

Exhibit 1 - Order Awarding Attorneys' Fees and Costs, Settlement Administration Costs, and Enhancement Awards

▶

(SIGNATURE)

# **EXHIBIT 1**

Electronically

**FILED**

By Superior Court of California, County of San Mateo

ON 10/09/2024

By /s/ Nelson, Ashlee

Deputy Clerk

Arby Aiwazian (SBN 269827)  
Joanna Ghosh (SBN 272479)  
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*Attorneys for Plaintiff Mary Alfardi and the Class*

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**RECEIVED**

9/30/2024

CLERK OF THE SUPERIOR COURT  
SAN MATEO COUNTY

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**FOR THE COUNTY OF SAN MATEO**

ROBERT HARLOW, JR., individually, and  
on behalf of other members of the general  
public similarly situated;

Plaintiff,  
vs.

COVENANT AVIATION SECURITY, LLC,  
an unknown business entity; and DOES 1  
through 100, inclusive,

Defendants.

MARY ALFARDI, individually, and on  
behalf of other members of the general public  
similarly situated;

Plaintiff,  
vs.

COVENANT AVIATION SECURITY, LLC,  
an Illinois limited liability company; and  
DOES 1 through 100, inclusive,

Defendants.

Case No.: 20-CIV-03986  
(Consolidated with Case Nos. 23-CIV-05656  
and 20-CIV05141)

Honorable Nancy L. Fineman  
Department 4

**CLASS ACTION**

**NF**  
**~~REVISED PROPOSED~~ ORDER**  
**AWARDING ATTORNEYS' FEES AND**  
**COSTS, SETTLEMENT**  
**ADMINISTRATION COSTS, AND**  
**ENHANCEMENT AWARDS**

Complaint Filed: September 16, 2020  
Trial Date: None Set

**~~PROPOSED~~ ORDER AWARDING ATTORNEYS' FEES AND COSTS, SETTLEMENT**  
**ADMINISTRATION COSTS, AND ENHANCEMENT AWARDS**

1  
2 ROBERT HARLOW, JR., individually, and  
3 on behalf of other aggrieved employees  
4 pursuant to the California Private Attorneys  
5 General Act;

6 Plaintiff,

7 vs.

8 COVENANT AVIATION SECURITY, LLC,  
9 an unknown business entity; and DOES 1  
10 through 100, inclusive,

11 Defendants.  
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1 On September 17, 2024 Plaintiffs Robert Harlow, Jr. and Mary Alfardi's (together,  
2 "Plaintiffs") Motion for Attorneys' Fees and Costs, Settlement Administration Costs, and  
3 Enhancement Awards came on for hearing before the Honorable Nancy L. Fineman in Department  
4 4 of the above-entitled Court, located at 800 N. Humboldt Street, San Mateo, California 94401.  
5 Lawyers *for* Justice, PC and Aequitas Legal Group, APC appeared on behalf of Plaintiffs, and  
6 Fisher & Phillips LLP appeared on behalf of Defendant Covenant Aviation Security, LLC  
7 ("Defendant").

8 On April 3, 2024, the Court entered the Order Granting Preliminary Approval of Class  
9 Action Settlement ("Preliminary Approval Order"), thereby preliminarily approving the settlement  
10 of the above-entitled actions ("Actions") in accordance with the Class Action and PAGA  
11 Settlement Agreement and Stipulation to Amend and Modify the Class Action and PAGA  
12 Settlement Agreement (together, "Settlement," "Agreement," or "Settlement Agreement"), which,  
13 together with the exhibits annexed thereto set forth the terms and conditions for settlement of the  
14 Actions.

15 Having reviewed the Settlement Agreement and duly considered the parties' papers and  
16 oral argument, and good cause appearing,

17 **THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:**

18 1. This Order incorporates by reference the definitions in the Settlement Agreement,  
19 and all capitalized terms used, but not defined herein, shall have the same meanings as in the  
20 Settlement Agreement.

21 2. The Court's tentative ruling, dated September 17, 2024, is adopted and incorporated  
22 herein by reference.

23 3. This Court has jurisdiction over the claims of the Class Members asserted in this  
24 proceeding and over all parties to the Actions.

25 4. The Court finds that payment of Settlement Administration Costs in the amount of  
26 \$28,894.10 is appropriate for the services performed and costs incurred and to be incurred for the  
27 notice and settlement administration process. It is hereby ordered that the Settlement  
28

1 Administrator, Phoenix Settlement Administrators, shall issue payment to itself in the amount of  
2 \$28,894.10, in accordance with the terms and methodology set forth in the Agreement.

