had the opportunity to obtain independent counsel to review this Agreement;
- 1.13. WHEREAS, the Parties further agree that the Agreement, the fact of this Settlement, any of the terms of this Agreement, and any documents filed in connection with the Settlement shall not constitute, or be offered, received, claimed, construed, or deemed as, an admission, finding, or evidence of: (i) any wrongdoing by any Released Parties; (ii) any violation of any statute, law, or regulation by Released Parties; (iii) any liability on the claims or allegations in the Action on the part of any Released Parties; (iv) any waiver of Postmates' right to arbitration or the enforceability of any Postmates arbitration agreement; or (v) the propriety of certifying a litigation class or pursuing representative relief under PAGA in the Action or any other proceeding; and shall not be used by any Person for any purpose whatsoever in any administrative or legal proceeding, including but not limited to arbitrations, other than a proceeding to enforce the terms of the Agreement. There has been no final determination by any court as to the merits of the claims asserted by Plaintiffs against Postmates, nor has there

been any final determination as to whether a class should be certified or whether representative claims may properly be pursued, other than for settlement purposes only;

- 1.14. WHEREAS, for settlement purposes only, Postmates will stipulate to the certification of class claims that are subject to the certification requirements of California Code of Civil Procedure section 382, on the express condition that if this Settlement Agreement is not preliminarily or finally approved, this paragraph, the Settlement Agreement, and any class certified pursuant to the Settlement Agreement are all void *ab initio*. Postmates disputes that certification is proper for the purposes of litigating the class claims proposed in or flowing from the claims asserted in the Rimler, Lee, or Albert lawsuits;
- 1.15. WHEREAS, the Parties desire to compromise and settle all Released Claims, including, all issues and claims that have been, could have been, or should have been brought against Postmates or related persons in the Action, and all claims brought on a putative class and representative basis in the Rimler, Lee, and Albert lawsuits;
- 1.16. NOW, THEREFORE, IT IS HEREBY STIPULATED, CONSENTED TO, AND AGREED, by the Plaintiffs for themselves and on behalf of the Settlement Class and by Postmates, that, subject to the approval of the Court, the Action (including Rimler, Lee, and Albert, the lawsuits that comprise the Action) shall be settled, compromised, and dismissed, on the merits and with prejudice, and the Released Claims shall be finally and fully compromised, settled, and dismissed as to the Released Parties, in the manner and upon the terms and conditions hereafter set forth in this Settlement Agreement.

II. **DEFINITIONS**

In addition to the terms defined elsewhere in this Settlement Agreement, capitalized terms used in this Settlement Agreement shall have the meanings set forth below:

2.1 "Authorized Claimant" means any Settlement Class Member who submits a valid and timely Claim that qualifies for a payment under the terms of this Settlement

Agreement and who by validly and timely submitting the Claim using the Claim Form consents to join as a party plaintiff in the Fair Labor Standards Act ("FLSA") claims in this Action.

- 2.2 "Authorized Claimants' Released Claims" means all of the Settlement Class Members' Released Claims as well as any and all claims, debts, liabilities, demands, obligations, guarantees, penalties, costs, expenses, attorneys' fees, damages, liquidated damages, action or causes of action of whatever kind or nature, whether known or unknown, contingent or accrued, against the Released Parties or any of them based on putative violations of federal law based on or related to the claims asserted in or that could have been asserted in this Action under the FLSA. "Authorized Claimants' Released Claims" include any unknown claims that an Authorized Claimant does not know or suspect to exist in his or her favor, which if known by him or her, might have affected this Settlement Agreement and release of the Released Parties.
- 2.3 "Bar Date" means the final time and date by which a Claim Form must be postmarked or submitted to the Settlement Administrator for a Settlement Class Member to be eligible to receive an Individual Settlement Payment. The Bar Date shall be sixty (60) days after the Notice Distribution Date and shall be specifically identified and set forth in the Preliminary Approval Order and the Settlement Class Notice.
- 2.4 "Claim" means the submission to be made by a Settlement Class Member using the Claim Form, which form shall serve as the Settlement Class Member's means of requesting payment from the Total Settlement Amount and serve as that Settlement Class Member's Consent to Join as a party plaintiff to the FLSA claims asserted in this Action pursuant to 29 U.S.C. § 216(b).
- 2.5 "Claim Form" means the document included in the Settlement Class Notice without material variation from the relevant portion of Exhibit A. The Claim Form, if signed by a Settlement Class Member and timely and validly submitted to the Settlement Administrator, shall serve as that Settlement Class Member's Consent to Join as a party plaintiff to the FLSA claims asserted in this Action pursuant to 29 U.S.C. § 216(b), and effect a full and complete

release of all claims under the FLSA based on or reasonably related to the claims asserted in this Action. To be valid, a Claim Form must be signed without any deletion or amendment to its language regarding the release of the FLSA claims and without any deletion or amendment to any other portion. If the Court does not finally approve this Settlement Agreement, any Consent to Join and release of the FLSA claims filed on behalf of any Settlement Class Member shall be void *ab initio*.

- 2.6 "Consent to Join" means a Settlement Class Member's consent to join as a party plaintiff to the FLSA claims asserted in this Action pursuant to 29 U.S.C. § 216(b). A Settlement Class Member's signed Claim Form that is timely and validly submitted to the Settlement Administrator shall serve as that Settlement Class Member's Consent to Join.
- 2.7 "Courier" means any individual who has been approved to use or has used the Postmates platform as an independent contractor courier.
 - 2.8 "Superior Court" means the Superior Court of California, San Francisco County.
- 2.9 "Dispute Resolution Fund" means the fund consisting of Two Hundred and Fifty Thousand dollars and no cents (\$250,000) set aside from the Total Settlement Amount to be used: (i) to resolve any bona fide disputes that may arise regarding the calculation and disbursement of Individual Settlement Payments according to the Plan of Allocation, as provided in Section III(8)(f); and (ii) to disburse Individual Settlement Payments to individuals mistakenly excluded from the Settlement Class, as provided in Section III(8)(f). The Dispute Resolution Fund shall be paid from the Total Settlement Amount.
- 2.10 "Effective Date" means seven (7) days after which both of the following events have occurred: (i) the Court's Final Approval order and Judgment has been entered, and (ii) the Court's Final Approval order and Judgment have become Final.
- 2.11 "Estimated Miles" means the estimated total number of miles from the location where a delivery offer is accepted to the location where orders are picked up and to the location

where orders are delivered, for each Settlement Class Member during the Settlement Period, as determined by Postmates' records.

- 2.12 "Exclusion/Objection Deadline" means the final date by which a Settlement Class Member may either (i) object to any aspect of the Settlement (pursuant to the Preliminary Approval Order and Section VIII), or (ii) request to be excluded from the Settlement (pursuant to the Preliminary Approval Order and Section VII). The Exclusion/Objection Deadline shall be sixty (60) days after the Notice Distribution Date, and shall be specifically identified and set forth in the Preliminary Approval Order and the Settlement Class Notice.
- 2.13 "Final" when referring to a judgment or order, means that (i) the judgment is a final, appealable judgment; and (ii) either (a) no appeal has been taken from the judgment as of the date on which all times to appeal therefrom have expired, or (b) an appeal or other review proceeding of the judgment having been commenced, such appeal or other review is finally concluded and no longer is subject to review by any court, whether by appeal, petitions for rehearing or re-argument, petitions for re-hearing *en banc*, petitions for writ of certiorari, or otherwise, and such appeal or other review has been finally resolved in such manner that affirms the judgment order in its entirety.
- 2.14 "Final Approval" means the Court's entry of an order that the Named Plaintiffs and Postmates will seek from the Court, to be agreed upon by the Parties, and the entry of which shall reflect the Court's Judgment finally approving the Settlement Agreement.
- 2.15 "Final Approval Hearing" means the hearing that is to take place after the entry of the Preliminary Approval Order and after the Notice Distribution Date for purposes of: (i) entering Final Approval; (ii) determining whether the Settlement Agreement shall be approved as fair, reasonable, and adequate; (iii) ruling upon an application by Settlement Class Counsel for Attorneys' Fees; and (iv) ruling on the application for a Settlement Class Counsel Award.
- 2.16 "General Released Claims" includes all of the Settlement Class Members'
 Released Claims, with the addition of: (i) violations of Title VII of the Civil Rights Act of 1964;

- (ii) violations of the Civil Rights Act of 1866; (iii) violations of the Americans with Disabilities Act; (iv) violations of any and all potential claims against Postmates that could be brought under corresponding state or local law; and (v) any claims for wages, penalties, breach of an express or implied contract, breach of the covenant of good faith and fair dealing, breach of fiduciary duty, fraud, misrepresentation, defamation, slander, retaliation, discrimination, harassment, wrongful termination, infliction of emotional distress, loss of future earnings or profits or any other claims based upon any state or federal public policy, or any other alleged wrongful conduct or injury, arising out of or in any way connected with any acts or omissions occurring during the Settlement Period, based on the claims that were alleged in the Action or that arise out of or relate to Plaintiffs' relationship with Postmates or the services Plaintiffs provided using Postmates' platform, or that arise out of or relate to the facts alleged in the action, in addition to all claims based on or arising under the federal and state law sections included in the Settlement Class Members' Released Claims and any other equivalent federal, state, or local law of any state or locality in which Plaintiffs reside and/or used Postmates' platform as an independent contractor courier.
- 2.17 "Individual Settlement Payment" means the amount payable from the Total Settlement Amount to each Settlement Class Member who does not timely and properly request exclusion from the Settlement Class and submits a Claim Form. The Individual Settlement Payment shall be calculated pursuant to Section V herein.
- 2.18 "Judgment" means the judgment to be entered in the Action on Final Approval of this Settlement.
- 2.19 "Legally Authorized Representatives" means an administrator/administratrix, personal representative, or executor/executrix of a deceased Settlement Class Member's estate; a guardian, conservator, or next friend of an incapacitated Settlement Class Member; or any other legally appointed Person responsible for handling the business affairs of a Settlement Class Member who is not the Settlement Class Member's counsel.

