

**UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND**

JUDY JIEN, *et al.*,

Plaintiffs,

v.

PERDUE FARMS, INC., *et al.*,

Defendants.

CIVIL ACTION NO. 1:19-CV-2521

**SETTLEMENT AGREEMENT BETWEEN CLASS PLAINTIFFS AND
DEFENDANT FIELDALE FARMS CORPORATION**

Subject to the approval of the Court, this Settlement Agreement (“Settlement Agreement” or “Agreement”) is made and entered into as of the Execution Date, by and between Fieldale Farms Corporation (collectively and as defined hereinafter, “Fieldale”), and Class Plaintiffs (as hereinafter defined), individually and on behalf of a Settlement Class¹, through Interim Co-Lead Counsel for the proposed Settlement Class, and in the above-captioned action (the “Action”).

RECITALS

A. Class Plaintiffs are prosecuting the Action on their own behalf and on behalf of a putative litigation class. The Court ordered that Interim Co-Lead Counsel be solely responsible for coordinating and organizing the litigation on behalf of the Class Plaintiffs and the proposed class, and, among other things, conferred upon Interim Co-Lead Counsel the responsibility to negotiate with defense counsel with respect to settlement and other matters. ECF No. 75 at ¶ 9.

¹ All capitalized terms shall have the definitions ascribed in Section I “Definitions” or elsewhere in this Agreement.

B. Class Plaintiffs have alleged, among other things, that Fieldale entered into one or more contracts, combinations or conspiracies in restraint of trade, the purpose and effect of which was to suppress competition for labor and to allow Fieldale to pay sub-competitive Compensation to hourly and salaried workers in its Poultry Processing Operations in violation of Section 1 of the Sherman Act, 15 U.S.C. § 1.

C. Fieldale denies all Allegations of wrongdoing in the Action and believes it has numerous legitimate defenses to the Allegations and Claims.

D. This Settlement Agreement shall not be deemed or construed to be an admission or evidence of any violation of any statute, law, rule, or regulation or of any liability or wrongdoing by Fieldale, or of the truth of the Allegations or Claims, nor shall it be deemed or construed to be an admission or evidence of Fieldale's defenses.

E. Interim Co-Lead Counsel have conducted an investigation into the facts and law regarding the Allegations and Claims, and the possible legal and factual defenses thereto, and have concluded that (1) a settlement with Fieldale according to the terms set forth herein is fair, reasonable, adequate, and beneficial to, and in the best interests of, the Settlement Class, given the uncertainties, risks, and costs of continued litigation; (2) the Settlement Fund reflects fair, reasonable, and adequate compensation for the Settlement Class to fully, finally and forever release, settle, and discharge their Claims, including the claims that they were undercompensated as a result of the alleged anticompetitive conduct of which Fieldale is accused and that Fieldale has denied; and (3) the Cooperation to which Fieldale has agreed may reduce the substantial burden and expense associated with prosecuting the Action and constitutes good and valuable consideration to the Settlement Class.

F. Despite Fieldale's belief that it is not liable for and has strong defenses to the Claims, Fieldale desires to settle the Action to avoid the further expense, inconvenience,

disruption, and burden of litigation and other present or future litigation arising out of the allegations that gave rise to the Allegations and Claims, to avoid the risks inherent in uncertain multi-year complex litigation and trial, and thereby to put to rest this controversy.

G. This Agreement has been reached as a result of arm's-length negotiations, between Interim Co-Lead Counsel and Fieldale's Counsel.

H. The Settling Parties wish to preserve all arguments, defenses, and responses related to all Allegations and Claims, including any arguments, defenses, and responses related to any litigation class proposed by Class Plaintiffs in the event this Settlement Agreement fails to satisfy the conditions set out in Section II(F)(11) below.

I. The Settling Parties desire to fully, finally and forever settle all actual and potential Claims arising from or related to the conduct alleged in the Action, and to avoid the costs and risks of protracted litigation and trial.

IT IS THEREFORE HEREBY AGREED, by and among the Settling Parties, that in consideration of the covenants, agreements, and releases set forth herein and for other good and valuable consideration, this Action and all Released Claims are finally, fully and forever discharged, settled, and compromised as to the Fieldale Released Parties and that this Action shall be dismissed in its entirety with prejudice as to Fieldale subject to approval of the Court pursuant to Rule 23 of the Federal Rules of Civil Procedure, upon and subject to the following terms and conditions:

I. DEFINITIONS

A. Class Definition

“Settlement Class” means the class described in Section II(F)(3) below.

B. General Definitions

1. “Action” means the putative consolidated class action filed by Class Plaintiffs captioned *Judy Jien, et al. v. Perdue Farms, Inc. et al*, 1:19-cv-02521-SAG (D. Md.) (“Jien”), which is currently pending in the United States District Court for the District of Maryland, along with any other actions that were consolidated or hereinafter are consolidated into *Jien*.

2. “Allegations” means all of the allegations in the Complaint along with any allegations that could or should have been raised in the Action.

3. “Claims” means any and all actual or potential, known or unknown, direct or indirect, causes of action, claims, contentions, Allegations, assertions of wrongdoing, damages, losses, or demands for recoveries, remedies, or fees, costs or other expenses complained of, arising from or related to the conduct alleged in the Action, or that could or should have been alleged in the Action.

4. “Claims Administrator” means A.B. Data, Ltd. or other third-party administrators retained by Interim Co-Lead Counsel and approved by the Court to manage and administer the process by which Settlement Class Members are notified of the Settlement Agreement and paid from the Net Settlement Fund.

5. “Class Plaintiffs” means all Plaintiffs named in the Complaint: Judy Jien, Kieo Jibidi, Elaisa Clement, Glenda Robinson, Emily Earnest, and Kevin West.

6. “Compensation” means the provision of anything of value to Settlement Class Members and includes wages, salaries, insurance benefits, bonuses, overtime pay, night shift premiums, raises, promotions, retirement benefits, stocks or stock options, meals, and any other monetary and nonmonetary forms of remuneration or benefits.

7. “Complaint” means the Third Amended Consolidated Complaint in the Action, filed as ECF 590.

8. “Cooperation,” shall mean providing the data, documents, information and witnesses specified in Section II(A)(2) below.

9. “Court” means the United States District Court for the District of Maryland and the Honorable Stephanie A. Gallagher or her successor, or any other Court with jurisdiction over the Action.

10. “Date of Final Approval” means the date on which the Court enters an order granting final approval to this Settlement Agreement (“Final Approval”), pursuant to Rule 23 of the Federal Rules of Civil Procedure, as provided in Section II(F)(8) below.

11. “Date of Final Judgment” means the first date upon which both of the following conditions shall have been satisfied: (a) the Court enters Final Approval of the Settlement Agreement; and (b) either (1) thirty days have passed from the Date of Final Approval with no notice of appeal having been filed with the Court; or (2) Final Approval has been affirmed by a mandate issued by any reviewing court to which any appeal has been taken, and any further petition for review (including certiorari) has been denied or withdrawn, and the time for any further petition for review has expired.

