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FILED
Clerk of the Superior Court

JUN 06 2022

By: M. Abosamra, Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN DIEGO

ROSE SMITH, Individually and on behalf
of all other current and former all
similarly-situated and aggrieved
employees of Defendants in the State of
California,

Plaintiffs,

v.

TRADITION ONE and DOES 1 through
50, inclusive,

Defendants.

Case No.: 37-2020-00024461-CU-OE-CTL

Unlimited Civil - Amount Demanded
Exceeds \$25,000.00

CLASS ACTION [CCP § 382]

IMAGED FILE

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT, AN AWARD FOR
ATTORNEY'S FEES AND COSTS, AND
SERVICE AWARD; AND JUDGMENT
ENFORCING THE TERMS OF THE
SETTLEMENT AND RETAINING
JURISDICTION**

Date: June 3, 2022

Time: 9:00 a.m.

Judge: Hon. James A. Mangione

Dept.: C-75

Date Complaint Filed: July 15, 2020

1 **THE COURT**, after notice to the class, held a hearing on June 3, 2022, at 9:00 a.m., for
2 purposes of determining:

3 1. Whether the proposed Settlement of the claims asserted by Plaintiff on behalf of the
4 conditionally-certified Class in the above-captioned lawsuit (the “Litigation”), on the terms set forth in
5 the Stipulated Settlement Agreement and Release of Claims (“Settlement Agreement” or “Settlement”),
6 and the exhibits thereto, was made in good faith and is fair, reasonable, and adequate and should be
7 finally approved by the Court;

8 2. Whether, pursuant to the terms of the proposed Settlement, a Judgment should be entered
9 against of Defendant Tradition One (hereinafter “Defendant”); and

10 3. If the Settlement is approved, whether the attorney’s fees and costs sought by Class
11 Counsel, and the service award sought by the Class Representative, the claims administrator’s fees, and
12 the PAGA payment should be approved.

13 The Court, having heard all persons properly appearing and requesting to be heard; having
14 considered the papers submitted in support of the proposed Settlement and the oral presentations of
15 counsel; having considered all applicable law; and having been advised that no objections and no
16 requests for exclusions were made to the proposed Settlement finds that the Settlement should be
17 approved in its entirety and that there is no just reason for delay of the entry of this Final Order
18 Approving Class Action Settlement. The Final Order adopts and incorporates the Settlement Agreement,
19 the terms defined therein, and all exhibits thereto.

20 **IT IS, THEREFORE, ORDERED, ADJUDGED, AND DECREED AS FOLLOWS:**

21 1. The Court finds that it has personal jurisdiction over all members of the Class, and that
22 it has subject matter jurisdiction over all claims being settled and to approve the Settlement Agreement
23 and all exhibits thereto.

24 2. The Court gives Final Approval to the Settlement as fair, reasonable, and adequate as to
25 each of the Parties, and consistent and in compliance with all requirements of California law, as to, and
26 in the best interest of, each of the Parties and the members of the Class and directs the Parties and their
27 counsel to implement and consummate the Settlement Agreement in accordance with its terms and
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1 provisions. The relief with respect to the Class is appropriate, as to the individual members of the Class
2 and as a whole.

3 3. The Court finds that the notice program implemented pursuant to the Settlement
4 Agreement, including the procedures approved by the Court's February 18, 2022 Order (i) constituted
5 the best practicable notice, (ii) was reasonably calculated, under the circumstances, to apprise members
6 of the Class of the pendency of the Litigation, their right to object or exclude themselves from the
7 proposed Settlement, and to appear at the Final Approval Hearing, and their right to seek monetary and
8 other relief, (iii) was reasonable and constituted due, adequate, and sufficient notice to all persons
9 entitled to receive notice, and (iv) met all applicable requirements of due process and any other
10 applicable requirements under California law.

11 4. Solely for the purposes of effectuating the Settlement, this Court has concluded that
12 certification of the Class is appropriate and hereby certifies the Class defined below (and in the
13 Settlement Agreement) and further concludes that this definition is sufficient for purposes of California
14 Rules of Court 3.765(a) and 3.771 and that the Settlement Agreement is binding on all Class Members
15 of the class set forth in the Settlement Agreement (and as defined as follows):

16 Settlement Class:

17 All current and former non-exempt employees and exempt Substance Use Disorder
18 Counselors who worked for Defendant within the State of California at any time between
19 July 15, 2016 through November 11, 2021. (The "Settlement Class")

20 5. The Court finds that Plaintiff and Class Counsel adequately represented the Class for the
21 purpose of entering into and implementing the Settlement.

