

1 **JCL LAW FIRM, APC**

2 Jean-Claude Lapuyade (State Bar #248676)  
3 Sydney S. Castillo-Johnson (State Bar #343881)  
4 Monnett De La Torre (State Bar #272884)  
5 5440 Morehouse Drive, Suite 3600  
6 San Diego, CA 92121  
7 Telephone: (619)599-8292  
8 Facsimile: (619) 599-8291  
9 [jlapuyade@jcl-lawfirm.com](mailto:jlapuyade@jcl-lawfirm.com)  
10 [scastillo@jcl-lawfirm.com](mailto:scastillo@jcl-lawfirm.com)  
11 [mdelatorre@jcl-lawfirm.com](mailto:mdelatorre@jcl-lawfirm.com)

12 Attorneys for Plaintiff

13 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

14 **IN AND FOR THE COUNTY OF SAN DIEGO**

15 CECILLE SARMIENTO, an individual, on  
16 behalf of herself and on behalf of all persons  
17 similarly situated,

18 Plaintiffs,

19 v.

20 CADUCEUS HEALTHCARE INC., a  
21 Corporation; and DOES 1 through 50,  
22 Inclusive;

23 Defendants.

Case No. 37-2021-00002597-CU-OE-CTL

**[PROPOSED] ORDER GRANTING FINAL  
APPROVAL**

Date: March 10, 2023  
Time: 10:30 AM

Judge: Richard S. Whitney  
Dept.: C-68

1 Plaintiff's motion for an order finally approving the Stipulation of Class and PAGA  
2 Action Settlement and Release of Claims ("Agreement") and motion for an award of attorneys'  
3 fees, costs, and service awards duly came on for hearing on March 10, 2023, before the above-  
4 entitled Court. The JCL Law Firm, APC, and Blumenthal Nordrehaug Bhowmik & De Blouw,  
5 LLP, appeared on behalf of Plaintiff CECILLE SARMIENTO ("Plaintiff"). Freeman Mathis &  
6 Gary, LLP, appeared on behalf of Defendant CADUCEUS HEALTHCARE, INC. ("Defendant").

7 **I.**

8 **FINDINGS**

9 Based on the oral and written argument and evidence presented in connection with the  
10 motion, the Court makes the following findings:

11 1. All terms used herein shall have the same meaning as defined in the  
12 Agreement.

13 2. This Court has jurisdiction over the subject matter of this litigation pending  
14 in the California Superior Court for the County of San Diego ("Court"), Case No. 37-2021-  
15 00014044-CU-OE-CTL, entitled *Sarmiento v. Caduceus Healthcare Inc.*, and over all Parties to  
16 this litigation, including the Class.

17 **Preliminary Approval of the Settlement**

18 3. On September 13, 2022, the Court granted preliminary approval of a class-  
19 wide settlement. At this same time the court approved certification of a provisional settlement  
20 class for settlement purposes only. The Court confirms this Order and finally approves the  
21 settlement and the certification of the Class.

22 **Notice to the Class**

23 4. In compliance with the Preliminary Approval Order, the Notice Packet was  
24 mailed by first class U.S. Mail to the Class Members at their last known addresses on December 8,  
25 2022. Mailing of the Notice Packet to their last known addresses was the best notice practicable  
26 under the circumstances and was reasonably calculated to communicate actual notice of the  
27 litigation and the proposed settlement to the members of the Class Members. The Court finds that  
28

1 the Notice Packet provided fully satisfies the requirements of California Rules of Court, rule  
2 3.769.

3           5.       The Response Deadline for opting out or objecting was February 6, 2023.  
4 There was an adequate interval between notice and deadline to permit Class Members to choose  
5 what to do and act on their decision. No Class Members objected. No Class Members requested  
6 exclusion.

7 **Fairness Of The Settlement**

8           6.       The Agreement provides for a Gross Settlement Amount of \$315,000.00.  
9 The Agreement is entitled to a presumption of fairness. (*Dunk v. Ford Motor Co.* (1996) 48  
10 Cal.App.4th 1794, 1801.)

11                 a.       The settlement was reached through arms-length bargaining between  
12 the parties. There is no evidence of any collusion between the parties in reaching the proposed  
13 settlement.

14                 b.       The Parties' investigation and discovery have been sufficient to  
15 allow the Court and counsel to act intelligently.

16                 c.       Counsel for all parties are experienced in similar employment class  
17 action litigation and have previously settled similar class claims on behalf of employees claiming  
18 compensation. All counsel recommended approval of the Settlement.

19                 d.       No objections were received. No requests for exclusion were  
20 received.

21                 e.       The participation rate is high. All Class Members will be  
22 participating in the Settlement and will be sent settlement payments.

23           7.       The consideration to be given to the Class Members under the terms of the  
24 Agreement is fair, reasonable, and adequate considering the strengths and weaknesses of the  
25 claims asserted in this Action and is fair, reasonable, and adequate compensation for the release of  
26 the Released Class Claims, given the uncertainties and risks of the litigation and the delays which  
27 would ensue from continued prosecution of the Action.