12. “Date of Preliminary Approval” means the date on which the Court enters an order granting preliminary approval to this Settlement Agreement (“Preliminary Approval”), pursuant to Rule 23 of the Federal Rules of Civil Procedure, as provided in Section II(F)(4) below.

13. “Defendant” or “Defendants” means any or all of the defendants named in the Action, now, in the past, or in the future.

14. “Defendant Processors” means all Defendants other than Webber, Meng, Sahl, and Company, Inc. (“WMS”) and Agri Stats, Inc. (“Agri Stats”).

15. “Documents” means (a) all papers, electronically stored information (ESI), statements, transcripts, or other materials within the scope of Rule 34(a)(1)(A) of the Federal Rules

of Civil Procedure; and (b) any copies or reproductions of the foregoing, including microfilm copies or computer images.

16. “Effective Date” shall be the Date of Final Judgment as defined in Section (I)(B)(11) above.

17. “Escrow Account” means the account with the Escrow Agent that holds the Settlement Fund.

18. “Escrow Agent” means the bank into which the Settlement Fund shall be deposited and maintained as set forth in Section II(D) of this Agreement.

19. “Escrow Agreement” means the certain agreement pursuant to which the Escrow Account is established, funded and administered for the benefit of the Settlement Class, as set forth in Section II(D) of this Agreement. The Escrow Agent shall furnish a copy of the fully executed Escrow Agreement creating the Settlement Fund account to counsel for Fieldale at least 10 days prior to any hearing on Preliminary Approval of the Settlement Agreement.

20. “Execution Date” means the date on which this Settlement Agreement is entered into which shall be the date this Agreement is executed by or on behalf of all Settling Parties.

21. “Fairness Hearing” has the meaning provided in Section II(F)(4)(b) below.

22. “Interim Co-Lead Counsel” and “Settlement Class Counsel” mean the law firms of Cohen Milstein Sellers & Toll PLLC, Hagens Berman Sobol Shapiro LLP, and Handley Farah & Anderson PLLC.

23. “Net Settlement Fund” means the Settlement Fund, plus accrued interest, less any award of attorneys’ fees or reimbursement of expenses and less applicable taxes, tax preparation expenses, or costs of notice and administration, that may be awarded by the Court and approved by the Court.

24. “Order and Final Judgment” means the order and final judgment of the Court approving the Settlement Agreement, including all of its material terms and conditions without modifications (except any modifications agreed upon by the Settling Parties and, as necessary, approved by the Court), and the settlement pursuant to Federal Rule of Civil Procedure 23, and dismissing Fieldale with prejudice from the Action, as described in Section II(F)(8) below.

25. “Person(s)” means an individual, corporation, partnership, limited liability company, association, trust, unincorporated organization, or other entity or organization.

26. “Poultry Processing Operations” means Fieldale’s poultry processing plants, poultry hatcheries, poultry feed mills and poultry complexes in the United States.

27. “Released Claims” means and refers to any one, some, or all of the claims defined in Section II(B)(2) of this Settlement Agreement.

28. “Releasing Party” or “Releasing Parties” shall refer individually and collectively, to the Settlement Class and all members of the Settlement Class, including Class Plaintiffs and all Settlement Class Members (as defined in Section I(B)(31) below), each on behalf of themselves and their respective predecessors and successors; the assignees of all such persons or entities, as well as any person or entity acting on behalf of or through any of them in any capacity whatsoever, directly or indirectly, jointly and severally; and any of their direct or indirect, past, present and future agents, heirs, executors, devisees, insurers, officials acting in their official capacities, legal representatives, agencies, departments, commissions and divisions; and also means, to the full extent of the power of the signatories hereto to release past, present and future Claims, persons or entities acting in a private attorney general, parens patriae, qui tam, taxpayer or any other capacity, whether or not any of them participate in this Settlement Agreement.

29. “Settlement Agreement” means this document and the agreement reflected herein.

30. “Settlement Amount” means \$5,500,000 (five million, five hundred thousand U.S. dollars) to be paid in tranches as described in Section II(A)(1) below.

31. “Settlement Class Member” means each member of the Settlement Class who is not timely and properly excluded from the Settlement Class.

32. “Settlement Class Notice” means the notice to the Settlement Class that is approved by the Court, in accordance with Section II(F)(5) below.

33. “Settlement Class Period” means the period from and including January 1, 2000 through July 20, 2021.

34. “Settlement Fund” means the funds described in Section II(A) of this Settlement Agreement, plus accrued interest, in the separate Escrow Account to be maintained by the Escrow Agent for the settlement contemplated by this Settlement Agreement established in accordance with Section II(D) below.

35. “Settling Parties” means Fieldale, as represented by Fieldale’s Counsel, and the Settlement Class, as represented by Class Plaintiffs and Interim Co-Lead Counsel.

36. “Fieldale” means Fieldale Farms Corporation, a privately held Georgia corporation headquartered in Baldwin, Georgia, and its current affiliates and subsidiaries.

37. “Fieldale’s Counsel” means the law firms of Alston & Bird LLP and The Block Firm LLC.

38. “Fieldale Released Parties” means Fieldale (as defined above in Section (I)(B)(36)) and all of its respective former or current, direct or indirect, parents, subsidiaries and affiliates, including but not limited to the predecessors, successors and assigns of each of them; and any of the respective former or current, direct or indirect, trustees, owners, principals, partners, directors, executives, management employees, officers, shareholders, managers, members, attorneys, equity holders, agents, insurers, supervisors, representatives and employees. “Fieldale Released Parties”

does not include any Defendant or Unrelated Co-Conspirator named by Class Plaintiffs in any complaint filed to date in the Action, other than Fieldale or the Fieldale Released Parties.

39. “Tax Administrator” means Miller Kaplan Arase LLP (“MKA”) or other third-party tax administrator retained by Interim Co-Lead Counsel and approved by the Court to act as the as “administrator” of the Settlement Fund – within the meaning of Treasury Regulation § 1.468B-2(k)(3) – as more fully described in Section II(D)(7).

40. “Unrelated Co-Conspirator” means any alleged co-conspirator in the Action that does not satisfy the criteria for inclusion as one or more of the “Fieldale Released Parties” as defined in Section I(B)(38) above.

