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**SUPERIOR COURT OF CALIFORNIA
COUNTY OF TEHAMA**

MELISSA FURMAN, individually and on
behalf of all others similarly situated,

Plaintiff,
vs.

SET AND SERVICE RESOURCES, LLC,
Defendants.

Case No.: 20CI000012

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT OF
CLASS ACTION SETTLEMENT**

1 This matter is before the Court on the motion for final approval of a class action
2 settlement (“Settlement”) between individual and representative Plaintiff Melissa Furman
3 (“Plaintiff”) and Defendant Set and Service Resources, LLC (“Defendant”) (collectively the
4 “Parties”), as set forth in the Settlement Agreement (“Agreement”), attached as Exhibit 1,
5 and a good faith determination pursuant to Cal. Code Civ. Proc. § 877.6.

6 By the Order Granting Plaintiff’s Motion for Preliminary Approval of Class Action
7 Settlement, Approving Form and Manner of Notice, and Scheduling Final Approval and Fairness
8 Hearing (“Preliminary Approval Order”), the Court: 1) granted preliminary approval of the
9 Settlement; 2) ordered that notice of the Settlement be disseminated to Class Members, as directed
10 therein; and 3) scheduled a final approval and fitness hearing (“Fairness Hearing”) for December
11 6, 2022.

12 On December 6, 2022, the Parties appeared before the Court for the Fairness Hearing,
13 and an opportunity to be heard was given to all persons requesting to be heard. The Court has
14 reviewed and considered all the pleadings filed in connection with the instant matter and all
15 arguments and evidence presented concerning the Settlement.

16 The matter of the Settlement and proposed Agreement having been duly noticed and
17 fully considered by the Court, **IT IS HEREBY ADJUDGED, ORDERED, AND**
18 **DECREEED:**

19 **A. Plaintiff’s Motion for Final Approval of the Class Action Settlement is**
20 **Granted**

21 1. This Court has jurisdiction over the above-captioned action, Plaintiff, Class
22 Members, Defendant, and any party to any agreement that is part of or related to the
23 Agreement.

24 2. Capitalized terms used in this Order have the meanings and/or definitions
25 ascribed to them in the Agreement.

26 3. The Court finds that the applicable requirements of California Code of Civil
27 Procedure section 382 have been satisfied with respect to Class Members and the Settlement.

1 4. The certified Class is defined as follows in the Court's August 16, 2022 Order
2 Granting Certification of the Settlement Class.

3 5. The Court finds and determines that, for settlement purposes, the Class Period
4 encompasses the period between January 10, 2016 and June 1, 2021, as agreed upon by the
5 Parties and specified in the Court-approved Notice of Class Action Settlement.

6 6. The notice mechanisms implemented pursuant to the Agreement and as
7 approved by this Court in the Preliminary Approval Order, were reasonably calculated under
8 the circumstances to apprise Class Members of the pendency of the Action and all material
9 elements of the proposed Settlement, as well as their opportunity to object to or comment on
10 the Settlement and to appear at the Fairness Hearing. The Class Notice was reasonable and
11 provided due, adequate, and sufficient notice to all Class Members and complied fully with
12 the laws of the State of California, due process, and any other applicable statutes or rules. A
13 full and fair opportunity has been afforded to Class Members to participate in the Fairness
14 Hearing, and all Class Members and other persons wishing to be heard have been heard. No
15 Class Members asserted Objections to the Settlement.

16 7. Accordingly, the Court determines that all members of the Class are bound by
17 this Judgment, Final Order, and Decree. The persons identified in Exhibit 1 to the
18 Supplemental Declaration of Lisa Pavlik attached hereto, however, timely requested
19 exclusion from the Class. Each of these persons is excluded from the Class, meaning they
20 shall not be bound by the terms of the Agreement or by entry of this Judgment and Order.

21 8. The Court hereby grants final approval to the Settlement and finds that it is fair,
22 reasonable, and adequate and in the best interests of the Class.

23 9. The Settlement is entitled to a presumption of reasonableness, as it was
24 negotiated at arms' length by experienced and well-prepared Class Counsel. *7-Eleven Owners*
25 *for Fair Franchising v. Southland Corp.*, 85 Cal. App. 4th 1135, 1151 (2001).

26 10. Even apart from this presumption, the Court has determined that the Settlement
27 is fair, reasonable, and adequate as measured by the relevant criteria. *See Dunk v. Ford Motor*
28 *Co.*, 48 Cal. App. 4th 1794, 1801 (1996) (listing and applying factors). Prior to entering into

1 the Agreement, Class Counsel, who have extensive experience in class action and wage and
2 hour litigation, conducted reasonable discovery and investigation to assess the extent of
3 Defendant's exposure and liability. Class Counsel were thus well-informed at mediation
4 about the potential risks of continued litigation with respect to potential damages for absent
5 Class Members.

