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Attorneys for Plaintiff
FEMI JORDAN

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ALAMEDA**

FEMI JORDAN, individually, and on behalf of
the general public similarly situated,

Plaintiff,

vs.

ONE MEDICAL GROUP, INC., a California
corporation; 1LIFE HEALTHCARE, INC., a
Delaware corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: 23CV041507

*Assigned for all purposes to the Honorable
Somnath Raj Chatterjee, Dept. 21*

**NOTICE OF ENTRY OF FINAL
APPROVAL ORDER AND JUDGMENT**

Complaint Filed: August 25, 2023
FAC Filed: July 9, 2024
Trial Date: Not set

1 **TO ALL PARTIES AND THEIR COUNSEL OF RECORD:**

2 **PLEASE TAKE NOTICE** that on November 10, 2025, the Court entered the Final Approval
3 Order and Judgment in the above-entitled matter. A true and correct copy of a Final Approval Order
4 and Judgment entered by the Court on November 10, 2025, is attached hereto as Exhibit 1.

5
6 Dated: November 12, 2025

PARKER & MINNE, LLP

7
8 By:



S. Emi Minne

Attorneys for Plaintiff

EXHIBIT 1

11/10/2025

Clad File, Executive Officer / Clerk of the Court

By:  Deputy
B. Mercado

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Case No.: 23CV041507

*Assigned for all purposes to the Honorable
Somnath Raj Chatterjee, Dept. 21*

**~~PROPOSED~~ FINAL APPROVAL ORDER
AND JUDGMENT**

Reservation No.: 294117266874

Date: October 21, 2025

Time: 2:30 p.m.

Dept.: 21

Complaint Filed: August 25, 2023

FAC Filed: July 9, 2024

Trial Date: Not set

1 Plaintiff Femi Jordan's unopposed Motion for Final Approval of Class Action and PAGA
2 Settlement ("Motion") in the above-captioned matter came for hearing on October 21, 2025, before
3 the Honorable Somnath Raj Chatterjee in Department 21 of the above-entitled Court located at 1225
4 Fallon Street, Oakland, California 94612.

5 On May 1, 2025, the Court entered the Order Granting Preliminary Approval of Class Action
6 and PAGA Settlement (dated April 14, 2025) ("Preliminary Approval Order"), thereby preliminarily
7 approving the settlement of the above-entitled action in accordance with the Stipulation and Settlement
8 of Class and Representative PAGA Action, as modified by the Amendment to Stipulation of
9 Settlement of Class and Representative PAGA Action, which, together with the exhibits thereto, set
10 forth the terms and conditions for settlement of this Action.¹

11 Due and adequate notice having been given to all Class Members as required in the Preliminary
12 Approval Order, and the Court having considered the Settlement, Plaintiff's Motion and all documents
13 submitted in support thereof, all papers filed and proceedings had herein, and otherwise being fully
14 informed and good cause appearing therefore, **IT IS HEREBY ORDERED, ADJUDGED AND**
15 **DECREED AS FOLLOWS:**

16 1. Pursuant to California law, this Court hereby grants final approval of the Settlement.
17 The terms of the Settlement are hereby deemed incorporated into this Final Order and Judgment. All
18 terms used herein shall have the same meaning as defined in the Settlement.

19 2. This Court has jurisdiction over the subject matter of this Action and over all Parties to
20 this Action, including all Class Members.

21 3. The Court finds that the requirements of California Code of Civil Procedure section
22 382 and Rule 3.769 of the California Rules of Court have been satisfied with respect to the Class and
23 the Settlement. The Court hereby makes its earlier provisional certification of the Class for settlement
24 purposes, as set forth in the Preliminary Approval Order, final. The Class is hereby defined to include:

25 All current and former non-exempt or hourly-paid employees who were employed by
26 One Medical or 1Life in California at any point during the period commencing on
27 February 28, 2019, and ending on September 15, 2024.

28 ¹ The Stipulation and Settlement of Class and Representative PAGA Action and the Amendment to Stipulation of
Settlement of Class and Representative PAGA Action are collectively referred to herein as the "Settlement".