II. SETTLEMENT

A. Performance By Fieldale

1. **Settlement Payment.** In consideration for the release of the Released Claims against the Fieldale Released Parties and the dismissal with prejudice of the Action, Fieldale shall pay or cause to be paid in three equal installments a total of \$5,500,000 (five million, five hundred thousand U.S. dollars) into the Settlement Fund on the following schedule: (i) payment of the first tranche to be paid within thirty (30) days of the Court’s grant of Preliminary Approval, (ii) payment of the second tranche to be paid within sixty (60) days of the Court’s grant of Preliminary Approval and (iii) the payment of the third tranche to be paid within ninety (90) days of the Court’s grant of Preliminary Approval. The Parties may modify the payment schedule provided in this Section II(A)(1) by mutual written agreement without seeking further approval from the Court.

a. Fieldale’s payment to the Escrow Agent described herein shall be by wire transfer pursuant to instructions from the Escrow Agent or Interim Co-Lead Counsel provided at least three (3) business days prior to the due date of the payment.

b. The payments described in this Section II(A)(1) shall constitute the total Settlement Amount, and Fieldale shall have no other payment obligations to the Settlement Class or owe any further amount under this Settlement Agreement.

2. **Cooperation.** Cooperation is a material term of this Settlement Agreement and shall, upon Class Plaintiffs' request and after the Date of Preliminary Approval, constitute the following actions:

a. Fieldale has already produced to Class Plaintiffs structured data including, but not limited to, payroll data, sufficient to show with respect to each member of the Settlement Class employed by Fieldale or its subsidiaries: name, contact information, internal id number, universal identifying number (e.g. Social Security Number), job title, dates of employment, job changes, wages or salaries, bonuses, overtime pay, shift premiums, benefits, changes in wage or salary rate and any other reasonably accessible components of Compensation. Fieldale will use reasonable efforts to respond to a reasonable number of Class Plaintiffs' questions regarding, and otherwise assist Plaintiffs to understand, such structured data.

b. Fieldale agrees to use reasonable efforts to provide declarations or affidavits relating to authentication or admissibility of documents and/or things at issue, if reasonably requested by the Class Plaintiffs in connection with this Action.

c. Class Plaintiffs will identify one (1) then-current employee of Fieldale who will be deposed or participate as a witness at trial in the Action if requested by Class Plaintiffs, assuming they remain employed at the time of trial. This limitation on depositions and trial witnesses does not apply to former employees of Fieldale, who can be deposed in accordance with discovery limitations established by the Court.

d. Fieldale will produce the following Documents to Class Plaintiffs identified by a reasonable search: Any documents that have been or will be produced to the Department of

Justice by Fieldale prior to the resolution of this Action against all Defendants in connection with any investigation regarding any form or component of Compensation.. Fieldale is required to produce any such documents only if and when either the Department of Justice consents to such production (or declines to object) or a court orders any such documents produced. Unless prohibited by the Department of Justice, Fieldale agrees to take no position on submissions by Class Plaintiffs to any court to obtain any documents submitted to the Department of Justice; provided, however, that Fieldale reserves the right to designate any produced documents for confidential treatment pursuant to the applicable protective order in this Action.

e. To the extent Fieldale withholds the production of any documents on the basis of attorney-client privilege or any other reason, Fieldale is obligated to produce a privilege log no later than 30 days after the document production from which documents were withheld. The privilege log must conform to the requirements of the ESI protocol (ECF 457).

f. The Parties will have discretion to agree to minor modifications of these discovery obligations and deadlines, and such modifications will not require Court approval.

g. This Section II(A) sets out the total scope of Fieldale's Cooperation agreed to by the parties, and Fieldale shall have no Cooperation obligations other than or beyond those set forth in this Section II(A).

B. Release of Claims

1. The Release of Claims is a material term of this Settlement Agreement.

2. **Release.** Upon the Date of Final Judgment, each Releasing Party shall automatically and without further action by the Releasing Party, completely, finally and forever release, acquit, and discharge the Fieldale Released Parties from any and all existing or potential, known or unknown, claims, demands, actions, suits, causes of action, upon any theory of law or equity, whether class, private attorney general, individual, parens patriae, qui tam, taxpayer, or any

other capacity, direct or indirect, or in their individual capacity or otherwise in nature (whether or not any member of the Settlement Class has objected to the Settlement Agreement or makes a claim upon or participates in the Settlement Fund, whether directly, representatively, derivatively or in any other capacity) that the Releasing Party ever had, now has, or hereafter can, shall, or may ever have, on account of, or in any way arising out of, any and all known and unknown, foreseen and unforeseen, suspected or unsuspected, actual or contingent, liquidated or unliquidated claims, causes of action, injuries, losses, civil or other penalties, restitution, disgorgement, damages, and the consequences thereof that have been asserted, or could have been asserted, under federal or state law in any way arising out of or relating in any way to one or more alleged or actual conspiracies or agreements between Defendants relating to reducing competition for the hiring and retaining of, or to fixing, depressing, restraining, exchanging information about, or otherwise reducing the Compensation paid or provided to, the Releasing Parties by Defendants, Unrelated Co-Conspirators, their respective subsidiaries and/or related entities or arising from or in connection with any act or omission during the Class Period relating to or referred to in the Action or arising from the factual predicate of the Action or any conduct that could have or should have been challenged, raised or alleged in the Action (collectively, the “Released Claims”). Notwithstanding the above, “Released Claims” do not include (i) Claims asserted against any Defendant other than the Fieldale Released Parties, and (ii) any Claims wholly unrelated to the allegations or underlying conduct alleged in the Action that are based on breach of contract, negligence, personal injury, bailment, failure to deliver lost goods, damaged or delayed goods, product defect, discrimination, COVID-19 safety protocols, failure to comply with wage and hours laws unrelated to anticompetitive conduct, or securities claims. This reservation of claims set forth in (i) and (ii) of this paragraph does not impair or diminish the right of the Fieldale Released Parties to assert any and all defenses to such Claims. During the period after the expiration of the deadline

for submitting an opt-out notice, as determined by the Court, and prior to Final Judgment, all Releasing Parties who have not submitted a valid request to be excluded from the Settlement Class shall be preliminarily enjoined and barred from asserting any Released Claims against the Fieldale Released Parties. The release of the Released Claims will become effective as to all Releasing Parties upon Final Judgment. Upon Final Judgment, the Releasing Parties further agree that they will not file any other suit against the Fieldale Released Parties arising out of or relating to the Released Claims.

3. **Covenant Not to Sue.** Upon the Date of Final Judgment, Class Plaintiffs and each Settlement Class Member covenant not to sue, directly or indirectly, or otherwise seek to establish liability against the Fieldale Released Parties for any transaction, event, circumstance, action, failure to act, or occurrence of any sort or type arising out of or related to, the Released Claims, including, without limitation, seeking to recover damages or other relief relating to any of the Released Claims. This Paragraph shall not apply to any action to enforce this Settlement Agreement.

4. **Full Release.** The Settling Parties to this Agreement expressly agree and confirm that the release of the Released Claims as set forth in the provisions of this Section II(B) shall constitute a full, final, and effective release of the Fieldale Released Parties by the Releasing Parties of the Released Claims.