3 5. The Court finds that the Enhancement Awards sought are fair and reasonable for  
4 the work performed by Plaintiffs on behalf of the Class. The Court reviewed Plaintiffs'  
5 declarations and recognizes the work that they have performed and the potential reputational risk  
6 that they took by agreeing to be a putative class representative. However, based upon the awards  
7 that each employee will receive and the fact that they did not have to sit for a deposition or respond  
8 to any formal discovery, the Court, in balancing the factors and exercising its discretion, finds that  
9 \$5,000.00 to each class representative is a reasonable award. It is hereby ordered that the  
10 Settlement Administrator issue payment in the amount of \$5,000.00 each to Plaintiffs for their  
11 Enhancement Awards, according to the terms and methodology set forth in the Agreement.

12 6. The Court finds that the requested Attorneys' Fees in the amount of \$1,650,000.00  
13 to Class Counsel falls within the range of reasonableness, and the results achieved justify the award  
14 sought. The requested attorneys' fees to Class Counsel are fair, reasonable, and appropriate, and  
15 are hereby approved. It is hereby ordered that the Settlement Administrator issue payment in the  
16 amount of \$1,650,000.00 to Class Counsel for attorneys' fees, in accordance with the terms and  
17 methodology set forth in the Agreement, as follows: \$825,000.00 to Lawyers *for* Justice, PC and  
18 \$825,000.00 to Aequitas Legal Group, APC.

19 7. The Court finds that the requested litigation costs and expenses of \$28,047.02 to  
20 Class Counsel is reasonable, and hereby approved. It is hereby ordered that the Settlement  
21 Administrator issue payment in the amount of \$28,047.02 to Class Counsel for reimbursement of  
22 litigation costs and expenses, in accordance with the terms and methodology set forth in the  
23 Agreement, as follows: \$20,407.99 to Lawyers *for* Justice, PC and \$7,639.03 to Aequitas Legal  
24 Group, APC.

25 8. It is hereby ordered that within seven (7) calendar days of the funding of the Total  
26 Settlement Amount, the Settlement Administrator will issue Enhancement Awards to Plaintiffs,  
27 Attorneys' Fees and Costs to Class Counsel, and Settlement Administration Costs to itself, in  
28 accordance with the terms and methodology set forth in the Agreement.

1           9.       After entry of this Order, pursuant to California Rules of Court, Rule 3.769(h), the  
2 Court shall retain jurisdiction to construe, interpret, implement, and enforce the Settlement  
3 Agreement and Order, to hear and resolve any contested challenge to a claim for settlement  
4 benefits, and to supervise and adjudicate any dispute arising from or in connection with the  
5 distribution of settlement benefits.

6           10.      Notice of entry of this Order shall be given to the Settlement Class Members and  
7 Aggrieved Employees by posting a copy on the Settlement Administrator's website for a period  
8 of at least sixty (60) calendar days after the date of entry of this Order. Individualized notice is not  
9 required.

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**SIGNED**

By /s/Fineman, Nancy

10/03/2024

11 Dated: \_\_\_\_\_

\_\_\_\_\_  
Honorable Nancy L. Fineman  
Judge of the Superior Court

**PROOF OF SERVICE**

*STATE OF CALIFORNIA, COUNTY OF LOS ANGELES*

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 410 West Arden Avenue, Suite 203, Glendale, California 91203.

On October 15, 2024, I served the foregoing document(s) described as **NOTICE OF ENTRY OF JUDGEMENT OR ORDER** on interested parties in this action by Electronic Service as follows:

Collin D. Cook (ccook@fisherphillips.com)  
Joshua Gutierrez (jgutierrez@fisherphillips.com)

**FISHER & PHILLIPS, LLP**

One Embarcadero Center, Suite 2050  
San Francisco, California 94111

*Attorneys for Defendant Covenant Aviation Security, LLC*

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**AEQUITAS LEGAL GROUP**

A Professional Law Corporation  
1156 E. Green Street, Suite 200  
Pasadena, California 91106

*Attorneys for Plaintiff Mary Alfardi*

**[X] BY E-MAIL**

The above-referenced document(s) was transmitted to the person(s) at the e-mail address(es) listed herein at their most recent known e-mail address or e-mail of record in this action. I did not receive, within reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

State of California, Labor & Workforce Development Agency Web URL:

<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

**[X] BY ONLINE SUBMISSION**

The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

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**PROOF OF SERVICE**

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**[X] STATE**  
I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on October 15, 2024, at Glendale, California.



\_\_\_\_\_  
Brenda Castillo