- 2.20 "Notice Distribution Date" means the date of the initial distribution of the Settlement Class Notice to Settlement Class Members as set forth in Section VI.
- 2.21 "Opt-Out List" means the Court-approved list of all persons who timely and properly request exclusion from the Settlement Class as set forth in Section VII.
- 2.22 "PAGA Claims" means Plaintiffs Rimler, Jones, and Albert's representative claims seeking penalties pursuant to PAGA, as alleged in the <u>Rimler</u> and <u>Albert</u> Complaints and/or based on any other provision of the Labor Code, Wage Orders, or any other statute or regulation based upon independent contractor misclassification to the fullest extent permitted by law.
- 2.23 "PAGA Payment" means a total payment of \$250,000 to settle all claims under the PAGA. From this amount, 75% will be paid to the LWDA for civil penalties pursuant to the PAGA and 25% will be distributed to Settlement Class Members.
- 2.24 "Plaintiffs" means Jacob Rimler, Giovanni Jones, Dora Lee, Kellyn Timmerman, and Joshua Albert.
 - 2.25 "Plaintiffs' Counsel" means Lichten & Liss-Riordan, P.C.
- 2.26 "Plan of Allocation" means the plan for allocating the Total Settlement Amount between and among Settlement Class Members as approved by the Court.
- 2.27 "Preliminary Approval Date" means the date that the Court enters the Preliminary Approval Order and thus: (i) preliminarily approves the Settlement Agreement, and the exhibits thereto, and (ii) enters an order providing for notice to the Settlement Class, an opportunity to opt out of the Settlement Class, an opportunity to submit timely objections to the Settlement, a procedure for submitting Claims, and setting a hearing on the fairness of the terms of the Settlement Agreement, including approval of the Settlement Class Counsel Award.
- 2.28 "Preliminary Approval Order" means the order that the Plaintiffs and Postmates will seek from the Court, without material variation from Exhibit B. Entry of the Preliminary Approval Order shall constitute preliminary approval of the Settlement Agreement.

- "Released Claims" shall be construed as broadly as possible to effect complete 2.29 finality over this litigation involving Postmates. "Released Claims" include (i) Settlement Class Members' Released Claims, (ii) General Released Claims, and (iii) Authorized Claimants' Released Claims. Notwithstanding any other provision of this Settlement Agreement, "Released Claims" do not include claims for personal injuries. Moreover, the release of any claims under the FLSA contemplated by this Settlement Agreement shall be effectuated only after a Settlement Class Member has timely and validly submitted a Claim and thereby Consented to Join as a party to the FLSA claims asserted in this action pursuant to 29 U.S.C. § 216(b).
- "Released Parties" means (i) Postmates Inc. and its past, present, and future 2.30 parents, subsidiaries, affiliates, divisions, joint ventures, licensees, franchisees, and any other legal entities, whether foreign or domestic, that are owned or controlled by Postmates (but not including couriers who use the Postmates platform); and (ii) the past, present, and future shareholders, officers, directors, members, investors, agents, employees, agents, consultants, representatives, fiduciaries, insurers, attorneys, legal representatives, predecessors, successors, and assigns of the entities listed in (i).
- 2.31 "Second Amended Complaint" means the Second Amended Complaint, without material variation from Exhibit C, that Settlement Class Counsel shall seek to file in Rimler, the lead lawsuit, pursuant to Paragraph 3.6 and shall file concurrently with the submission of the motion for preliminary approval of the Settlement so that the Second Amended Complaint may be filed promptly upon entry of the Preliminary Approval Order. The Second Amended Complaint shall (i) add Dora Lee, Kellyn Timmerman, and Joshua Albert as named Plaintiffs, and (ii) add the claims alleged in the <u>Lee</u> and <u>Albert</u> actions, including any and all class and representative action claims, and also any and all potential claims necessary to effectuate the release described herein.

- 2.32 "Service Awards" means the amount approved by the Court to be paid to each Plaintiff in addition to their respective Individual Settlement Payments, in recognition of their efforts in coming forward as named plaintiffs and as consideration for a full, general, and comprehensive release of the General Released Claims. The Service Award amount payable to Plaintiffs is not to exceed Five Thousand Dollars (\$5,000) each.
- 2.33 "Settlement" means the settlement of this Action between and among Plaintiffs and Postmates, as set forth in this Settlement Agreement, including all attached Exhibits, which are an integral part of this Settlement Agreement and are incorporated in their entirety by reference.
- 2.34 "Settlement Administrator" means the administrator selected by the parties, Simpluris.
- 2.35 "Settlement Administrator Expenses" means the maximum amount to be paid to the Settlement Administrator from the Total Settlement Amount, which shall be \$450,000. All Settlement Administrator Expenses are to be paid exclusively from the Total Settlement Amount.
- 2.36 "Settlement Class" means any and all individuals who entered into an agreement with Postmates to use the Postmates platform as an independent contractor to offer delivery services to customers, and used the Postmates platform as an independent contractor courier to accept or complete at least one delivery in California during the Settlement Period.
 - 2.37 "Settlement Class Counsel" means Lichten & Liss-Riordan, P.C.
- 2.38 "Settlement Class Counsel Award" means (i) the attorneys' fees for Settlement Class Counsel's litigation and resolution of the Action, including the Rimler, Lee, and Albert lawsuits, and any and all arbitrations and claims resolved by this Settlement, as awarded by the Court, and (ii) all expenses and costs incurred by Settlement Class Counsel in connection with litigation and resolution of Rimler, Lee, and Albert, and any and all arbitrations and claims

resolved by this Settlement, as awarded by the Court, which, together, may not exceed thirty-three percent (33%) of the Total Settlement Amount.

- 2.39 "Settlement Class Information" means information regarding Settlement Class Members that Postmates will in good faith compile from its records and provide to the Settlement Administrator, solely for purposes of the Settlement Administrator's administration of the settlement, and for no other purpose. Settlement Class Information shall be provided to the Settlement Administrator and shall include, if possible, for each Settlement Class Member: full name, last known address, email address, and Estimated Miles. Because Settlement Class Members' private information is included in the Settlement Class Information, the Settlement Administrator shall maintain the Settlement Class Information in confidence and shall use and disclose Settlement Class Information only for purposes of this Settlement and for no other purpose; access shall be limited to employees of the Settlement Administrator with a need to use the Settlement Class Information as part of the administration of the Settlement.
 - 2.40 "Settlement Class Member" means any member of the Settlement Class.
- 2.41 "Settlement Class Members' Released Claims" means any and all present and past claims, actions, demands, causes of action, suits, debts, guarantees, obligations, damages, penalties, rights or liabilities, of any nature and description whatsoever, known or unknown, existing or potential, recognized now or hereafter, contingent or accrued, expected or unexpected, pursuant to any theory of recovery (including but not limited to those based in contract or tort, common law or equity, federal, state, or local law, statute, ordinance, or regulation, and for claims for compensatory, consequential, punitive or exemplary damages, statutory damages, penalties, interest, attorneys' fees, costs, or disbursements) that are based on or reasonably related to the claims alleged in or that could have been alleged in the *Rimler* Second Amended Complaint, including any allegations in *Lee*, *Albert*, and/or *Rimler* preceding said amended complaint, and all misclassification claims, and specifically including: claims pursuant to the Fair Labor Standards Act ("FLSA"), 29 U.S.C. § 201, *et seq.*; California Labor

Code sections 132a, 201-204, 206.5, 207, 208, 210-214, 216, 218, 218.5, 218.6, 221-224, 225.5, 226, 226.3, 226.7, 226.8, 227, 227.3, 245-249, 351, 353, 432.5, 450, 510, 512, 551-552, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1194.3, 1197, 1197.1, 1198, 2753, 2802, 2804; the Private Attorneys General Act ("PAGA"), California Labor Code section 2698 et seq.; California Code of Civil Procedure section 1021.5; California Code of Regulations, title 8, sections 11010 and 11040; Industrial Welfare Commission Wage Orders; California Business and Professions Code sections 17200 et seq.; and any other similar state, federal, local, or common law, statute, regulation, or ordinance for unpaid wages, minimum wages, regular wages, tips, overtime wages (including but not limited to calculation of the correct overtime or regular rate), working more than six days in seven, expense reimbursement, wage statements, payroll recordkeeping, reporting time, improper deduction of wages, failure to provide workers' compensation insurance, meal periods, rest breaks, sick leave, final pay, penalties for timely payment of wages upon discharge, waiting time penalties, PAGA penalties, unfair business practices, all claims arising out of or relating to the statutory causes of action described herein, restitution, interest, costs and expenses, attorneys' fees, declaratory relief, injunctive relief, liquidated damages, exemplary or punitive damages, civil penalties, equitable remedies, and/or pre- or postjudgment interest at any time during the Settlement Period.