5. **Waiver.** In addition to the provisions of Section II(B)(2), the Releasing Parties hereby expressly waive and release, solely with respect to the Released Claims, upon the Date of Final Judgment, any and all provisions, rights, and benefits conferred by Section 1542 of the California Civil Code, which states:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS
THAT THE CREDITOR OR RELEASING PARTY DOES NOT
KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT

THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY

or by any law, regulation or rule of any state or territory of the United States, or principle of common law, which is similar, comparable, or equivalent to Section 1542 of the California Civil Code. Each Releasing Party may hereafter discover facts other than or different from the Claims and Allegations, or otherwise different from those which he, she, they or it knows or believes to be true with respect to the Claims which are released pursuant to the provisions of Section II(B)(2), but each Releasing Party hereby expressly waives and fully, finally, and forever settles and releases, upon the Date of Final Judgment, any known or unknown, suspected or unsuspected, contingent or non-contingent, claim that the Releasing Parties have agreed to release pursuant to Section II(B)(2), whether or not concealed, or hidden, without regard to the subsequent discovery or existence of such different or additional facts.

C. Claims Administrator

Pursuant to the Preliminary Approval Order, and subject to Court approval, Interim Co-Lead Counsel shall engage a qualified Claims Administrator. The Claims Administrator will assist with the settlement claims process as set forth herein.

1. The Claims Administrator shall effectuate the notice plan approved by the Court in the Preliminary Approval Order, shall administer and calculate the claims, and shall oversee distribution of the Net Settlement Fund in accordance with the Plan of Distribution.

2. The Claims Administrator also shall assist in the development of the Plan of Distribution and the resolution of any disputes regarding the Plan of Distribution.

D. Settlement Fund Administration

The Settlement Fund shall be administered pursuant to the provisions of this Settlement Agreement and subject to the Court's continuing supervision and control, until the funds in the Settlement Fund are fully distributed, as follows:

1. The Settlement Fund shall be established within an Escrow Account and administered by an Escrow Agent at a bank designated by Interim Co-Lead Counsel. Interim Co-Lead Counsel, Fieldale, and Fieldale's Counsel, agree to cooperate in good faith to prepare an appropriate Escrow Agreement in conformance with this Agreement.

2. All funds held in the Escrow Account shall be deemed and considered to be in *custodia legis* of the Court and shall remain subject to the jurisdiction of the Court, until such time as such funds shall be distributed pursuant to this Agreement and/or further order(s) of the Court.

3. The Settlement Class, Interim Co-Lead Counsel, Fieldale, nor Fieldale's Counsel shall not have any responsibility, financial obligation, or liability for any fees, costs, or expenses related to providing notice to the Settlement Class or obtaining approval of the settlement or administering the settlement. Such fees, costs, or expenses shall be paid solely from the Settlement Fund, subject to any necessary Court approval. Fieldale shall not object to Interim Co-Lead Counsel withdrawing from the Settlement Fund, subject to any necessary Court approval, up to \$500,000 to pay the costs for notice and for Preliminary and Final Approval of the Settlement Agreement. Any costs of notice that Interim Co-Lead Counsel are permitted to withdraw from the Settlement Fund, either pursuant to the Settling Parties' Settlement Agreement or order of the Court, shall be nonrefundable if, for any reason, the Settlement Agreement is terminated according to its terms. At their discretion, Class Plaintiffs may combine the notice of the Fieldale settlement with the notice for any other Defendant in the action. The timing of the filing of a motion to approve notice of the Settlement Agreement to the Settlement Class, and the timing proposed to

the Court for the actual distribution of that notice to the Settlement Class, shall be at the sole discretion of Interim Co-Lead Counsel.

4. Under no circumstances will Fieldale or the Fieldale Released Parties be required to pay more than the Settlement Amount. For purposes of clarification, the payment of any fee and expense award (including but not limited to attorneys' fees) and notice and administrative costs (including payment of any applicable fees to Escrow Agent) and any other costs associated with the implementation of this Settlement Agreement shall be exclusively paid from the Settlement Amount and from the Settlement Fund.

5. Except as provided in Section II(F)(11), no other funds shall be paid or disbursements made from the Settlement Fund without an order of the Court.

6. The Escrow Agent shall, to the extent practicable, invest the funds deposited in the Settlement Fund in discrete and identifiable instruments backed by the full faith and credit of the United States Government, or fully insured by the United States Government or any agency thereof, including a United States Treasury Fund or a bank account that is either: (i) fully insured by the Federal Deposit Insurance Corporation; or (ii) secured by instruments backed by the full faith and credit of the United States Government. The proceeds of these accounts shall be reinvested in similar instruments at their then-current market rates as they mature. All risks related to the investment of the Settlement Fund in accordance with the investment guidelines set forth in this paragraph shall be borne by the Settlement Fund. Any cash portion of the Settlement Fund not invested in instruments of the type described in the first sentence of this Section II(D)(6) shall be maintained by the Escrow Agent, and not commingled with any other funds or monies, in a federally insured bank account. Neither Fieldale, nor Fieldale's Counsel shall bear any responsibility or risk related to the Settlement Fund or the Net Settlement Fund.

7. The Settling Parties agree that the Settlement Fund and the Net Settlement Fund are intended to be a “Qualified Settlement Fund” within the meaning of Treasury Regulation § 1.468B-1 (hereinafter, “QSF”), and to that end, the Settling Parties shall cooperate with each other and shall not take a position in any filing or before any tax authority that is inconsistent with such treatment. In addition, the Tax Administrator, as administrator of the QSF within the meaning of Treasury Regulation § 1.468B-2(k)(3), shall be responsible for filing all necessary income tax returns for the Escrow Account. The Escrow Agent at the direction of Interim Co-Lead Counsel through the Tax Administrator shall pay from the Escrow Account any Income Taxes, as defined below, owed with respect to the Escrow Account. In addition, Interim Co-Lead Counsel shall timely make, or cause to be made through the Tax Administrator, such elections as necessary or advisable to carry out the provisions of this paragraph, including the “relation-back election” (as defined in Treas. Reg. § 1.468B-1) back to the earliest permitted date. Such election shall be made in compliance with the procedures and requirements contained in such regulations. It shall be the responsibility of Interim Co-Lead Counsel, or the Tax Administrator at the direction of Interim Co-Lead Counsel, to timely and properly prepare and deliver the necessary documentation for signature by all necessary parties, and thereafter to cause the appropriate filing to occur. All provisions of this Settlement Agreement shall be interpreted in a manner that is consistent with the Settlement Fund being a QSF. Interim Co-Lead Counsel shall timely and properly file, or cause to be filed through the Tax Administrator, all income tax returns necessary or advisable with respect to the QSF (including without limitation the returns described in Treas. Reg. § 1.468B-2(k)(1)). All taxes, including any estimated taxes, interest or penalties (collectively, “Income Taxes” on the net income earned by the Settlement Fund shall be paid out of the Settlement Fund. Neither Foster nor Foster’s Counsel shall have any liability or responsibility of any sort for filing any tax returns or paying any Income Taxes with respect to the Escrow Account.