22 6. The Court finds that no objections were submitted to the Settlement, and no individuals
23 opted out.

24 7. The Court adjudges that upon the Effective Date Plaintiff and the participating Class
25 Members have fully, finally, and conclusively compromised, settled, discharged, dismissed, and
26 released any and all Released Claims as provided in the Settlement Agreement. Nothing in this Final
27 Order nor any aspect of this Settlement is to be offered as evidence of, or construed or deemed as an
28 admission of, liability, culpability, negligence, or wrongdoing on the party of any Defendant or its

1 employees, agents or any related entity. Without limiting the generality of the foregoing, nothing about
2 this Final Order or the settlement shall be offered or construed as an admission or evidence of the
3 propriety or feasibility of certifying a class in this lawsuit or any other action for adversarial, rather than
4 settlement, purposes and nothing herein shall be offered or construed as an admission or evidence of
5 impropriety or wrongdoing by Defendants.

6 8. The Court approves the Settlement in the amount of \$175,000. The Court further
7 approves the payment to Class Counsel of attorney's fees in the amount of \$58,333.33 to ShortLegal,
8 APC and reimbursement of litigation costs in the amount of \$7,000 to ShortLegal, APC. The attorney's
9 fees and litigation expenses shall be paid in accordance with the terms of the Settlement to a Qualified
10 Settlement Fund as defined under Section 486B of the Internal Revenue Code. Counsel may choose to
11 receive attorney's fees in periodic payments via a structured settlement. The Court authorizes the Class
12 Administrator to execute documents and take such actions as may be necessary to effectuate any such
13 structured settlement at Plaintiff's counsel expense. The Parties are to bear their own attorney's fees and
14 costs except as otherwise provided in this paragraph pursuant to the settlement. The Court further
15 approves payment of the individual service award in amount of \$5,000 for the Class Representative
16 Rose Smith be paid out of the Gross Fund Value Amount in recognition of her services on behalf of the
17 Class in this Action which is in addition to her payments as a participating claimant. The service award
18 shall be paid in accordance with the terms of the Settlement.

19 9. The Court further approves payment as and for the PAGA recovery in the amount of
20 \$10,000.00 of which 75% (\$7,500) shall be forwarded to the Labor and Workforce Development
21 Agency, and of which the remaining 25% (\$2,500) shall be distributed to the Class Members as provided
22 in the Settlement Agreement.

23 10. The Court approves the payments to Participating Class Members according to the terms
24 set forth in the Settlement and in accordance with the terms of the Settlement. Defendant shall be
25 responsible for paying the employer's share of payroll taxes on any amounts allocated as wages. Each
26 Settlement Class Member shall be responsible for remitting to state and/or federal taxing authorities any
27 applicable taxes which may be owed on the portion of his or her Settlement Payment or Class
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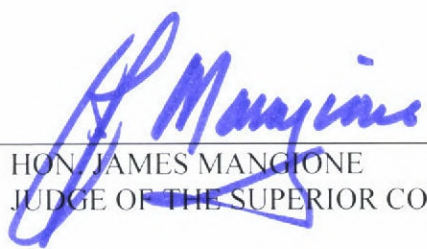
1 Representative Service Award.

2 11. The Court approves the payment to Claim Administrator, Phoenix Settlement
3 Administrators in the amount of \$3,000.00 for its services associated with the administration of this
4 Settlement.

5 12. Without affecting the finality of the Final Order for purposes of appeal, the Court reserves
6 jurisdiction over the Parties as to all matters relating to the administration, consummation, enforcement,
7 and interpretation of the terms of the Settlement Agreement and the Final Order and for any other
8 necessary purposes.

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10 **IT IS SO ORDERED.**

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12 Dated: 6.6.22


13 HON. JAMES MANGIONE
14 JUDGE OF THE SUPERIOR COURT
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