- 2.42 "Settlement Class Notice" means the notice of class, representative, and collective action settlement and enclosed Claim Form to be provided to Settlement Class Members, without material variation from the relevant portion of Exhibit A.
 - 2.43 "Settlement Period" means June 3, 2017 through October 17, 2019.
- 2.44 "Total Settlement Amount" means Eleven Million Five Hundred Thousand Dollars and zero cents (\$11,500,000), which will resolve all Released Claims, and is the maximum amount that Postmates is obligated to pay under this Settlement Agreement under any circumstances to resolve and settle this Action, subject to Court approval. The Total Settlement Amount includes all costs and fees, including, but not limited to, the Settlement Class Counsel

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Award, Settlement Administrator Expenses, escrow costs and expenses, Service Awards, interest, taxes and tax expenses, all payments to the Settlement Class and Plaintiffs, Settlement Class Members' tax obligations arising out of the Settlement, and the PAGA Payment.

2.45 "Void Date" means the date by which any checks issued to Settlement Class Members shall become void, i.e., on the 181st day after mailing.

III. SUBMISSION OF THE SETTLEMENT AGREEMENT TO THE COURT FOR PRELIMINARY AND FINAL APPROVAL

- 3.1 Upon execution of this Settlement Agreement, the Plaintiffs shall submit to the Court a motion for preliminary approval of the Settlement. The motion for preliminary approval shall include a proposed plan for sending the Settlement Class Notice to Settlement Class Members within twenty (20) days after the Preliminary Approval Date (the "Notice Distribution Date"), and establishing a period of sixty (60) days from the Notice Distribution Date within which any Settlement Class Member (i) may request exclusion from the respective Settlement Class, (ii) object to the proposed Settlement, or (iii) object to Settlement Class Counsel's request for the Settlement Class Counsel Award and for Service Awards to the Plaintiffs (the Exclusion/Objection Deadline). The motion for preliminary approval shall also request that any hearing on final approval of the Settlement and any determination on the request for a Settlement Class Counsel Award and Service Awards (the Final Approval Hearing) be set for after the Exclusion/Objection Deadline; that Settlement Class Counsel shall file a petition for the Settlement Class Counsel Award and Service Awards at least twenty-one (21) days before the Exclusion/Objection Deadline; that any opposition briefs on such motions and petitions be filed fourteen (14) days before the Final Approval Hearing; and that any reply briefs on such motions and petitions be filed seven (7) days before the Final Approval Hearing.
- 3.2 The Parties stipulate, for settlement purposes only, to certification of the Settlement Class under California Code of Civil Procedure § 382 and California Rules of Court, Rule 3.769, excluding the Settlement Class's PAGA Claims, on the express condition that if the Settlement is not Preliminarily or Finally Approved, this paragraph, the Settlement Agreement,

and any class certified pursuant to the Settlement Agreement are all void *ab initio*. The Parties also agree that this stipulation is in no way an admission that class certification is proper under the standard applied for litigation purposes, and that this stipulation shall not be admissible, and may not be used by any person for any purpose whatsoever, in any legal or administrative proceeding, including but not limited to arbitrations, other than a proceeding to enforce the terms of the Agreement, as further set forth in this Agreement. Postmates expressly reserves the right to oppose certification of any purported class should the settlement fail to become final and effective.

- 3.3 The Settlement is not intended to and may not be deemed to affect the enforceability of any arbitration agreement between Postmates and any member of the Settlement Class, including Plaintiffs.
- 3.4 Settlement Class Counsel and Plaintiffs agree to cooperate in good faith and to use their best efforts to seek a stay in the <u>Lee</u> Action and to keep the <u>Albert</u> Action stayed pending Final Approval of the Settlement, and upon Final Approval of the Settlement, Settlement Class Counsel and Plaintiffs agree to dismiss the <u>Lee</u> and <u>Albert</u> Actions with prejudice.
- 3.5 The Parties stipulate to the form of, and agree to submit to the Court for its consideration this Settlement Agreement, and the following Exhibits to this Settlement Agreement: Settlement Class Notice (Exhibit A), [Proposed] Preliminary Approval Order (Exhibit B), and [Proposed] Second Amended Complaint (Exhibit C).
- 3.6 Solely for purposes of implementing this Agreement and effectuating the proposed Settlement, the Parties agree and stipulate that:
- 3.6.1 Plaintiffs' Counsel shall amend the letters sent on behalf of Plaintiffs to the LWDA to add any and all claims alleged in the Rimler, Lee, and Albert actions, and any and all potential claims necessary to effectuate the Released Claims.

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3.6.2 Plaintiffs shall seek the Court's permission to file the Second Amended Complaint, without material variation from Exhibit C, and Postmates shall consent to such mendment pursuant to Cal. Rule of Court 3.1324. The Second Amended Complaint shall be filed concurrently with the submission of the motion for preliminary approval of the Settlement Agreement so that the Second Amended Complaint may be filed or deemed filed promptly upon ntry of the Preliminary Approval Order. Obtaining the Court's approval to file the Second Amended Complaint, the subsequent prompt entry of the Second Amended Complaint, and the lismissal of the <u>Lee</u> and <u>Albert</u> Actions are material conditions of this Settlement Agreement. The Parties agree that the filing of the Second Amended Complaint will streamline the ettlement process. The Parties further agree and stipulate that the allegations in the Second Amended Complaint are deemed controverted by the answer previously filed by Postmates in esponse to the currently operative complaint, such that no further responsive pleading from Postmates is required. If for any reason the Settlement Agreement does not become Final or the Effective Date does not occur, the Second Amended Complaint shall not be operative and shall be deemed withdrawn; the parties agree to submit a stipulated motion to strike the Second Amended Complaint, and agree the Court shall strike the allegations of the Second Amended Complaint, so the operative complaint in the <u>Rimler</u> Action shall revert to the filed complaint hat preceded the Second Amended Complaint; the <u>Lee</u> and <u>Albert</u> Actions shall proceed based on the operative complaints as currently filed; and the amended letters sent to the LWDA oursuant to paragraph 3.6.1 shall be void *ab initio*.

3.6.3 The Court may enter the Preliminary Approval Order, without material variation from Exhibit B, preliminarily approving the Settlement and this Agreement. Among other things, the Preliminary Approval Order shall grant leave to preliminarily certify the Settlement Class for settlement purposes only; approve the Plaintiffs as class representatives, ppoint Settlement Class Counsel to represent the Settlement Class, and appoint the Settlement Administrator; approve the Settlement Class Notice, and the notice plan embodied in the

Settlement Agreement, and approve them as consistent with California Code of Civil Procedure § 382 and Rules of Court, Rule 3.769 and due process; set out the requirements for disputing the information upon which Settlement Class Members' share of the Settlement will be calculated, objecting to the Settlement Agreement, excluding Settlement Class Members from the Settlement Class, all as provided in this Settlement Agreement; provide that certification of the Settlement Class and all actions associated with each certification are undertaken on the condition that each certification and other actions shall be automatically vacated and of no force or evidentiary effect if this Agreement is terminated, as provided in this Agreement, or if the Settlement does not become Final; preliminarily enjoin all Settlement Class Members, and their Legally Authorized Representatives and Plaintiffs' Counsel, unless and until they submit a timely request for exclusion pursuant to the Settlement Agreement, from attempting to effect an opt-out of a group, class, or subclass of individuals; and schedule the Final Approval Hearing.