1                   8.       The Agreement is finally approved as fair, adequate, and reasonable and in  
2 the best interests of the Settlement Class Members.

3 **PAGA Settlement Payment**

4                   9.       The Agreement provides for a PAGA Settlement Payment in the amount of  
5 \$15,000.00. The Court has reviewed the PAGA Settlement Payment and finds and determines that  
6 the PAGA Settlement and the allocation of \$11,250 to LWDA and \$3,750 to the Aggrieved  
7 Employees is fair and reasonable and complies with the requirements set forth in *Moniz v. Adecco*  
8 *USA, Inc.* (2021) 72 Cal.App.5th 56.

9 **Attorneys' Fees and Litigation Expenses**

10                  10.       The Agreement provides for a Class Counsel Award in the amount of up to  
11 One Hundred Thirteen Thousand, Six Hundred Twenty-Two Dollars and Twenty-Seven Cents  
12 (\$113,622.27). Subject to Court approval, the Class Counsel Award consists of attorneys' fees  
13 equal to one-third (1/3) of the Gross Settlement Amount, One Hundred Five Thousand Dollars and  
14 Zero Cents (\$105,000.00) and reimbursement of costs and expenses in the amount of Eight  
15 Thousand, Six Hundred Twenty-Two Dollars and Twenty-Seven Cents (\$8,622.27).

16                  11.       A Class Counsel Award of One Hundred Thirteen Thousand, Six Hundred  
17 Twenty-Two Dollars and Twenty-Seven Cents (\$113,622.27) comprised of attorneys' fees in the  
18 amount of One Hundred Five Thousand Dollars and Zero Cents (\$105,000.00) and reimbursement  
19 of costs and expenses in the amount of Eight Thousand, Six Hundred Twenty-Two Dollars and  
20 Twenty-Seven Cents (\$8,622.27) is reasonable in light of the contingent nature of Class Counsel's  
21 fee, the hours worked by Class Counsel, and the results achieved by Class Counsel. The requested  
22 attorneys' fee award represents one-third (1/3) of the common fund, which is reasonable and at the  
23 low end of the range for fee awards in common fund cases and is supported by Class Counsel's  
24 lodestar.

25 **Class Representative Service Award**

26                  12.       The Agreement provides for a Class Representative Service Award of up to  
27 \$7,500 for Plaintiff, Cecille Sarmiento, subject to the Court's approval. The Court finds that the  
28

1 amounts of \$7,500 is reasonable in light of the risks and burdens undertaken by the Plaintiff in this  
2 class action litigation.

3 **Settlement Administration Costs**

4 13. The Agreement provides for Settlement Administration Costs to be paid in  
5 an amount not to exceed \$7,500.00. The Declaration of the Settlement Administrator provides  
6 that the actual claims administration expenses were \$7,500.00. The amount of this payment is  
7 reasonable in light of the work performed by the Settlement Administrator.

8 **II.**

9 **ORDERS**

10 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:

11 1. The Class is certified for the purposes of settlement only. The Settlement  
12 Class is hereby defined to include:

13 All non-exempt employees who are or previously were employed by Defendant in  
14 California during the Class Period. The Class Period is defined as the period from  
15 January 20, 2017, to September 30, 2021.

16 2. There are 120 members of the Class. Every person in the Class who did not  
17 opt out is a Settlement Class Member. After providing Notice to the Class, there are zero opt-outs  
18 to the Settlement.

19 3. The Agreement is hereby approved as fair, reasonable, adequate, and in the  
20 best interest of the Class. The Parties are ordered to effectuate the Settlement in accordance with  
21 this Order and the terms of the Agreement.

22 4. Defendant shall fund the Gross Settlement Amount on the Funding Date. In  
23 exchange the Class Members shall release Defendant from the Released Class Claims and the  
24 Aggrieved Employees shall release the Released PAGA Claims.

25 a. The Released Class Claims are defined as all class claims, actions,  
26 demands, causes of action, suits, debts, obligations, damages, penalties, rights or liabilities, of any  
27 nature and description whatsoever, that are asserted in the Action or based on the facts and  
28 theories pleaded in the operative complaint on file at the time of final approval, including but not

1 limited to, Labor Code sections 201, 202, 203, 204(a), 210, 218.5, 226, 226.3, 226.7, 510, 512,  
2 1194, 1197, 1197.1 and 2802, the applicable IWC Wage Orders and all equivalent claims and  
3 causes of action arising under the Fair Labor Standards Act (“FLSA”) at 29 U.S.C. § 201 *et seq.*,  
4 which occurred during the Class Period, and expressly excluding all other claims, including claims  
5 for vested benefits, wrongful termination, unemployment insurance, disability, social security,  
6 workers’ compensation, and class claims outside of the Class Period.