8. All: (i) Income Taxes, and (ii) expenses and costs incurred in connection with the tax compliance of the Settlement Fund (including, without limitation, expenses of tax attorneys and accountants) shall timely be paid by the Escrow Agent at the request of Interim Co-Lead Counsel through the Tax Administrator out of the Settlement Fund. Settlement Class Members shall be responsible for paying any and all federal, state, and local income taxes due on any distribution made to them pursuant to the Settlement provided herein.

9. Payments to the Settlement Class Members shall be treated as wages for tax purposes. The Claims Administrator shall be responsible for the information reporting and withholding obligations set forth in Treas. Reg. § 1.468B-2(l)(2) and shall report as wages that portion of the Settlement Fund paid each eligible Class Member to the U.S. Internal Revenue Service (“IRS”) and to other appropriate taxing authorities (collectively, “Taxing Authorities”) on an IRS Form W-2 and on any other applicable form. Such amounts shall be subject to applicable employment taxes and withholding taxes, including, without limitation, the employee’s and/or employer’s share of FICA (Social Security and Medicare), FUTA, and any state and local income and employment taxes, including, without limitation, SUTA (collectively, “Payroll Taxes”).

10. The Claims Administrator shall withhold from payments made paid to Settlement Class Members the employee’s share – and shall pay from the Settlement Fund the employer’s share – of Payroll Taxes. –Class Plaintiffs, Class Counsel, Class Members, the Tax Administrator, and the Claims Administrator shall not seek payment for Payroll Taxes from Fieldale.

11. The Claims Administrator shall solicit tax forms from Class Members prior to making any such payments or distributions. For avoidance of doubt, Fieldale, Fieldale’s Counsel, Plaintiffs, and Class Counsel shall have no liability, obligation, or responsibility whatsoever for tax obligations arising from payments to any Class Member or based on the activities and income of the Settlement Fund. In addition, Fieldale shall have no liability, obligation, or responsibility

whatsoever for tax obligations arising from payments to Plaintiffs or Class Counsel. The Settlement Fund shall be solely responsible for its tax obligations. Each Class Member shall be solely responsible for his/her tax obligations. Class Counsel shall be solely responsible for its tax obligations.

12. Any payment pursuant to the Plan of Distribution shall not be considered compensation under the terms of any benefits plan. The receipt of a payment shall not affect the amount of any contribution to or level of benefits under any benefit plan.

13. Class Plaintiffs and Class Counsel each represent and agree that they have not received and/or relied upon any advice and/or representations from Fieldale or Fieldale's Counsel as to taxes, including the taxability of the payments received pursuant to this Agreement. Fieldale and Fieldale's Counsel each represent and agree that they have not received and/or relied upon any advice and/or representations from Class Plaintiffs or Class Counsel as to taxes, including the taxability of the payments received pursuant to this Agreement.

14. After the Date of Final Approval, the Net Settlement Fund shall be disbursed in accordance with a plan of distribution to be approved by the Court. The timing of a motion to approve a plan of distribution of the Net Settlement Fund created by this Settlement Agreement shall be in the discretion of Interim Co-Lead Counsel and may be combined with a plan to distribute proceeds from other settlements in this Action.

E. No Reversion

Except as provided in Section II(F)(11) of this Settlement Agreement, Fieldale shall have no rights to reversion. In the event of a reversion, all funds not previously spent on notice and administrative costs shall be returned to Fieldale, including any interest accrued.

F. Approval of Settlement Agreement and Dismissal of Claims

1. **Notice of Settlement.** Interim Co-Lead Counsel and Fieldale' Counsel have already jointly filed with the Court a notice of settlement and stipulation for suspension of all proceedings by Class Plaintiffs against Fieldale in the Action pending approval of the Settlement Agreement.

2. **Effectuating the Settlement.** Class Plaintiffs and Fieldale shall cooperate in good faith and use their best efforts to effectuate this Settlement Agreement, including cooperating in seeking the Court's approval of the Settlement Agreement without modification of any of its material terms and conditions, providing appropriate Settlement Class Notice under Federal Rules of Civil Procedure 23, and seeking the complete and final dismissal with prejudice of the Action as to Fieldale.

3. **Settlement Class Certification.** Class Plaintiffs shall seek, and Fieldale shall take no position with respect to, the appointment of Interim Co-Lead Counsel as Settlement Class Counsel for purposes of effectuating the settlement reflected in this Settlement Agreement and the certification in the Action of a class for settlement purposes only, referred to herein as the Settlement Class, which shall include Class Plaintiffs and be defined as:

All persons employed by Defendant Processors, their subsidiaries, and/or related entities at poultry processing plants, poultry hatcheries, poultry feed mills, and/or poultry complexes in the continental United States from January 1, 2000 until July 20, 2021.

The following persons and entities are excluded from the Settlement Class: complex managers, plant managers, human resources managers, human resources staff, office clerical staff, guards, watchmen, and salespersons of the Defendants, alleged co-conspirators, and any of their subsidiaries, predecessors, officers, or directors; and federal, state or local governmental entities.

4. **Preliminary Approval.** No later than ninety (90) business days after the Execution Date, Class Plaintiffs shall submit to the Court a motion requesting entry of an order preliminarily approving the settlement (Preliminary Approval Order). Class Plaintiffs may combine the motion for Preliminary Approval with a motion to grant preliminary approval for settlement with any other Defendants. The Settling Parties may delay the filing of Preliminary Approval by mutual written consent. At a reasonable time in advance of submission to the Court, the papers in support of Preliminary Approval, which shall include the proposed form of an order preliminarily approving this Settlement Agreement, shall be provided by Interim Co-Lead Counsel to Fieldale's Counsel for its review. Fieldale shall not oppose and shall reasonably cooperate in such motion, subject to the provisions below. The proposed Preliminary Approval Order shall provide that, *inter alia*:

a. the settlement proposed in the Settlement Agreement has been negotiated at arm's-length and is preliminarily determined to be fair, reasonable, adequate, and in the best interests of the Settlement Class;

b. after Settlement Class Notice has been carried out, a hearing on the settlement proposed in this Settlement Agreement shall be held by the Court to determine whether the proposed settlement is fair, reasonable, and adequate, and whether it should be finally approved by the Court (the "Fairness Hearing");

c. Settlement Class Members who wish to exclude themselves from the settlement and the Settlement Agreement must submit a timely request (*i.e.*, by the bar date) for exclusion;

d. Settlement Class Members who wish to object to this Agreement must submit an appropriate and timely written statement of the grounds for objection;

e. Settlement Class Members who wish to appear in person to object to this Agreement may do so at the Fairness Hearing pursuant to directions by the Court; and

f. all proceedings in the Action with respect to Fieldale and Class Plaintiffs are stayed until further order of the Court, except as may be necessary to implement the settlement reflected in this Settlement Agreement or comply with the terms thereof.

