

FILED
Superior Court of California
County of Alameda

10/15/2025

Clad File, Executive Officer / Clerk of the Court

By:  Deputy
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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ALAMEDA

13 **HUGH BEHM-STEINBERG** and **ARTHUR**
14 **KENZO**, individually and on behalf of all others
15 similarly situated,

16 Plaintiffs,

17 vs.

18 **CALIFORNIA COLLEGE OF THE**
19 **ARTS**, a California Non-Profit Corporation,

20 Defendant.

CASE NO. RG20081590

REVISED ~~[PROPOSED]~~ ORDER AND
JUDGMENT GRANTING FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT

Date: June 24, 2025

Time: 2:30 p.m.

Dept. 21; Hon. Somnath Raj Chatterjee

Reservation IDs: 092475854320, 029375142516

1 This matter is before the Court on Plaintiffs' Motion for Final Approval of Class Action
2 Settlement and Motion for Attorneys' Fees and Costs and Class Representative Service Awards. Having
3 considered the motions, the Settlement Agreement, and all exhibits and attachments thereto, the record
4 in this matter, and the briefs and arguments of counsel,

5 **IT IS HEREBY ORDERED AND ADJUDGED** as follows:

6 1. Pursuant to California Rule of Court 3.769(d), this Court makes final the conditional class
7 certification contained in the Order Granting Preliminary Approval of Class Action Settlement of two
8 settlement classes:

- 9 a. All part-time adjunct instructors who worked for Defendant in
10 California ("Adjunct Class Members") at any time from November 20,
11 2016 through to September 8, 2020 ("Class Period"); and
12 b. All employees who worked for Defendant in California
13 ("Reimbursement Class Members") at any time from March 11, 2020
14 through to May 21, 2024 ("Reimbursement Class Period").

15 2. The Court hereby appoints Plaintiffs Hugh Behm-Steinberg and Arthur Kenzo as Class
16 Representatives and HammondLaw, P.C. as Class Counsel.

17 3. The Court hereby finds that the Class Notice has been mailed to Class Members as
18 previously ordered by the Court, and that such Notice fairly and adequately described the terms of the
19 proposed Settlement Agreement and the manner in which Class Members could object to or opt-out of
20 the settlement; was the best notice practicable under the circumstances; was mailed with sufficient notice
21 to all Class Members; and complied fully with California Rule of Court 3.769, met the requirements of
22 due process, and all other applicable laws. The Court further finds that a full and fair opportunity has
23 been afforded to Class Members to participate in the proceedings convened to determine whether the
24 proposed Settlement Agreement should be given final approval.

25 4. In response to the Notice, one Class Member, Karen A. Fiss, requested to be excluded
26 from the Settlement. No Class Member submitted an objection to the Settlement.

27 5. Accordingly, upon the Effective Date, the Released Parties are discharged and released
28 from any and all liability with respect to the Release of Adjunct Class Claims, Release of Reimbursement
Class Claims, Release of Adjunct PAGA Claims, and Release of Reimbursement PAGA Claims.

6. The Court hereby enters final judgment on the operative Complaint, finally and
unconditionally approves the Settlement Agreement as fair, reasonable, and adequate and directs the
parties to implement its terms, and specifically,

- a. Approves the Gross Settlement Amount of \$1,250,000;

1 b. Approves the Class Representative service award of \$7,500 to Plaintiff Kenzo and
2 \$10,000 to Plaintiff Behm-Steinberg;

3 c. Approves Class Counsel's request for a fees award of \$437,500, or 35% of the
4 Gross Settlement Amount, as reasonable. The Court requires that 10% of the fee award be held back by
5 the administrator until the completion of the distribution process and Court approval after a final
6 accounting.

7 d. Approves Class Counsel's request for reimbursement of litigation expenses of
8 \$40,000;

9 e. Approves the allocation of \$35,000 in PAGA Penalties to the LWDA and
10 Aggrieved Employees, as provided in the Settlement Agreement;

11 f. Approves payment of \$14,000 to Apex as costs of settlement administration; and

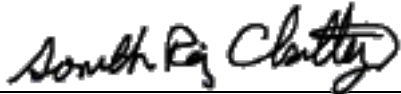
12 g. Approves the payment from the Net Settlement Amount of amounts determined
13 by the Settlement Administrator to be due to Adjunct Class Members and Reimbursement Class
14 Members, as specified in the Settlement Agreement.

15 7. A Final Accounting is set for May 5, 2026 at 2:30 p.m. in Department 21. At least five
16 court days before the compliance hearing, the parties shall submit a report to the court including a
17 summary accounting how the funds have been distributed to the class members and the status of any
18 unresolved issues, and either a proposed amended judgment directing payment of the sum of the uncashed
19 checks to the designated *cy pres* beneficiary per Code of Civil Procedure § 384 or a proposal for a
20 secondary distribution to those Class Members who cashed their first check. If the distribution is
21 completed, the Court will at that time release any hold-back of attorney fees.

22 8. Plaintiffs shall transmit a copy of this Order and Judgment and the final accounting to the
23 Judicial Council.

24 9. The Court retains exclusive and continuing jurisdiction over the litigation for purposes of
25 supervising, implementing, interpreting, and enforcing this Final Approval Order and the Settlement
26 Agreement, and, if necessary, to conduct a further hearing on certification of distribution of settlement
27 amounts.

28 **IT IS SO ORDERED AND ADJUDGED.**



Hon. Somnath Raj Chatterjee
Judge of the Superior Court
Somnath Raj Chatterjee / Judge

SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 10/16/2025
PLAINTIFF/PETITIONER: Hugh Behm-Steinberg et al	Chad Finke, Executive Officer / Clerk of the Court By:  Deputy
DEFENDANT/RESPONDENT: California College of The Arts et al	B. Mercado
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: RG20081590

I, the below named Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served one copy of the Order Revised Proposed Order and Judgment Granting Final Approval of Class Action Settlement entered herein upon each party or counsel of record in the above entitled action, by electronically serving the document(s) from my place of business, in accordance with standard court practices.

Julian Hammond
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Shannon Nakabayashi
Jackson Lewis PC
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Dated: 10/16/2025

Chad Finke, Executive Officer / Clerk of the Court

By:



B. Mercado, Deputy Clerk