6 11. The case is not yet set for trial, and continued litigation, including any
7 necessary post-trial appeal, presents significant risks to the Class.

8 12. The Court finds that Six Hundred Fifty Thousand Dollars (\$650,000) in cash is
9 fair, reasonable, and adequate given the claims and defenses at issue, the number of Class
10 Members, and the risks of continued litigation.

11 13. In addition, the reaction of Class Members strongly favors approval of the
12 Settlement. The Class consists of 2,107 current and former non-exempt employees who
13 worked for Defendant in California during the Class Period. No Class Members objected to
14 the Settlement.

15 14. The plan for administration of the Settlement, as approved in the Preliminary
16 Approval Order and described in the Class Notice sent to all Class Members, is hereby
17 approved as fair, reasonable, and adequate. Pursuant to the Agreement and Class Notice,
18 funds are to be disbursed from the Settlement Fund as follows:

- 19 i. Attorneys' Fees and Costs shall be paid to Class Counsel in the amount of
20 \$222,317.50;
- 21 ii. A Service Award in the amount of Ten Thousand Dollars (\$10,000) shall
22 be paid to Plaintiff;
- 23 iii. An Individual Settlement Share shall be paid to each Participating Class
24 Member in an amount confirmed by the Claims Administrator pursuant to
25 Section VI of the Agreement;
- 26 iv. Any Individual Settlement Share that remains uncashed ninety (90) days
27 after mailing shall be paid to Public Justice in *cy pres*; and
28

1 v. Claims Administration Costs shall be paid to Rust Consulting in the amount
2 of up to \$25,000.

3 15. Based on the foregoing findings, the Agreement is finally approved and made
4 a part of this Judgment as if fully set forth herein and shall have the full force and effect of
5 an Order of this Court. The Parties shall implement the Settlement according to its terms.

6 16. Accordingly, the Court hereby orders and declares (i) the Agreement is binding
7 upon all Parties and Class Members who did not timely exclude themselves from the
8 Settlement (“Participating Class Member”); (ii) the Agreement shall be preclusive in all
9 pending and future lawsuits or other proceedings against Defendant arising from the facts
10 alleged in these Actions; and (iii) the Agreement and this Order shall have *res judicata* and
11 preclusive effect in all pending and future lawsuits or other proceedings maintained against
12 Defendant by or on behalf of Plaintiff or any other Participating Class Member, as well as
13 each of their heirs, executors, administrators, successors and assigns. As of the Effective Date,
14 the Agreement shall be Participating Class Members’ exclusive remedy against Defendant for
15 satisfaction of all Released Claims.

16 17. The Court hereby incorporates the release set forth in the Agreement. Thus, the
17 Released Parties are and shall be released and forever discharged from all manner of the
18 Released Claims as defined in the Agreement. Except for enforcing the Agreement, each
19 Releasor hereby covenants and agrees that he or she shall not, hereafter, seek to establish
20 liability against any Released Party based on any Released Claim. Should any Releasor breach
21 this covenant not to sue, the Released Parties may seek equitable and legal remedies. Without
22 in any way limiting the definition of Released Parties, Set and Service Resources, LLC is
23 expressly a Released Party.

24 18. Nothing in this Order shall be construed to expand Defendant’s obligations
25 under the Agreement or impose obligations on Defendant different from than those contained
26 in the Agreement.

27 **B. Reservation of Jurisdiction**

28 21. The Parties have submitted to this Court’s exclusive and continuing jurisdiction

1 after entry of this Judgment and Final Order, and the Court expressly reserves exclusive and
2 continuing jurisdiction over the Settlement, including administration, consummation, and
3 interpretation of the Agreement. The Court thus retains exclusive and continuing jurisdiction
4 over the Parties to enforce the terms of this judgment pursuant to C.C.P. § 664.6.

5 **C. Entry of Final Judgment**

6 22. The Court, in the interests of justice, there being no just reason for delay, directs
7 the Clerk of the Court to enter this Judgment Final and Approval Order and hereby decrees
8 that upon entry it shall be deemed a Final Judgment with respect to all Released Claims
9 asserted by Releasors against the Released Parties.

10 **IT IS SO ORDERED.**

11
12 Dated: _____

Judge of the Superior Court of the State of California,
County of Tehama