5. **Settlement Class Notice.** The Settlement Class Notice shall provide for a right of exclusion, as set forth in Section II(F)(4). The Settlement Class Notice shall also provide for a right to object to the proposed Settlement. Individual notice of the Settlement to all Settlement Class Members who can be identified through reasonable effort shall be mailed, emailed and/or sent via text message to the Settlement Class in conformance with a notice plan to be approved by the Court. Interim Co-Lead Counsel will undertake all reasonable efforts to notify potential Settlement Class Members of the settlement, including publication notice through traditional, digital, and/or social media sources likely to reach Settlement Class Members. The timing of a motion to approve notice to the Settlement Class of this Settlement Agreement (“Notice Motion”) shall be in the discretion of Interim Co-Lead Counsel and may be combined with notice of other settlements in this Action. The Notice Motion shall include a proposed form of, method for, and date of dissemination of notice.

6. **Cost of Settlement Class Notice.** The costs of providing Settlement Class Notice to Settlement Class Members shall be paid by the Escrow Agent from the Settlement Fund pursuant to Sections II(D)(2) and II(D)(3).

7. **CAFA Notice.** Within ten days of the filing of the motion for Preliminary Approval, Fieldale will provide to the appropriate state officials and the appropriate federal official the notice required by the Class Action Fairness Act of 2005, 28 U.S.C. § 1715(b) (“CAFA”).

8. **Final Approval.** If this Settlement Agreement is preliminarily approved by the Court, the Settlement Class shall seek entry of an Order and Final Judgment, which Fieldale shall not oppose, and which Fieldale shall reasonably cooperate, that, *inter alia*:

a. certifies the Settlement Class described in Section II(F)(3) above, pursuant to Rule 23 of the Federal Rules of Civil Procedure, for purposes of this settlement as a settlement class;

b. finally approves this Settlement Agreement and its terms as being a fair, reasonable, and adequate settlement as to the Settlement Class Members within the meaning of Rule 23 of the Federal Rules of Civil Procedure and directing its consummation according to its terms and conditions;

c. determines that the Settlement Class Notice constituted, under the circumstances, the most effective and practicable notice of this Settlement Agreement and the Fairness Hearing, and constituted due and sufficient notice for all other purposes to all Persons entitled to receive notice;

d. confirms that Fieldale has provided the appropriate notice pursuant to CAFA;

e. orders that Fieldale, and all Claims made against Fieldale in the Action, including in all class action complaints asserted by Class Plaintiffs, are dismissed with prejudice and without further costs or fees;

f. finally, completely and forever discharges and releases the Fieldale Released Parties from all Released Claims;

g. enjoins Class Plaintiffs and all Settlement Class Members from suing, directly or indirectly, any of the Fieldale Released Parties for any of the Released Claims;

h. requires Interim Co-Lead Counsel to file with the clerk of the Court a record of potential Settlement Class Members that timely excluded themselves from the Settlement Class, and to provide a copy of the record to Fieldale's Counsel;

i. incorporates the release set forth in Section II(B) of this Agreement and makes that release effective as of the Effective Date as to the Class Plaintiffs and all Settlement Class Members who were not timely and properly excluded from the Settlement Class;

j. determines under Federal Rule of Civil Procedure 54(b) that there is no just reason for delay and directs that the judgment of dismissal as to Fieldale shall be final and entered forthwith, and stating:

- i. Final judgment as to the Action is entered in favor of Fieldale; and
- ii. Final judgment is granted in favor of the Fieldale Released Parties on any Released Claim of a Settlement Class Member who was not timely and properly excluded from the Settlement Class.

k. reserves to the Court exclusive jurisdiction over the settlement and this Settlement Agreement, including the administration and consummation of this Agreement; and

l. orders that Settlement Funds may be disbursed as provided in the Final Approval Order or other order of the Court.

9. Class Counsel Fees and Expenses; No Other Costs.

a. Fieldale shall have no responsibility for any other costs, including Interim Co-Lead Counsel's attorneys' fees, costs, and expenses or the fees, costs, or expenses of any Plaintiff's or Class Member's respective attorneys, experts, advisors, or representatives, provided, however, that with respect to the Action, including this Settlement Agreement, Fieldale shall bear its own costs and attorneys' fees.

b. Subject to Interim Co-Lead Counsel's sole discretion as to whether to apply and timing of such an application, Interim Co-Lead Counsel may apply to the Court for an attorney fee award, reimbursement of expenses and costs, and/or service awards for class representatives, to be paid from the proceeds of the Settlement Fund. Fieldale shall have no responsibility, financial obligation, or liability for any such fees, costs, expenses, or service awards.

c. The procedure for and the allowance or disallowance by the Court of any applications by Interim Co-Lead Counsel for attorneys' fees, reimbursement of expenses, and/or service awards to class representatives are not part of or a condition to the Settlement set forth herein, and are to be considered by the Court separately from the Court's consideration of the fairness, reasonableness, and adequacy of the Settlement set forth in this Agreement, and any order or proceeding relating to any application for attorneys' fees, reimbursement of expenses, and/or service awards to class representatives shall not operate to terminate or cancel this Agreement or the release set forth herein, or affect or delay the finality of the judgment approving this settlement.

d. Within 15 days after any order by the Court awarding attorneys' fees, reimbursing expenses, and/or providing service awards to class representatives, the Escrow Agent shall pay the approved attorneys' fees, reimbursement of expenses, and service award via wire transfer from the Settlement Fund as directed by Settlement Class Counsel in accordance with and attaching the Court's order. In the event the Settlement does not become Final or the award of attorneys' fees, reimbursement of expenses, and/or provision of service awards is reversed or modified, Settlement Class Counsel will cause the difference in the amount paid and the amount awarded to be returned to the Settlement Fund within 30 days of the order from a court of appropriate jurisdiction.

10. **When Settlement Becomes Final.** The settlement contemplated by this Settlement Agreement shall become final on the Date of Final Judgment.