- 3.7 Within 10 days of the Preliminary Approval Date, Settlement Class Counsel will notify the LWDA of the Preliminary Approval Order.
- 3.8 At the Final Approval Hearing, Plaintiffs shall request entry of a Final Approval order and Judgment, to be agreed upon by the Parties, the entry of which is a material condition of this Settlement and that, among other things:
- 3.8.1 Finally approves the Settlement as fair, reasonable, and adequate and directs its consummation pursuant to the terms of the Settlement Agreement;
- 3.8.2 Finds that Settlement Class Counsel and Plaintiffs adequately represented the Settlement Class for the purpose of entering into and implementing the Agreement;
- 3.8.3 Re-confirms the appointment of the Settlement Administrator and finds that the Settlement Administrator has fulfilled its initial duties under the Settlement;
- 3.8.4 Finds that the Settlement Class Notice (i) constituted the best practicable notice; (ii) constituted notice that was reasonably calculated, under the circumstances, to apprise Settlement Class Members of the pendency of the Action, and their right to exclude themselves

1 from or object to the proposed settlement and to appear at the Final Approval Hearing; (iii) was 2 reasonable and constituted due, adequate, and sufficient notice to all persons entitled to receive 3 notice; and (iv) met all applicable requirements of California Rule of Court 3.769, due process, and any other applicable rules or law; 3.8.5 Approves the Opt-Out List and determines that the Opt-Out List is a

- complete list of all Settlement Class Members who have timely requested exclusion from the Settlement Class and, accordingly, shall neither share in the Settlement nor be bound by the Final Approval order and Judgment;
- 3.8.6 Directs that the Final Approval order and Judgment of dismissal shall be final and entered forthwith;
- 3.8.7 Without affecting the finality of the Final Approval order and Judgment, retains continuing jurisdiction over the Plaintiffs, the Settlement Class and Postmates as to all matters concerning the administration, consummation, and enforcement of this Settlement Agreement;
- Adjudges that, as of the Final Approval Date, the Plaintiffs and all Settlement Class Members who have not been excluded from the Settlement Class as provided in the Opt-Out List approved by the Court, and their Legally Authorized Representatives, heirs, estates, trustees, executors, administrators, principals, beneficiaries, representatives, agents, assigns, and successors, and/or anyone claiming through them or acting or purporting to act for them or on their behalf, regardless of whether they have received actual notice of the proposed Settlement, have conclusively compromised, settled, discharged, and released the General Released Claims (in the case of the Plaintiffs), the Authorized Claimants' Released Claims (in the case of the Authorized Claimants), and Settlement Class Members' Released Claims (in the case of the Settlement Class Members) against Postmates and the Released Parties, and are bound by the provisions of this Settlement Agreement;

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3.8.9 Affirms that, notwithstanding the submission of a timely request for exclusion, Settlement Class Members will still be bound by the settlement and release of the PAGA Claims or remedies under the Judgment pursuant to <u>Arias v. Superior Court</u> (2009) 46 Cal. 4th 969, as requests for exclusion do not apply to the PAGA Claims, and further affirms that the State's claims for civil penalties pursuant to PAGA are also extinguished;

3.8.10 Declares this Agreement and the Final Approval order and Judgment to be binding on, and have res judicata and preclusive effect in, all pending and future lawsuits or other proceedings: (i) that encompass the Plaintiffs' Claims, and that are maintained by or on behalf of Plaintiffs and/or their Legally Authorized Representatives, heirs, estates, trustees, executors, administrators, principals, beneficiaries, representatives, agents, assigns, and successors, and/or anyone claiming through them or acting or purporting to act for them or on their behalf; and (ii) that encompass the Settlement Class Members' Released Claims and that are maintained by or on behalf of any Settlement Class Member who has not been excluded from the Settlement Class as provided in the Opt-Out List approved by the Court and/or his or her Legally Authorized Representatives, heirs, estates, trustees, executors, administrators, principals, beneficiaries, representatives, agents, assigns, and successors, and/or anyone claiming through them or acting or purporting to act for them or on their behalf, regardless of whether the Settlement Class Member previously initiated or subsequently initiates individual litigation, arbitration, or other proceedings encompassed by the Settlement Class Members' Released Claims, and even if such Settlement Class Member never received actual notice of the Action or this proposed Settlement;

3.8.11 Determines that the Agreement and the Settlement provided for herein, and any proceedings undertaken pursuant thereto, are not, and should not in any event be offered, received, or construed as evidence of, or a presumption, concession, or admission by, any Party of liability or non-liability or of the certifiability or non-certifiability of a litigation class or collective, or that PAGA representative claims may validly be pursued, or of any

misrepresentation or omission in any statement or written document approved or made by any Party; provided, however, that reference may be made to this Agreement and the Settlement provided for herein in such proceedings as may be necessary to effectuate the provisions of this Agreement, as further set forth in this Agreement;

- 3.8.12 Directs Settlement Class Counsel to seek dismissal of the <u>Lee</u> and <u>Albert</u> Actions with prejudice within 14 days of Final Approval;
- 3.8.13 Orders that the preliminary approval of the Settlement, certification of the Settlement Class, and Final Approval of the proposed Settlement, and all actions associated with them, are undertaken on the condition that they shall be vacated and void *ab initio* if the Settlement Agreement is terminated or disapproved in whole or in part by the Court, or any appellate court and/or other court of review in which event the Agreement and the fact that it was entered into shall not be offered, received, or construed as an admission or as evidence for any purpose, including but not limited to an admission by any Party of liability or non-liability or of any misrepresentation or omission in any statement or written document approved or made by any Party, or of the certifiability of a litigation class or the appropriateness of maintaining a representative action, as further provided in Section XI;
- 3.8.14 Authorizes the Parties, with approval from the Court, to agree to and adopt such amendments, modifications, and expansions of this Agreement, including all Exhibits hereto, as (i) shall be consistent in all material respects with the Final Approval order and (ii) do not limit the rights of Settlement Class Members; and
- 3.8.15 Contains such other and further provisions consistent with the terms of this Settlement Agreement to which the Parties expressly consent in writing.
- 3.9 At the Final Approval Hearing and as a part of the final approval of this Settlement, Settlement Class Counsel will also request approval of the Plan of Allocation set forth in Section V. Any modification to the Plan of Allocation by the Court shall not (i) affect the enforceability of the Settlement Agreement, (ii) provide any of the Parties with the right to

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terminate the Settlement Agreement, or (iii) impose any obligation on Postmates to increase the consideration paid in connection with the Settlement.

- 3.10 At the Final Approval Hearing, Settlement Class Counsel may also request entry of an Order approving the Settlement Class Counsel Award and for the Service Awards to the Plaintiffs. Any such Settlement Class Counsel Award or Service Award shall be paid exclusively from the Total Settlement Payment. In no event shall any Released Party otherwise be obligated to pay for any attorneys' fees and expenses or Service Awards. The disposition of Settlement Class Counsel's application for a Settlement Class Counsel Award, and for Service Awards, is within the sound discretion of the Court and is not a material term of this Settlement Agreement, and it is not a condition of this Settlement Agreement that such application be granted. Any disapproval or modification of such application by the Court shall not (i) affect the enforceability of the Settlement Agreement, (ii) provide any of the Parties with the right to terminate the Settlement Agreement, or (iii) increase the consideration any Released Party pays in connection with the Settlement.
- 3.11 In no event shall any Released Party be obligated to pay settlement administration expenses beyond those provided for in this Agreement.
- 3.12 Within 10 days after entry of Judgment, Settlement Class Counsel will provide a copy of the Judgment to the LWDA.

IV. SETTLEMENT CONSIDERATION

4.1 The Total Settlement Amount is \$11,500,000. This is an "all in" number that will resolve all Released Claims, and which includes, without limitation, all monetary benefits and payments to the Settlement Class and Plaintiffs, Service Awards, Settlement Class Counsel Award, Settlement Administrator Expenses, and the PAGA Payment, and all claims for interest, fees, and costs. Under no circumstances shall Postmates be required to pay anything more than the Total Settlement Amount. In no event shall Postmates be liable for making any payments

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under this Settlement, or for providing any relief to Settlement Class Members, before the deadlines set forth in this Agreement.

- 4.2 The Plaintiffs and all Settlement Class Members who receive a payment of any kind from the Total Settlement Amount (including, in the case of the Plaintiffs, Service Awards) expressly acknowledge that such payments shall be considered non-wages for which an IRS Form 1099 will be issued, if required. The Plaintiffs and all Settlement Class Members who receive a payment of any kind from the Total Settlement Amount agree to timely pay in full all of the federal, state, and municipal income taxes owed on such payments.
- 4.3 The terms of this Agreement relating to the Service Awards and Settlement Class Counsel Award were not negotiated by the Parties before full agreement was reached as to all other material terms of the proposed Settlement, including, but not limited to, any terms relating to the relief to the Settlement Class. Postmates agrees to the amount of Service Awards (if any) granted by the Superior Court. The Plaintiffs and Settlement Class Counsel agree not to seek Service Awards in excess of the amounts described in Paragraph 2.32.
- 4.4 Settlement Class Counsel agrees not to seek an award of attorneys' fees, costs and expenses from the Court in excess of one third (1/3) of the Total Settlement Amount.

 Postmates agrees to the amount of attorneys' fees, costs and expenses (if any) granted by the Superior Court.
- 4.5 The payment of the Settlement Class Counsel Award, the Service Awards, the Settlement Administrator Expenses, the Individual Settlement Payments, and the PAGA Payment shall be made by the Settlement Administrator from the Total Settlement Amount within thirty (30) days after the Effective Date.
- 4.6 The Settlement Administrator shall pay the Settlement Class Counsel Award by check, payable to "Lichten & Liss-Riordan, P.C." Settlement Class Counsel shall provide the Settlement Administrator notice of receipt of the Settlement Class Counsel Award.