1 4. The Court hereby confirms Edwin Aiwawzian, Arby Aiwazian, Joanna Ghosh, and
2 Vartan S. Madoyan of Lawyers *for* Justice, PC and S. Emi Minne and Jill J. Parker of Parker & Minne,
3 LLP as Class Counsel in the Action.

4 5. The Court concludes that distribution of the Notice directed to the Class Members as
5 set forth in the Settlement and the other matters set forth therein has been completed in conformity
6 with the Preliminary Approval Order and constituted the best notice practicable under the
7 circumstances. The Court concludes that the Administrator, Phoenix Settlement Administrators, took
8 all reasonable and necessary steps to locate and notify each Class Member of the Settlement, as
9 required in the Preliminary Approval Order. The notice given to the Class fully and accurately
10 informed the Class of all material elements of the Settlement and their opportunity to object or
11 comment thereon; was the best notice practicable under the circumstances; was valid, due and
12 sufficient notice to all Class Members; and complied fully with the laws of the State of California, the
13 United States Constitution, due process, and other applicable law. The notice fairly and adequately
14 described the Settlement and provided Class Members adequate instructions and a variety of means
15 to obtain additional information.

16 6. The Court hereby finds the Settlement was entered into in good faith pursuant to and
17 within the meaning of California Code of Civil Procedure section 877.6. For the reasons set forth in
18 the Preliminary Approval Order, and in the proceedings at the Final Approval hearing, which are
19 adopted and incorporated herein by reference, the Court further finds that Plaintiff has satisfied the
20 standards and applicable requirements for final approval of this class action settlement under
21 California law, including the provisions of California Code of Civil Procedure section 382.

22 7. The Court finds that the Settlement is, in all respects, fair, adequate and reasonable,
23 and in the best interests of the Class as a whole. More specifically, the Court finds that the Settlement
24 was reached following meaningful formal and informal discovery and investigation by Class Counsel;
25 that the Settlement is the product of intensive, serious and non-collusive arms-length negotiations
26 between the parties; and that the terms of the Settlement are in all respects fair, adequate, and
27 reasonable. In so finding, the Court has considered all of the evidence presented, including evidence
28 regarding the strength of Plaintiff's claims, Defendants' potential exposure; the risk, expense,

1 complexity, and delay associated with further litigation; the risk of maintaining Plaintiff's claims
2 through class certification, trial, and appeals; the amount offered in the Settlement and the benefit
3 provided to Class Members; the extent of investigation and discovery completed; the experience and
4 views of Class Counsel; and the absence of objections to the Settlement, as well as other relevant
5 factors. Accordingly, the Court hereby directs that the Settlement be affected in accordance with the
6 Stipulation and Settlement of Class and Representative PAGA Action, as modified by the Amendment
7 to Stipulation of Settlement of Class and Representative PAGA Action, and the terms and conditions
8 set forth in this Judgment.

9 8. A full opportunity has been afforded to Class Members to participate in this hearing,
10 and all persons wishing to be heard have been heard. Accordingly, the Court determines that all Class
11 Members who did not timely and properly request exclusion from the Settlement ("Participating Class
12 Members") are bound by the Settlement and by this Judgment.

13 9. The Court hereby finds that there have been zero (0) objections to the Agreement. The
14 deadline for Class Members to submit written objections to the Agreement was June 16, 2025. The
15 Court also finds that there were zero (0) objections at the hearing on Final Approval.

16 10. The Court hereby finds that the following three (3) Class Members have requested to
17 be excluded from the Settlement and are not bound by this Judgment: Sarah Thebarger, Sonia Kolner
18 and Samuel Lamb. The deadline for Class Members to request to be excluded from the Agreement
19 was June 16, 2025. Accordingly, one thousand three hundred twenty-five (1,325) Participating Class
20 Members are bound by this Judgment.