11. **Termination and Reduction.**

a. If the Court declines to grant either preliminary or final approval to this Settlement Agreement (as set forth in Sections II(F)(4) or (F)(8) above, respectively) or any material part hereof, or if the Court approves this Settlement Agreement in a materially modified form, or if after the Court's approval, such approval is materially modified or set aside on appeal,

or if the Court does not enter the Order and Final Judgment, or if the Court enters the Order and Final Judgment and appellate review is sought and on such review such Final Order and Judgment is not affirmed (collectively, “Triggering Events”), then Fieldale and Class Plaintiffs shall each, in their respective sole discretion, have the option to rescind this Settlement Agreement in its entirety by providing written notice of their election to do so (“Termination Notice”) to each other within thirty (30) calendar days of any such Triggering Event. For purposes of this Section II(F)(11), a material modification includes but is in no way limited to any modification to Sections II(A)(1), II(B)(1)-(4) or II(F)(11)-(12), or the Settlement Class definition. If rescinded or terminated, this Settlement Agreement shall become null and void, and, with the exception of any Settlement Funds used for notice purposes pursuant to Section II(D)(3), all other funds remaining in the Escrow Account (including interest earned thereon) shall be returned to Fieldale and the Settling Parties’ position shall be returned to the status quo ante. In no way shall Class Plaintiffs have the right to rescind or terminate this Settlement Agreement if the Court fails or refuses to grant any request for attorneys’ fees, reimbursement of costs, or any service awards to class representatives.

b. Additionally, notwithstanding any other provision in this Settlement Agreement, in the event that a minimum of 25,000 people from the Settlement Class timely and validly exclude themselves from the Settlement Class pursuant to the procedures approved by the Court, Fieldale shall, in its sole discretion, have the authority to rescind this Settlement Agreement in its entirety by providing written notice of its election to do so (the “Opt-Out Termination Notice”). Fieldale shall provide the Opt-Out Termination Notice within fifteen (15) calendar days of the date that the final list of members of the Settlement Class who timely and validly opt out is provided to Fieldale. In the event that fewer than 25,000 people from the potential Settlement Class request exclusion or from the Class or bring Opt-Out Claims, neither those requests nor the Opt-Out Claims shall have any effect on this Settlement Agreement.

12. **No Admission.**

a. Fieldale denies all Allegations of wrongdoing in the Action. Nothing in this Settlement Agreement constitutes an admission by Fieldale as to the merits of the Allegations made in the Action, or an admission by Class Plaintiffs or the Settlement Class of the validity of any defenses that have been or could be asserted by Fieldale. The Parties agree they will not disparage one another or their Claims or defenses, such as by making public statements to the media that disparage either of the Parties or their conduct in connection with the Action.

b. This Settlement Agreement, and any of its terms, and any agreement or order relating thereto, shall not be deemed to be or offered by any of the Settling Parties to be received in any civil, criminal, administrative, or other proceeding, or utilized in any manner whatsoever as, a presumption, a concession, or an admission of, or prima facie evidence, or any evidence, of any fault, wrongdoing, violation of law or liability whatsoever on the part of Fieldale or other Fieldale Released Parties; provided, however, that nothing contained in this Section II(F)(12) shall prevent this Settlement Agreement (or any agreement or order relating thereto) from being used, offered, or received in evidence in any proceeding to approve, enforce, or otherwise effectuate the settlement (or any agreement or order relating thereto) or the Order and Final Judgment, or in which the reasonableness, fairness, or good faith of any Settling Party participating in the settlement (or any agreement or order relating thereto) is in issue, or to enforce or effectuate provisions of this Settlement Agreement or the Order and Final Judgment. This Settlement Agreement may, however, be filed and used in other proceedings, where relevant, to demonstrate the fact of its existence and of this settlement, including but not limited to Fieldale filing the Settlement Agreement and/or the Order and Final Judgment in any other action that may be brought against it in order to support a defense or counterclaim based on principles of res judicata,

collateral estoppel, release, good faith settlement, waiver, judgment bar or reduction, or any other theory of claim preclusion or issue preclusion or similar defense or counterclaim.

13. **Litigation Standstill.** Class Plaintiffs shall cease all litigation activities against Fieldale in the Action except to the extent expressly authorized in Section II(A)(2) regarding Cooperation. Fieldale and Fieldale's Counsel shall cease all litigation activities against Class Plaintiffs in the Action except to the extent expressly authorized in this Settlement Agreement. As is necessary to effectuate this Agreement, Class Plaintiffs will continue to name Fieldale as a Defendant in any amended complaint filed in the Action before the Date of Final Judgment. Provided, however, that in any such amended complaint or otherwise, Class Plaintiffs will not (i) assert (or assist any other persons in asserting) any Claims against any of the Fieldale Released Parties other than the Claims asserted in the operative complaint as of the date this Settlement Agreement is executed, which Claims would be released as of the Effective Date or (ii) seek to expand the scope of any Claims as to Fieldale. For the avoidance of doubt, should Class Plaintiffs seek to depose former Fieldale employees on topics primarily related to their time of employment at Fieldale, this litigation standstill shall not apply to preclude such depositions, and Fieldale in its sole discretion shall be permitted to represent the interests of Fieldale and the former employee in the deposition and any related discovery practice. None of the foregoing provisions shall be construed to prohibit Class Plaintiffs from seeking appropriate discovery from non-settling Defendants, Unrelated Co-Conspirators, or former employees of Fieldale consistent with Section II(A)(2), or other third parties. This litigation standstill precludes Fieldale or Fieldale's Counsel from assisting any non-settling Defendant in the litigation or defense of this Action, including by assisting in opposing Class Plaintiffs' motion for class certification, working with expert witnesses or on expert materials or providing relevant documents to non-settling Defendants without any formal discovery request from them. This litigation standstill does not, however, preclude Fieldale

or its counsel from (i) responding to discovery served by any non-Settling Defendant; (ii) negotiating in good faith to resolve any disputes regarding the scope of such discovery; (iii) taking steps they believe in good faith are necessary to reduce the scope or burden of discovery from non-Settling Defendants, including without limitation by providing information related to structured data productions; or (iv) representing (or paying for the representation of) current or former Fieldale employees in connection with discovery, court hearings, or trial. Fieldale will notify Interim Co-Lead Class Counsel within two (2) business days in the event any non-Settling Defendant requests a declaration, affidavit, or other written statement in lieu of a deposition.

III. MISCELLANEOUS

A. Entire Agreement

This Settlement Agreement shall constitute the entire, complete, and integrated agreement between the Settlement Class and Fieldale pertaining to the settlement of the Action against Fieldale and the release of the Fieldale Released Parties from the Released Claims and supersedes any and all prior and contemporaneous undertakings of the Settlement Class and Fieldale in connection therewith. All terms of the Settlement Agreement are contractual and not mere recitals.

B. Sole Remedy

This Settlement Agreement shall provide the sole and exclusive remedy for any and all Released Claims against any Fieldale Released Party, and upon entry of Final Judgment, the Releasing Parties shall be forever barred from initiating, asserting, maintaining, or prosecuting any and all Released Claims against any Fieldale Released Party.

C. Inurement

The terms of the Settlement Agreement are and shall be binding upon and inure to the benefit of, to the fullest extent possible, each of the Releasing Parties and the Fieldale Released Parties, and upon all other Persons claiming any interest in the subject matter hereto through any

of the Settling Parties, Releasing Parties, or Fieldale Released Parties, including any Settlement Class Members.