7                   b.       The Released PAGA Claims are defined as all claims for penalties  
8 under PAGA, arising during the PAGA Period, which were alleged in the operative complaint at  
9 the time of final approval by Plaintiff in the Action and Plaintiff’s June 18, 2020 notice letter to  
10 the LWDA including, Labor Code §§ 201, 202, 203, 204, 210, 226(a), 226.7, 351, 510, 512,  
11 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section  
12 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure  
13 to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage Order(s),  
14 and is therefore actionable under California Labor Code section 2699.3 and any resulting claim for  
15 attorneys’ fees and costs under PAGA, which occurred during the PAGA Periods. The PAGA  
16 Period means the period of June 18, 2019, until September 30, 2021.

17                   5.       Class Counsel are awarded a Class Counsel Award in the amount of  
18 \$113,622.27 comprised of attorneys’ fees in the amount of \$105,000.00 and litigation expenses in  
19 the amount of \$8,622.27. Class Counsel shall not seek or obtain any other compensation or  
20 reimbursement from Defendant, Plaintiff, or members of the Class.

21                   6.       The payment of the Class Representative Service Award to the Plaintiff in  
22 the amount of \$7,500 is approved.

23                   7.       The payment of \$7,500.00 to the Settlement Administrator for Settlement  
24 Administration Costs is approved.

25                   8.       The PAGA Settlement of \$20,000 is hereby approved as fair, reasonable,  
26 adequate, and adequately protects the interests of the public and the LWDA. Further, the Court  
27 finds that Plaintiff and Class Counsel negotiated the PAGA Settlement at arms-length, absent of  
28 any fraud or collusion.

1                   9.       Final Judgment is hereby entered in this action. The Final Judgment shall  
2 bind each Settlement Class Member.

3                   10.       Final Judgment shall also bind Plaintiff, acting on behalf of the State of  
4 California and all Aggrieved Employees, pursuant to the California Private Attorneys' General  
5 Act ("PAGA").

6                   11.       The term "Aggrieved Employees" is hereby defined to include all non-  
7 exempt employees who are or previously were employed by Defendant in California during the  
8 PAGA Period. The PAGA Period means the period of June 18, 2019, until September 30, 2021.

9                   12.       The Court further finds and determines that Class Counsel satisfied  
10 California Labor Code § 2699(l)(2) by giving the LWDA notice of the proposed Settlement of  
11 claims arising under the Private Attorney General Act ("PAGA") on May 20, 2022, and again on  
12 February 15, 2023.

13                   13.       The Court orders Class Counsel to comply with California Labor Code §  
14 2699(l)(3) by providing the LWDA a copy of this order within ten (10) calendar days of the  
15 Court's entry of this Order.

16                   14.       The Agreement is not an admission by Defendant, nor is this Final  
17 Approval Order and Judgment a finding, of the validity of any claims in the Action or of any  
18 wrongdoing by Defendant. Neither this Final Approval Order, the Settlement, nor any document  
19 referred to herein, nor any action taken to carry out the Settlement is, may be construed as, or may  
20 be used as an admission by or against Defendant of any fault, wrongdoing, or liability whatsoever.  
21 The entering into or carrying out of the Agreement, and any negotiations or proceedings related  
22 thereto, shall not in any event be construed as, or deemed to be evidence of, an admission or  
23 concession with regard to the denials or defenses by Defendant and shall not be offered in  
24 evidence in any action or proceeding against Defendant in any court, administrative agency or  
25 other tribunal for any purpose as an admission whatsoever other than to enforce the provisions of  
26 this Final Approval Order and Judgment, the Settlement, or any related agreement or release.  
27 Notwithstanding these restrictions, any of the Parties may file in the Action or in any other  
28 proceeding this Final Approval Order and Judgment, the Agreement, or any other papers and

1 records on file in the Action as evidence of the Settlement to support a defense of res judicata,  
2 collateral estoppel, release, or other theory of claim or issue preclusion or similar defense as to the  
3 claims being released by the Settlement.

4           15. Notice of entry of this Final Approval Order and Judgment shall be given to  
5 Class Counsel on behalf of Plaintiff and all Class Members. It shall not be necessary to send  
6 notice of entry of this Final Approval Order and Judgment to individual Class Members and the  
7 Final Approval Order and Judgment shall be posted on Settlement Administrator's website as  
8 indicated in the Notice Packet.

9           16. After entry of Final Judgment, the Court shall retain jurisdiction to construe,  
10 interpret, implement, and enforce the Settlement, to hear and resolve any contested challenge to a  
11 claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in  
12 connection with the distribution of settlement benefits.

13 If the Settlement does not become final and effective in accordance with the terms of the  
14 Settlement, resulting in the return and/or retention of the Gross Settlement Amount to Defendant  
15 consistent with the terms of the Settlement, then this Final Approval Order and Judgment, and all  
16 orders entered in connection herewith shall be rendered null and void and shall be vacated.

17 **IT IS SO ORDERED.**

18  
19 DATED: \_\_\_\_\_

\_\_\_\_\_  
Hon. Richard S. Whitney  
JUDGE OF THE SUPERIOR COURT