V. FUNDING AND ALLOCATION OF THE SETTLEMENT

- 5.1 Within fourteen (14) calendar days following the Effective Date, Postmates shall provide the Total Settlement Amount (\$11,500,000) to the Settlement Administrator. The Settlement Administrator shall thereafter distribute the funds in the manner and at the times set forth in this Agreement.
- 5.2 To receive an Individual Settlement Payment from the Total Settlement Amount, a Settlement Class Member or his or her Legally Authorized Representative must timely submit a Claim Form that satisfies the requirements of paragraph 5.3, must not have submitted a request for exclusion, and must be eligible for a payment under the Plan of Allocation.
- 5.3 A Claim Form is timely if it is postmarked by the Bar Date and mailed or submitted as an attachment to an email to the Settlement Administrator at the address in the Settlement Class Notice, or if it is submitted online to the Settlement Administrator, in accordance with the online submission instructions to be provided by the Settlement Administrator, by the Bar Date. The Claim Form must be signed (electronically, if submitted via online portal) under penalty of perjury. To be valid, a Claim Form must be signed without any deletion or amendment to its language regarding the release of FLSA claims and without any deletion or amendment to any other portion.
- 5.4 Settlement Class Members who timely submit a Claim Form will receive their proportionate share of the Total Settlement Amount. No Settlement Class Member who timely submits a Claim Form will receive less than \$10.
- 5.5 Settlement Class Members are not eligible to receive any compensation other than the Individual Settlement Payment.
- 5.6 The Settlement Administrator shall calculate and distribute the Individual Settlement Payments for the Settlement Class Members within thirty (30) days following the Effective Date, provided Postmates has provided the Total Settlement Amount to the Settlement Administrator in accordance with Paragraph 5.1.

5.7 Individual Settlement Payments shall be tied to the following distribution formula:

Settlement class members will be awarded points proportional to the estimated number of miles driven while using the Postmates application as a courier, with one point for every estimated mile driven. Settlement class members who either opt out of arbitration, initiate arbitration, or demonstrate in writing an interest in initiating an arbitration demand against Postmates prior to October 17, 2019 will have their points doubled for purposes of this distribution formula (to account for, from plaintiffs' perspective, these drivers' greater likelihood of having their claims pursued, in light of Postmates' arbitration clauses).

Postmates will produce Settlement Class Information needed for the allocation to be calculated. The Total Settlement Amount is non-reversionary.

- 5.8 Following distribution of the Individual Settlement Payments to Settlement Class Members, any Settlement Class Members who received checks for more than \$100 that remain uncashed more than 60 days after distribution will receive a reminder to cash their check. All funds not claimed prior to the Void Date (i.e. all funds from uncashed checks and any remaining funds in the Dispute Resolution Fund) shall be redistributed to the Settlement Class Members who received and cashed their Individual Settlement Payments (as well as to Settlement Class Members who submitted late claims by that date, to the extent that settlement funds remain available to pay these late claimants). These unclaimed funds shall be redistributed pursuant to the same formula described in Paragraph 5.7. These residual funds will only be distributed to Settlement Class Members for whom this second payment would be at least \$50. The value of any uncashed checks following this residual distribution will be donated on a *cy pres* basis to Legal Aid at Work.
- 5.9 The Individual Settlement Payments received shall be reported by the Settlement Administrator to the applicable governmental authorities on IRS Form 1099s (if required). The portions allocated to Service Awards shall likewise be reported on IRS Form 1099s by the Settlement Administrator. The Settlement Administrator shall be responsible for issuing copies of IRS Form 1099s for the Plaintiffs and Settlement Class Members.

VI. NOTICE PROCEDURES

- 6.1 No more than fourteen (14) calendar days after entry of the Preliminary

 Approval Order, Postmates shall provide the Settlement Administrator with the Settlement

 Class Information for purposes of sending the Settlement Class Notice to Settlement Class

 Members.
- 6.2 No more than twenty (20) calendar days after entry of the Preliminary Approval Order (on the Notice Distribution Date), the Settlement Administrator shall send the Settlement Class Notice to the Settlement Class Members, via electronic mail.
- 6.3 The Settlement Class Notice will inform Settlement Class Members of their right to request exclusion from the Settlement, of their right to object to the Settlement, and of their right to dispute the information upon which their share of the Settlement will be calculated and the claims to be released.
- 6.4 The Settlement Class Notice shall include an explanation for how the Estimated Miles will be used to calculate the Individual Settlement Payments. The Settlement Administrator's determination of the amount of any Settlement Class Member's Estimated Miles shall be binding upon the Settlement Class Member, and the Parties. There will be a presumption that Postmates' records are correct, absent evidence produced by a Settlement Class Member to the contrary.
- 6.5 If any Settlement Class Notice sent via electronic mail to any Settlement Class Member is undeliverable, the Settlement Administrator shall, within seven (7) days of an undeliverable email, mail the Settlement Class Notice to each Settlement Class Member whose Settlement Class Notice was undeliverable. Before mailing, the Settlement Administrator shall make a good-faith attempt to obtain the most-current names and postal mail addresses for all Settlement Class Members to receive such postal mail, including cross- checking the names and/or postal mail addresses it received from Postmates, as well as any other sources, with appropriate databases (e.g., the National Change of Address Database) and performing further reasonable searches (e.g., through Lexis/Nexis) for more-current names and/or postal mail

addresses for Settlement Class Member. All Settlement Class Members' names and postal mail addresses obtained through these sources shall be protected as confidential and not used for purposes other than the notice and administration of this Settlement. The Settlement Administrator shall exercise its best judgment to determine the current mailing address for each Settlement Class Member. The address determined by the Settlement Administrator as the current mailing address shall be presumed to be the best mailing address for each Settlement Class Member. The Bar Date and Exclusion/Objection Deadlines shall be extended as necessary in order to ensure that the Settlement Class Member receiving a mailed notice has sixty (60) days to submit a claim form or to opt-out or object to the Settlement.

- 6.6 If any Settlement Class Notice to a Settlement Class Member is returned to the Settlement Administrator with a forwarding address, the Settlement Administrator shall forward the postal mailing to that address. For any remaining returned postal mailings, the Settlement Administrator shall make a good-faith search of an appropriate database (as described in the preceding paragraph), and postal mailings shall be forwarded to any new postal mail address obtained through such a search. In the event that any Settlement Class Notice is returned as undeliverable a second time, no further postal mailing shall be required. The Settlement Administrator shall maintain a log detailing the instances Settlement Class Notices are returned as undeliverable.
- 6.7 At least two reminders will be sent to Settlement Class Members following the initial Settlement Class Notice, and the parties will agree to any further reminders that may be reasonably necessary to assure adequate opportunity for class members to participate in the settlement. These reminders will be sent to Settlement Class Members who have not already submitted a claim form, opt-out request, or objection. These reminders will be sent via email to those Settlement Class Members whose emailed notices were not returned as undeliverable and via mail for those Settlement Class Members who received their initial Settlement Class Notice in the mail. Settlement class members who are expected to have their points doubled pursuant

to Paragraph 5.7 will receive at least one additional reminder (for a total of at least three reminders) advising them of their right to opt-out and continue to pursue their claims in arbitration or to release their claims in order to participate in the settlement.

- 6.8 The Parties agree that the procedures set forth in this Section constitute reasonable and the best practicable notice under the circumstances and an appropriate and sufficient effort to locate current addresses for Settlement Class Members such that no additional efforts to do so shall be required.
- 6.9 The Settlement Administrator will provide Settlement Class Notice by, at a minimum, (i) electronic mail notice without material variation from the form attached as the relevant portion of Exhibit A; (ii) if necessary in accordance with Paragraph 6.7, first-class mail (where available) notice without material variation from the relevant portion of Exhibit A; and (iii) a content-neutral settlement website accessible to Settlement Class Members managed by the Settlement Administrator, and approved by counsel for the Parties, which will contain further information about the Settlement, including relevant pleadings. The Settlement Class Notice shall comply with California Rule of Court 3.769 and due process.
- declaration of due diligence and proof of dissemination with regard to the mailing of the Settlement Class Notice, and any attempts by the Settlement Administrator to locate Settlement Class Members, its receipt of valid Claim Forms, Opt-outs, and Objections (and copies of same), and its inability to deliver the Settlement Class Notice to Settlement Class Members due to invalid addresses ("Due Diligence Declaration"), to Settlement Class Counsel and counsel for Postmates for presentation to the Court. Settlement Class Counsel shall be responsible for filing the Due Diligence Declaration with the Court.
- 6.11 If any individual whose name does not appear in the Settlement Class
 Information, believes that he or she is a Settlement Class Member, he or she shall have the
 opportunity to dispute his or her exclusion from the Settlement Class. If an individual believes

he or she is a Settlement Class Member, he or she must notify the Settlement Administrator by 3 4 5 6 8 9 10 11 12 13

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mail, email, or telephone within thirty (30) days after the distribution of the Settlement Class Notice. The Parties will meet and confer regarding any such individuals in an attempt to reach an agreement as to whether any such individual should be regarded as a Settlement Class Member. If the Parties so agree, such an individual will have all of the same rights as any other Settlement Class Member under this Agreement. In the event that the Parties agree that the individual is a Settlement Class Member, the Individual Settlement Payment to such individual shall be disbursed from the Dispute Resolution Fund, as long as sufficient money is left in the Dispute Resolution Fund. Under no circumstances will any action under this paragraph increase the Total Settlement Amount.