21 11. Upon the entry of this Judgment and the funding in full of the Gross Settlement Amount
22 by Defendants, and except as to such rights or claims that may be created by the Settlement, all
23 Participating Class Members shall fully release and discharge the Released Parties from all claims and
24 liability theories under state, federal, or local law (including but not limited to, those under the
25 California Labor Code, Wage Orders, regulations, and/or other provisions of law) asserted in the
26 Litigation and/or arising from or related to the facts pleaded, primary rights alleged, and/or claims
27 alleged in the Litigation, or that reasonably could have been asserted based on the facts pleaded,
28 primary rights alleged, and/or claims alleged in the now-operative complaints in the Litigation,

including for: (1) failure to pay overtime wages under Labor Code Sec. 510, 1198; (2) failure to provide meal periods and/or pay meal period premiums under Labor Code §§ 226.7, 512; (3) failure to provide rest periods and/or pay rest period premiums under Labor Code §§ 226.7; (4) failure to pay minimum wages for all hours worked under Labor Code §§ 1194, et seq.; (5) failure to timely pay wages upon termination under Labor Code §§ 201, 202, and 203; (6) failure to timely pay wages during employment under Labor Code §§ 204, 210; (7) failure to provide accurate, itemized wage statements under Labor Code § 226; (8) failure to keep requisite payroll records under Labor Code § 1174(d); (9) failure to reimburse business expenses under Labor Code §§ 2800 and 2802; (10) violation of California's Unfair Competition Law under Business and Professions Code § 17200 predicated on violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 2800, and 2802. This release is limited to claims arising during Class Period (the period from February 28, 2019 to September 15, 2024). This release excludes the release of claims not permitted by law.

12. Upon entry of this Judgment and the funding in full of the Gross Settlement Amount by Defendants to the Administrator, Plaintiff, as a proxy and agent of the LWDA and the State of California, shall fully release and discharge the Released Parties from any and all PAGA Released Claims arising during the PAGA Period that could have been brought against the Released Parties by the LWDA and the State of California. The PAGA Released Claims are all claims for civil penalties asserted in the litigation and/or arising from the facts, theories, primary rights, and/or claims alleged in the December 10, 2020 PAGA letter sent by Plaintiff to the LWDA which arise during the PAGA Period (the period from December 10, 2019 to September 15, 2024), including all claims for civil penalties under PAGA arising from or related to alleged (1) failure to pay overtime wages; (2) failure to provide meal periods and/or pay meal period premiums; (3) failure to provide rest periods and/or pay rest period premiums; (4) failure to pay minimum wages for all hours worked; (5) failure to timely pay wages upon termination; (6) failure to timely pay wages during employment; (7) failure to provide accurate, itemized wage statements; (8) failure to keep requisite payroll records; and (9) failure to reimburse business expenses under Labor Code Sections 2800 and 2802. PAGA Members cannot exclude themselves from the PAGA Settlement, and PAGA Members who excluded themselves from

1 the settlement of class claims shall still receive an Individual PAGA Payment.

2 13. The Court finds the settlement payments provided for under the Agreement to be fair
3 and reasonable in light of all of the circumstances. Pursuant to the terms of the Agreement, the Court
4 orders Defendants to fund the Gross Settlement Amount of \$1,985,000.00 within thirty (30) calendar
5 days of the Effective Date of the Agreement to provide payments for Individual Settlement Payments,
6 Individual PAGA Payments, the Class Representative Incentive Award, Class Counsel's Attorneys'
7 Fees and Costs, Settlement Administration Costs, PAGA Settlement Amount to the LWDA, and
8 Defendants' share of employer payroll taxes. Defendants shall fund and the Settlement Administrator
9 shall distribute these amounts in accordance with the terms of the Agreement.

10 14. Pursuant to the terms of the Agreement, and the authorities, evidence and argument
11 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the amount of
12 \$595,000.00, and awards reimbursement of costs and expenses incurred by Class Counsel in the
13 amount of \$14,686.05 from the Gross Settlement Amount. The award of attorneys' fees and costs is
14 the final payment for and complete satisfaction of any and all attorneys' fees and costs incurred by
15 and/or owed to Class Counsel and any other person or entity related to the Action. The Court further
16 orders that the award of attorneys' fees and costs set forth in this Paragraph shall be administered
17 pursuant to the terms of the Agreement. Any allocation of attorneys' fees and costs between and
18 among Class Counsel shall be made by the Administrator pursuant to the separate and independent
19 agreement between Class Counsel. The Court further orders that 10% of the attorneys' fees awarded
20 to Class Counsel (\$59,500.00) shall be kept in the Settlement Administrator's Qualified Settlement
21 Fund until completion of the distribution process and Court approval of a final accounting.