D. Modification and Waiver

Except for minor modifications of discovery obligations and deadlines as set forth in Section II(A)(2) above and modifications of the payment schedule as set forth in Section II(A)(1) above, this Settlement Agreement may be modified or amended only by a writing executed by the Class Plaintiffs (through Interim Co-Lead Counsel) and Fieldale, subject (if after Preliminary or Final Approval) to approval by the Court. Amendments and modifications may be made without notice to the Settlement Class unless notice is required by law or by the Court. The waiver of any rights conferred hereunder shall be effective only if made by written instrument of the waiving Party.

E. Drafted Mutually

For the purpose of construing or interpreting this Settlement Agreement, the Settlement Class and Fieldale shall be deemed to have drafted it equally, and it shall not be construed strictly for or against any party. The Settlement and all negotiations, discussions, and proceedings leading up to and in connection herewith shall not be deemed to constitute a presumption, concession, or an admission by any Settling Party or any of the Released Parties of any fault, liability, or wrongdoing by it, or as to the merits of any claim or defense.

F. Governing Law & Jurisdiction

Any disputes relating to this Settlement Agreement shall be governed by and interpreted according to the substantive laws of the state of Maryland without regard to its choice of law or conflicts of law provisions. Subject to Court approval, the United States District Court for the District of Maryland shall retain jurisdiction over the implementation, enforcement, and performance of this Settlement Agreement and shall have exclusive jurisdiction over any suit,

action, proceeding, or dispute arising out of or relating to this Settlement Agreement or the applicability of this Settlement Agreement that cannot be resolved by negotiation and agreement by Class Plaintiffs and Fieldale.

G. Counterparts

This Settlement Agreement may be executed in counterparts by Interim Co-Lead Counsel and Fieldale's Counsel, each of which shall be deemed an original and all of which taken together shall constitute the same Settlement Agreement. A facsimile or .pdf signature shall be deemed to be as valid as any original signature for purposes of executing this Settlement Agreement.

H. Represented by Counsel

Class Plaintiffs, the Settlement Class, and Fieldale acknowledge that each have been represented by counsel and have made their own investigations of the matters covered by this Settlement Agreement to the extent they have deemed it necessary to do so and are not relying on any representation or warranty by the other party other than as set forth herein. Therefore, the Settling Parties and their respective counsel agree that they will not seek to set aside any part of the Settlement Agreement on the grounds of mistake. The Settling Parties agree that this Settlement Agreement was negotiated in good faith by the Settling Parties and reflects a settlement that was reached voluntarily after consultation with competent counsel, and no Settling Party has entered this Settlement Agreement as the result of any coercion or duress.

I. Authorization

Each of the undersigned attorneys represents that he or she is fully authorized to enter into and execute this Settlement Agreement, subject to Court approval; the undersigned Interim Co-Lead Counsel represent that they are authorized to execute this Settlement Agreement on behalf of Class Plaintiffs; and the undersigned Fieldale's Counsel represent that they are authorized to execute the Settlement Agreement on behalf of Fieldale.

J. Privilege and Confidentiality

1. Nothing in this Settlement Agreement, settlement, or the negotiations or proceedings relating to the foregoing is intended to or shall be deemed to constitute a waiver of any applicable privilege or immunity, including, without limitation, the accountants' privilege, the attorney-client privilege, the joint defense privilege, or work product immunity.

2. As described in Section II(A)(2), the Settling Parties agree to continue to maintain the confidentiality of all settlement discussions and materials exchanged during the settlement negotiations. Prior to the filing of the motion for Preliminary Approval, the Settling Parties may disclose the fact of the settlement and the Cooperation provided for in Section II(A) of this Settlement Agreement to other parties in the Action, but may not disclose the Settlement Amount.

3. All agreements made and orders entered during the course of the Action relating to the confidentiality of documents and information shall survive this Agreement, pursuant to their terms. The Settling Parties recognize that the Amended Protective and Clawback Order (ECF 806) does not bind the Court or any of its personnel, the Court can modify the Amended Protective and Clawback Order (ECF 806) at any time, the Court will retain jurisdiction over the terms and conditions of the Amended Protective and Clawback Order (ECF 806) only for the pendency of the Action, and any party wishing to make redacted or sealed submissions shall comply with the Court's Amended Protective and Clawback Order (ECF 806) and any applicable local Court rules or individual rules of the Court.

K. No Unstated Third-Party Beneficiaries

No provision of this Agreement shall provide any rights to, or be enforceable by, any Person that is not a Fieldale Released Parties, Class Plaintiff, Settlement Class Member, or Interim Co-Lead Counsel, Fieldale's Counsel.

L. Costs

Except as otherwise provided herein, each Settling Party shall bear its own costs.

M. No Rule 11 Violations

The Settling Parties and their counsel agree that they shall not assert any Claims of any violation of Rule 11 of the Federal Rules of Civil Procedure relating to the prosecution, defense, or settlement of the Action, and the Judgment and Order of Dismissal shall contain a finding that all Settling Parties and their counsel complied with the requirements of Rule 11 with respect to the institution, prosecution, defense, and resolution of the Action.

N. Breach

This Agreement does not waive or otherwise limit the Settling Parties' rights and remedies for any breach of this Agreement. Any breach of this Agreement may result in irreparable damage to a Party for which such Party will not have an adequate remedy at law. Accordingly, in addition to any other remedies and damages available, the Settling Parties acknowledge and agree that the Settling Parties may immediately seek enforcement of this Settlement Agreement by means of specific performance or injunction, without the requirement of posting a bond or other security. The waiver by any Party of any particular breach of this Agreement shall not be deemed or construed as a waiver of any other breach, whether prior, subsequent, or contemporaneous, of this Agreement.

O. Notice

Other than Settlement Class Notice, any notice required pursuant to or in connection with this Settlement Agreement shall be in writing and shall be given by: (1) hand delivery; (2) registered or certified mail, return receipt requested, postage prepaid; or (3) UPS or similar overnight courier, addressed, in the case of notice to any Plaintiff or Settlement Class Member, to Interim Co-Lead Counsel at their physical addresses set forth below, with a copy by email at the

email addresses set forth below and, in the case of notice to Fieldale, to its counsel at their physical addresses set forth below, with a copy by email at the email addresses set forth below, or such other physical or email addresses as Fieldale's Counsel or Interim Co-Lead Counsel may designate, from time to time, by giving notice in the manner described in this Section III(O).

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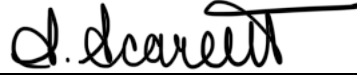
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IN WITNESS WHEREOF, the Settling Parties hereto, through their fully authorized representatives, have agreed to this Settlement Agreement as of the Execution Date.

Dated: December 9, 2024



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Dated: December 9, 2024



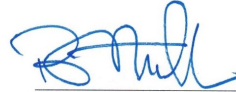
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Dated: December __, 2024

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Interim Co-Lead Counsel for the Settlement Class



Dated: December 9, 2024

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For Fieldale Farms Corporation