PROCEDURES FOR REQUESTS FOR EXCLUSION

7.1 Settlement Class Members (with the exception of the Plaintiffs) may opt out of the Settlement. Those who wish to exclude themselves (or "opt out") from the Settlement Class must submit timely, written requests for exclusion. To be effective, such a request must include the Settlement Class Member's name, address, and telephone number; a clear and unequivocal statement that the Settlement Class Member wishes to be excluded from the Settlement Class; and the signature of the Settlement Class Member or the Legally Authorized Representative (who is not the Settlement Class Member's counsel) of the Settlement Class Member. The request must be mailed or emailed to the Settlement Administrator at the address provided in the Settlement Class Notice and must be postmarked or emailed no later than the Exclusion/Objection Deadline. The date of the postmark shall be the exclusive means used to determine whether a request for exclusion has been timely submitted. Requests for exclusion must be exercised individually by the Settlement Class Member, not as or on behalf of a group, class, or subclass, except that such individual exclusion requests may be submitted by the Settlement Class Member's Legally Authorized Representative who is not the Settlement Class Member's counsel. All requests for exclusion must be submitted by the requesting Settlement

Class Member (or their Legally Authorized Representative who is not the Settlement Class Member's counsel), even if the Settlement Class Member is represented by counsel.

- 7.2 The Settlement Administrator shall promptly log each request for exclusion that it receives and provide copies of the log and all such requests for exclusion to Settlement Class Counsel and counsel for Postmates upon request. The Settlement Administrator shall automatically notify Settlement Class Counsel and counsel for Postmates if and when the number of timely-submitted requests for exclusion reaches 250.
- 7.3 The Settlement Administrator shall prepare a list of all persons who timely and properly requested exclusion from the Settlement Class (the Opt-Out List) and shall, before the Final Approval Hearing, submit an affidavit to the Court attesting to the accuracy of the list.
- 7.4 All Settlement Class Members who are not included in the Opt-Out List approved by the Court shall be bound by this Settlement Agreement, and all their claims shall be dismissed with prejudice and released as provided for herein, even if they never received actual notice of the Action or this proposed Settlement.
- 7.5 In the event that a Settlement Class Member submits a request for exclusion that the parties do not believe was timely and/or properly submitted, the Court shall determine whether the request for exclusion was timely and properly submitted.
 - 7.6 The Plaintiffs agree not to request exclusion from the Settlement Class.
- 7.7 Settlement Class Members may request exclusion from the Settlement. Any such Settlement Class Member may also object to the PAGA portion of the Settlement.
- 7.8 Notwithstanding the submission of a timely request for exclusion, Settlement Class Members will still be bound by the settlement and release of the PAGA Claims or remedies under the Judgment pursuant to <u>Arias v. Superior Court</u> (2009) 46 Cal. 4th 969. Requests for exclusion do not apply to the PAGA Claims, and will not be effective to preclude the release of the PAGA Claims.

7.9 Settlement Class Members may object to or opt out of the Settlement, but may not do both. Any Settlement Class Member who submits a timely request for exclusion may not file an objection to the Settlement, submit a Claim, or receive a Settlement Payment, and shall be deemed to have waived any rights or benefits under the Settlement Agreement.

No later than ten (10) business days after the Exclusion/Objection Deadline, the Settlement Administrator shall provide to Settlement Class Counsel and counsel for Postmates the Opt-Out List together with copies of the exclusion requests. Notwithstanding any other provision of this Settlement Agreement, if more than two hundred fifty (250) Settlement Class Members exercise their right to opt out of the Settlement, Postmates at its sole and absolute discretion may rescind and revoke the Settlement Agreement by sending written notice that it revokes the Settlement pursuant to this Paragraph to Settlement Class Counsel within fourteen (14) business days following receipt of the Opt-Out List.

VIII. PROCEDURES FOR OBJECTIONS

- 8.1 Any Settlement Class Member who wishes to object to the fairness, reasonableness, or adequacy of this Agreement or the proposed Settlement must provide to the Settlement Administrator and/or file with the Court, a timely statement of the objection. The Settlement Administrator shall promptly forward any objections to Settlement Class Counsel and counsel for Postmates, who shall ensure that the objections are filed with the Court.
- 8.2 All written objections must (a) clearly identify the case name and number, (b) be submitted to the Settlement Administrator by mail or email and/or to the Court (either by mailing them to the Civil Clerk, Superior Court of California, San Francisco County, 400 McAllister St., Room 103, San Francisco, CA 94102, or by filing them in person at the same address), and (c) be filed, emailed, or postmarked no later than the Exclusion/Objection Deadline. The filing date, the date of the postmark on the return-mailing envelope, or the date of the email shall be the exclusive means used to determine whether the written objection has

been timely submitted. If an objection is submitted using more than one method (e.g. if it is filed and mailed or mailed and emailed), the earlier date shall be used to determine timeliness.

- 8.3 The objection must contain at least the following: (i) the objector's full name, address, telephone, and signature; (ii) a clear reference to the Action; (iii) a statement of the basis for each objection argument; and (iv) a statement whether the objecting person or entity intends to appear at the Final Approval Hearing, either in person or through counsel and, if through counsel, a statement identifying that counsel by name, bar number, address, and telephone number. All objections shall be signed by the objecting Settlement Class Member (or his Legally Authorized Representative), even if the Settlement Class Member is represented by counsel.
- 8.4 The right to object to the proposed Settlement must be exercised individually by a Settlement Class Member. Attempted collective, group, class, or subclass objections shall be ineffective and disregarded. Individual objections may be submitted by a Settlement Class Member's Legally Authorized Representative (who is not the Settlement Class member's counsel).
- 8.5 Settlement Class Members who object to the proposed Settlement shall remain Settlement Class Members, and shall be deemed to have voluntarily waived their right to exclude themselves from the Settlement Class or pursue an independent remedy against Postmates and the Released Parties. To the extent any Settlement Class Member objects to the proposed Settlement Agreement, and such objection is overruled in whole or in part, such Settlement Class Member will be forever bound by the Final Approval order and Judgment.
- 8.6 It shall be Settlement Class Counsel's sole responsibility to respond to any objections made with respect to any application for the Settlement Class Counsel Award and Service Awards.

IX. RELEASES

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- 9.1 The Released Claims against each and all of the Released Parties shall be released and dismissed with prejudice and on the merits (without an award of costs to any party other than as provided in this Agreement) upon entry of the Final Approval order and Judgment.
- 9.2 As of the Final Approval Date, the Plaintiffs and all Settlement Class Members who have not been excluded from the Settlement Class as provided in the Opt-Out List, individually and on behalf of their Legally Authorized Representatives, heirs, estates, trustees, executors, administrators, representatives, agents, successors, and assigns, and anyone claiming through them or acting or purporting to act on their behalf, agree to forever release, discharge, hold harmless, and covenant not to sue each and all of the Released Parties from each and all of the Plaintiffs' General Released Claims (in the case of the Plaintiffs), the Authorized Claimants' Released Claims (in the case of the Authorized Claimants), and the Settlement Class Members' Released Claims (in the case of the Settlement Class Members), and by operation of the Judgment becoming Final shall have fully and finally released, relinquished, and discharged all such claims against each and all of the Released Parties; and they further agree that they shall not now or hereafter initiate, maintain, or assert any of the General Released Claims (in the case of the Plaintiffs), the Authorized Claimants' Released Claims (in the case of the Authorized Claimants), or the Settlement Class Members' Released Claims (in the case of the Settlement Class Members), against the Released Parties in any other court action or before any administrative body, tribunal, arbitration panel, or other adjudicating body. Without in any way limiting the scope of the releases described in Paragraphs 2.16, 2.29, and 2.41, or in the remainder of this Section, this release covers, without limitation, any and all claims for attorneys' fees, costs, or disbursements incurred by Settlement Class Counsel, or by the Plaintiffs or Settlement Class Members, or any of them, in connection with or related in any manner to the Action, the Settlement of the Action, and/or the Released Claims, except to the extent otherwise specified in this Agreement.

- 9.3 As of the Final Approval Date, the Plaintiffs shall be permanently barred and enjoined from initiating, asserting, or prosecuting against the Released Parties in any federal or state court or tribunal any and all General Released Claims.
- 9.4 The Plaintiffs and the Settlement Class Members expressly acknowledge that they are familiar with principles of law such as Section 1542 of the California Civil Code, which provides:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR.