22 15. The Court hereby approves and orders a Class Representative Incentive Award of
23 \$7,500.00 to Plaintiff Femi Jordan from the Gross Settlement Amount in accordance with the terms
24 of the Agreement.

25 16. The Court finds that the settlement of the Released PAGA Claims for the PAGA
26 Settlement Amount, which is designated and allocated as penalties under the California Labor Code
27 Private Attorneys General Act of 2004, is fair, reasonable, and appropriate, and is hereby approved.
28 The Court further approves allocation and payment of the PAGA Penalties as follows: \$150,000.00

(75% of PAGA Penalties) to the California Labor Workforce Development Agency, and \$50,000.00 (25% of PAGA Penalties) to PAGA Settlement Members on a *pro rata* basis as set forth in the Agreement. 100% of the amounts distributed to PAGA Settlement Members as penalties under PAGA shall be reported on an IRS Form-1099.

17. The Court also hereby approves and orders payment from the Gross Settlement Amount for actual settlement administration expenses incurred by the Administrator, Phoenix Settlement Administrators, in the amount of \$15,000.00.

18. The Court hereby approves and orders payment of Individual Settlement Payments from the Net Settlement Amount to the Participating Class Members and payment of Individual PAGA Payments to PAGA Settlement Members on a *pro rata* basis as set forth in the Agreement.

19. Provided the Settlement becomes effective under the terms of the Agreement, the Court also hereby orders that the Administrator distribute the Individual Settlement Payments, Individual PAGA Payments, the Class Representative Incentive Award, Class Counsel's Fees and Costs payment, Settlement Administration Costs payment, and PAGA Penalties to the LWDA within fourteen (14) calendar days of the funding of the Gross Settlement Amount.

20. The Court also hereby approves and orders that any checks distributed from the Gross Settlement Amount yet remaining un-cashed after ninety (90) calendar days after being issued shall be void. If any settlement checks that remain uncashed after the void date, the Parties shall jointly request that the Court amend this Final Approval Order and Judgment to direct the Settlement Administrator to transfer any unclaimed funds, plus any interest accrued thereon, to Central Legal de la Raza consistent with Code of Civil Procedure § 384.

21. Without affecting the finality of this Judgment, the Court shall retain continuing jurisdiction over this Action and the Parties, including all Class Members, and over all matters pertaining to the implementation and enforcement of the terms of the Agreement pursuant to California Rule of Court 3.769(h) and California Code of Civil Procedure section 664.6. Except as provided to the contrary herein, any disputes or controversies arising with or with respect to the interpretation, enforcement, or implementation of the Agreement shall be presented to the Court for resolution.

1 22. A post-approval final accounting hearing shall be held on
2 05/04/2026 at 2:30pm a.m./p.m. in Dept. 21 of the above-
3 entitled court, located at 1225 Fallon Street, Oakland, California 94612. Class Counsel shall submit
4 a final compliance status report by no later than 10 days before the compliance hearing. Class Counsel
5 shall also submit a copy of this Judgment and the final compliance status report to the Judicial Council
6 at the time of the final accounting. (Cal. Code Civ. Proc § 384.5; Cal. Govt. Code § 68520).

7 23. Notice of this Order and Judgment shall be posted by the Administrator, Phoenix
8 Settlement Administrators, on its website for a period of at least sixty (60) days.

9 24. Plaintiff shall submit a notice of entry of this Judgment to the California Labor and
10 Workforce Development Agency (LWDA).

11 **IT IS SO ORDERED. LET JUDGMENT BE ENTERED ACCORDINGLY.**

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13 Dated: 11/10/2025

14 
15 Honorable Somnath Raj Chatterjee
16 Judge of the Superior Court
17 **S. Raj Chatterjee / Judge**
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