With respect to the Settlement Class Released Claims, as described in Paragraph 2.41, each Settlement Class Member who has not been excluded from the Settlement Class as provided in the Opt-Out List shall be deemed to have expressly, knowingly, and voluntarily waived and relinquished, to the fullest extent permitted by law, the provisions, rights, and benefits he or she may otherwise have had pursuant to Section 1542 of the California Civil Code and all similar federal, state, and local laws, rights, rules, and legal principles of any other jurisdiction that may be applicable herein. In connection with the release, the Settlement Class Members acknowledge that they are aware that they may hereafter discover claims presently unknown and unsuspected or facts in addition to or different from those which they now know or believe to be true with respect to matters released herein. Nevertheless, the Settlement Class Members acknowledge that a portion of the consideration received herein is for a release with respect to unknown damages and complaints, whether resulting from known injuries and consequences or from unknown injuries or unknown consequences of known or unknown injuries, and state that it is the intention of the Settlement Class Members in agreeing to this release fully, finally, and forever to settle and release all matters and all claims that exist, hereafter may exist, or might

have existed (whether or not previously or currently asserted in any action), constituting the Settlement Class Members' Released Claims.

- 9.5 With respect to those claims that could be asserted under the FLSA, an Authorized Claimant's timely and valid submission of a signed Claim Form shall be deemed as that Authorized Claimant's Consent to Join and release of all such matters and claims. The timely and valid submission of a signed Claim Form shall fully, finally and forever settle and release all such matters and claims as of the Effective Date.
- 9.6 With respect to the General Released Claims, as described in Paragraph 2.16, each Plaintiff shall be deemed to have expressly, knowingly, and voluntarily waived and relinquished, to the fullest extent permitted by law, the provisions, rights, and benefits he or she may otherwise have had pursuant to Section 1542 of the California Civil Code and all similar federal, state, and local laws, rights, rules, and legal principles of any other jurisdiction that may be applicable herein. In connection with the release, Plaintiffs acknowledge that they are aware that they may hereafter discover claims presently unknown and unsuspected or facts in addition to or different from those which they now know or believe to be true with respect to matters released herein. Nevertheless, Plaintiffs acknowledge that a portion of the consideration received herein is for a release with respect to unknown damages and complaints, whether resulting from known injuries and consequences or from unknown injuries or unknown consequences of known or unknown injuries, and state that it is the intention of Plaintiffs in agreeing to this release fully, finally, and forever to settle and release all matters and all claims that exist, hereafter may exist, or might have existed (whether or not previously or currently asserted in any action), constituting the General Released Claims.
- 9.7 Each Plaintiff further acknowledges, agrees, and understands that: (i) he or she has read and understands the terms of this Agreement; (ii) he or she has been advised in writing to consult with an attorney before executing this Agreement; (iii) he or she has obtained and considered such legal counsel as he or she deems necessary; (iv) he or she has been given

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twenty-one (21) days to consider whether or not to enter into this Agreement (although he or she may elect not to use the full 21 day period at his option).

9.8 Subject to Court approval, the Plaintiffs and all Settlement Class Members who have not been excluded from the Settlement Class as provided in the Opt-Out List, shall be bound by this Settlement Agreement, and all of the Released Claims shall be dismissed with prejudice and released, even if they never received actual notice of the Action or this Settlement

X. ADMINISTRATION OF THE SETTLEMENT FUND

- 10.1 The Settlement Administrator or its authorized agents in consultation with the Parties and subject to the supervision, direction, and approval of the Court, shall calculate the allocation of and oversee the distribution of the Total Settlement Amount.
 - 10.2 The Total Settlement Amount shall be applied as follows:
- 10.2.1 To pay the costs and expenses incurred in connection with providing Settlement Class Notice to potential Settlement Class Members, locating Settlement Class Members' last-known postal mail addresses and processing any objections, requests for exclusion or challenges to calculations of Estimated Miles;
- 10.2.2 After the Effective Date as provided in Paragraph 2.10, and subject to the approval and further order(s) of the Court, to pay Plaintiffs Service Awards based on contributions and time expended assisting in the litigation, up to the amounts described in Paragraph 2.29.
- 10.2.3 After the Effective Date as provided in Paragraph 2.10, and subject to the approval and further order(s) of the Court, to pay the Settlement Class Counsel Award as ordered by the Court;
- 10.2.4 After the Effective Date as provided in Paragraph 2.10, and subject to the approval and further order(s) of the Court, to distribute 75% of the PAGA Payment to the LWDA;

- 10.2.5 After the Effective Date as provided in Paragraph 2.10, and subject to the approval and further order(s) of the Court, to distribute the Individual Settlement Payments from the Total Settlement Amount for the benefit of the Settlement Class pursuant to the Plan of Allocation, or as otherwise ordered by the Court.
- 10.3 If any portion of the Total Settlement Amount is not successfully redistributed to Settlement Class Members after the initial Void Date (i.e. checks are not cashed or checks are returned as undeliverable after the second distribution), then after the Void Date for redistributed checks, the Settlement Administrator shall void the check and shall direct such unclaimed funds to be paid to Legal Aid at Work. Such unclaimed funds may also be used to resolve disputes regarding the distribution of settlement funds.
- 10.4 Settlement Class Members who are not on the Opt-Out List approved by the Court, shall be subject to and bound by the provisions of the Settlement Agreement, the releases contained herein, and the Judgment with respect to all Settlement Class Members' Released Claims, regardless of whether they obtain any distribution from the Total Settlement Amount.
- 10.5 Payment from the Total Settlement Amount shall be deemed conclusive of compliance with this Settlement Agreement as to all Settlement Class Members.
- 10.6 No Settlement Class Member shall have any claim against the Plaintiffs, Settlement Class Counsel, or the Settlement Administrator based on distributions made substantially in accordance with this Settlement Agreement and/or orders of the Court. No Settlement Class Member shall have any claim against Postmates or its counsel relating to distributions made under this Settlement.

XI. EFFECT OF DISAPPROVAL, CANCELLATION, OR TERMINATION OF SETTLEMENT AGREEMENT

11.1 If the Court does not approve the Settlement as set forth in this Settlement Agreement, or if the Court enters the Judgment and appellate review is sought, and on such review, the entry of Judgment is vacated, modified in any way, or reversed, or if the Final Approval order does not otherwise become Final, then this Settlement Agreement shall be

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cancelled, terminated, and void *ab initio*, unless all Parties, in their sole discretion within thirty (30) days from the date such ruling becomes final, provide written notice to all other Parties hereto of their intent to proceed with the Settlement under the terms of the Judgment as it may be modified by the Court or any appellate court.

- 11.2 Postmates shall have the right to withdraw from the Settlement if the number of Settlement Class Members who attempt to exclude themselves from the Settlement Class equals or exceeds 250. If Postmates chooses, pursuant to its sole and absolute discretion, to exercise this right, it must do so within fourteen (14) days of receipt of the Opt-Out List as provided in Paragraphs 7.2 & 7.9, by providing written notice to Settlement Class Counsel.
- In the event that: (i) the Settlement is not approved, is overturned, or is 11.3 materially modified by the Court or on appeal, (ii) the Judgment does not become Final, or (iii) this Settlement Agreement is terminated, cancelled, or fails to become effective for any reason, then: (a) the Parties stipulate and agree that the Settlement, this Agreement, the Settlement Class Information, the Opt-Out List, and all documents exchanged and filed in connection with the Settlement shall be treated as inadmissible mediation communications under Cal. Evid. Code §§ 1115 et seq., (b) the Settlement shall be without force and effect upon the rights of the Parties hereto, and none of its terms shall be effective or enforceable, with the exception of this Paragraph, which shall remain effective and enforceable; (c) the Parties shall be deemed to have reverted *nunc pro tunc* to their respective status prior to execution of this Agreement, including with respect to any Court-imposed deadlines; (d) all Orders entered in connection with the Settlement, including the certification of the Settlement Class, shall be vacated without prejudice to any Party's position on the issue of class certification, the issue of amending the complaint, or any other issue, in this Action or any other action, and the Parties shall be restored to their litigation positions existing on the date of execution of this Agreement; and (e) the Parties shall proceed in all respects as if the Settlement Agreement and related documentation and orders had not been executed, and without prejudice in any way from the

negotiation or fact of the Settlement or the terms of the Settlement Agreement. The Settlement Agreement, the Settlement, all documents, orders, and evidence relating to the Settlement, the fact of their existence, any of their terms, any press release or other statement or report by the Parties or by others concerning the Settlement Agreement, the Settlement, their existence, or their terms, and any negotiations, proceedings, acts performed, or documents executed pursuant to or in furtherance of the Settlement Agreement or the Settlement shall not be admissible in any proceeding, and shall not be offered, received, or construed as evidence of a presumption, concession, or an admission of liability, of unenforceability of any arbitration agreement, of the certifiability of a litigation class, or of any misrepresentation or omission in any statement or written document approved or made, or otherwise used by any Person for any purpose whatsoever, in any trial of this Action or any other action or proceedings. Plaintiffs, Settlement Class Counsel and the Settlement Administrator shall return to counsel for Postmates all copies of the Settlement Class Information and Opt-Out Lists and shall not use or disclose the Settlement Class Information or Opt-Out List for any purpose or in any proceeding.

any purpose other than to effectuate the Settlement of the Action. If this Settlement Agreement is terminated pursuant to its terms, or the Effective Date for any reason does not occur, all Orders certifying the Settlement Class for purposes of effecting this Settlement Agreement, and all preliminary and/or final findings regarding the Settlement Class shall be void *ab initio* and automatically vacated upon notice to the Court, the Action shall proceed as though the Settlement Class had never been certified pursuant to this Settlement Agreement and such findings had never been made, and the Action shall revert *nunc pro tunc* to the procedural status quo as of the date and time immediately before the execution of the Settlement Agreement, in accordance with this Settlement Agreement.

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XII. ADDITIONAL PROVISIONS

- 12.1 In the event that one or more of the Parties to this Settlement Agreement institutes any legal action, arbitration, or other proceeding against any other party to enforce the provisions of this Settlement Agreement or to declare rights and/or obligations under this Settlement Agreement, the prevailing party shall be entitled to recover from the unsuccessful party reasonable attorneys' fees and costs, including expert witness fees incurred in connection with any enforcement actions.
- 12.2 Unless otherwise specifically provided here, all notices, demands, or other communications given hereunder shall be in writing and shall be deemed to have been duly given as of the third business day after mailing by United States registered or certified mail, return receipt requested, addressed as follows:

To Plaintiffs and the Settlement Class:

Shannon Liss-Riordan, Esq. Lichten & Liss-Riordan, P.C. 729 Boylston Street Suite 2000 Boston, MA 02116

To Defendants:

Theane Evangelis, Esq. Gibson, Dunn & Crutcher LLP 333 South Grand Avenue Los Angeles, CA 90071-3197

- 12.3 All of the Exhibits to this Settlement Agreement are an integral part of the Settlement and are incorporated by reference as though fully set forth herein.
- 12.4 The Parties agree that the recitals are contractual in nature and form a material part of this Settlement Agreement.
- 12.5 The Plaintiffs and Settlement Class Counsel acknowledge that an adequate factual record has been established that supports the Settlement and hereby waive any right to conduct further discovery to assess or confirm the Settlement. Notwithstanding the prior

sentence, the Parties agree to reasonably cooperate with respect efforts to identify the last-known addresses of Settlement Class Members.

- 12.6 Unless otherwise noted, all references to "days" in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.
- 12.7 This Agreement supersedes all prior negotiations and agreements and may be amended or modified only by a written instrument signed by counsel for all Parties or the Parties' successors-in-interest.
- 12.8 The Parties reserve the right, subject to the Court's approval, to agree to any reasonable extensions of time that might be necessary to carry out any of the provisions of this Agreement. Such extensions must be in writing to be enforceable.
- 12.9 The Settlement Agreement, the Settlement, the fact of the Settlement's existence, any of terms of the Settlement Agreement, any press release or other statement or report by the Parties or by others concerning the Settlement Agreement or the Settlement, and any negotiations, proceedings, acts performed, or documents executed pursuant to or in furtherance of the Settlement Agreement or the Settlement: (i) may not be deemed to be, may not be used as, and do not constitute an admission or evidence of the validity of any Released Claims or of any wrongdoing or liability of Postmates; (ii) may not be deemed to be, may not be used as, and do not constitute an admission or evidence of any fault, wrongdoing, or omission by Postmates in any trial, civil, criminal, arbitration, or administrative proceeding of the Action or any other action or proceedings in any court, administrative agency, arbitral forum or other tribunal; (iii) may not be used as evidence of any waiver of, unenforceability of, or as a defense to any Postmates arbitration agreement; and (iv) may not be used as evidence in any class certification proceeding.
- 12.10 The Released Parties shall have the right to file the Settlement Agreement, the Final Approval order and Judgment, and any other documents or evidence relating to the

Settlement in any action that may be brought against them in order to support a defense or counterclaim based on principles of *res judicata*, collateral estoppel, release, good-faith settlement, judgment bar, reduction, or any other theory of claim preclusion or issue preclusion or similar defense or counterclaim.

- 12.11 The Parties to the Settlement Agreement agree that the Total Settlement Amount and the other terms of the Settlement were negotiated at arm's length and in good faith by the Parties, resulted from an arm's-length mediation session facilitated by Tripper Ortman, and reflect a settlement that was reached voluntarily based upon adequate information and sufficient discovery and after consultation with experienced legal counsel.
- 12.12 The Plaintiffs and Settlement Class Counsel have concluded that the Settlement set forth herein constitutes a fair, reasonable, and adequate resolution of the claims that the Plaintiffs asserted against Postmates, including the claims on behalf of the Settlement Class, and that it promotes the best interests of the Settlement Class.
- 12.13 To the extent permitted by law, all agreements made and orders entered during the course of the Action relating to the confidentiality of information shall survive this Settlement Agreement.
- 12.14 The Parties agree that Plaintiffs and Settlement Class Counsel are not required to return any documents or data produced by Postmates until the final resolution of the Action. Within sixty (60) days following the Effective Date, Settlement Class Counsel shall return to Postmates all documents and data produced in the Action or in connection with the Parties' mediation, or confirm in writing that all such documents have been destroyed.
- 12.15 The waiver by one Party of any breach of this Settlement Agreement by any other Party shall not be deemed a waiver of any other prior or subsequent breach of this Settlement Agreement.
- 12.16 This Settlement Agreement, including its Exhibits, constitutes the entire agreement among the Parties, and no representations, warranties, or inducements have been

made to any Party concerning this Settlement Agreement or its Exhibits, other than the representations, warranties, and covenants contained and memorialized in this Settlement Agreement and its Exhibits.

- 12.17 This Settlement Agreement may be executed in one or more counterparts. All executed counterparts and each of them shall be deemed to be one and the same instrument provided that counsel for the Parties to this Settlement Agreement shall exchange among themselves original signed counterparts.
- 12.18 This Settlement Agreement may be signed with a facsimile signature and in counterparts, each of which shall constitute a duplicate original.
- 12.19 The Parties hereto and their respective counsel agree that they will use their best efforts to obtain all necessary approvals of the Court required by this Settlement Agreement.
- 12.20 This Settlement Agreement shall be binding upon and shall inure to the benefit of the successors and assigns of the Parties hereto, including any and all Released Parties and any corporation, partnership, or other entity into or with which any Party hereto may merge, consolidate, or reorganize.
- 12.21 This Settlement Agreement has been negotiated among and drafted by Settlement Class Counsel and Postmates' Counsel. Named Plaintiffs, Settlement Class Members, and Postmates shall not be deemed to be the drafters of this Settlement Agreement or of any particular provision, nor shall they argue that any particular provision should be construed against its drafter or otherwise resort to the *contra proferentem* canon of construction. Accordingly, this Settlement Agreement should not be construed in favor of or against one Party as the drafter, and the Parties agree that the provisions of California Civil Code § 1654 and common law principles of construing ambiguities against the drafter shall have no application. All Parties agree that counsel for the Parties drafted this Settlement Agreement during extensive arm's-length negotiations. No parol or other evidence may be offered to explain, construe,

contradict, or clarify its terms, the intent of the Parties or their counsel, or the circumstances under which this Settlement Agreement was made or executed.

- 12.22 Except where this Settlement Agreement itself provides otherwise, all terms, conditions, and Exhibits are material and necessary to this Settlement Agreement and have been relied upon by the Parties in entering into this Settlement Agreement.
- 12.23 This Settlement Agreement shall be governed by California law. Any action or dispute based on this Settlement Agreement, including any action or to enforce any of the terms of this Settlement Agreement, shall be commenced and maintained only in the Superior Court of California, San Francisco County, which shall retain jurisdiction over all such actions and disputes.
- 12.24 All Parties to this Settlement Agreement shall be subject to the jurisdiction of the Superior Court of California, San Francisco County for all purposes related to this Settlement Agreement.
- 12.25 The Court shall retain continuing and exclusive jurisdiction over the Parties to this Settlement Agreement for the purpose of the administration and enforcement of this Settlement Agreement.
- 12.26 The headings used in this Settlement Agreement are for the convenience of the reader only, and shall not affect the meaning or interpretation of this Settlement Agreement.
- 12.27 In construing this Settlement Agreement, the use of the singular includes the plural (and vice-versa) and the use of the masculine includes the feminine (and vice-versa).
- 12.28 Each Party to this Settlement Agreement warrants that he, she, or it is acting upon his, her, or its independent judgment and upon the advice of counsel, and not in reliance upon any warranty or representation, express or implied, of any nature or of any kind by any other Party, other than the warranties and representations expressly made in this Settlement Agreement.

1	Dated: January, 20)20 By	
2			Robert Rieders General Counsel
3			POSTMATES INC.
4)20 P	
5	Dated: January, 20)20 By	Jacob Rimler
6			NAMED PLAINTIFF
7	Dated: January, 20)20 By	Giovanni Jones
8			NAMED PLAINTIFF
9	Dated: January, 20)20 By	
10			Dora Lee NAMED PLAINTIFF
11	Dated: January, 20)20 By	
12	Dated. January, 20)20 By	Kellyn Timmerman
13			NAMED PLAINTIFF
14	Dated: January, 20)20 By	7:
15			NAMED PLAINTIFF
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28	CLASS ACTION SETTLEMENT AGREEMENT AND RELEASE Case No. CGC-18-567868		