

**SUPERIOR COURT OF CALIFORNIA, COUNTY OF ORANGE**

Civil Complex Center  
751 W. Santa Ana Blvd  
Santa Ana, CA 92701

**SHORT TITLE:** Santiago vs. Cal Tech Precision, Inc.

**CLERK'S CERTIFICATE OF MAILING/ELECTRONIC  
SERVICE**

**CASE NUMBER:**  
**30-2021-01195725-CU-OE-CXC**

I certify that I am not a party to this cause. I certify that that the following document(s), Order Granting dated 10/02/25, was transmitted electronically by an Orange County Superior Court email server on October 20, 2025, at 10:54:05 AM PDT. The business mailing address is Orange County Superior Court, 700 Civic Center Dr. W, Santa Ana, California 92701. Pursuant to Code of Civil Procedure section 1013b, I electronically served the document(s) on the persons identified at the email addresses listed below:

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Clerk of the Court, by:



\_\_\_\_\_, Deputy

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**CLERK'S CERTIFICATE OF MAILING/ELECTRONIC SERVICE**

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**FILED**  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF ORANGE

OCT 02 2025

DAVID H. YAMASAKI, Clerk of the Court

BY: M. NEVAREZ DEPUTY

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
9 **FOR THE COUNTY OF ORANGE**

10 JAVIER SANTIAGO, individually, and on  
11 behalf of all others similarly situated,

12 *Plaintiff,*

13 v.

14 CAL TECH PRECISION, INC. a California  
15 corporation; and DOES 1 through 10, inclusive,

16 *Defendants.*

Case No.: 30-2021-01195725-CU-OE-CXC  
Assigned to: Hon. David A. Hoffer, Dept.  
CX103  
Complaint Filed: April 15, 2021  
Trial Date: Not set.

**CLASS ACTION**

**[PROPOSED] ORDER GRANTING  
PLAINTIFF'S MOTION FOR  
PRELIMINARY APPROVAL OF CLASS  
ACTION SETTLEMENT**

**PRELIMINARY APPROVAL HEARING**

Date: September 22, 2025  
Time: 1:30 p.m.  
Dept: CX103

1 The Court has before it Plaintiff Javier Santiago's ("Plaintiff") Motion for Preliminary  
2 Approval of Class Action Settlement. Having reviewed the Motion for Preliminary Approval  
3 of Class Action Settlement ("Motion"), the supporting declarations, the Class Action and PAGA  
4 Settlement Agreement and Class Notice (which is referred to here as the "Settlement  
5 Agreement"), and good cause appearing, the Court hereby finds and orders as follows:

6 1. The Court finds on a preliminary basis that the Settlement Agreement appears to  
7 be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval.  
8 The Court grants preliminary approval of the Settlement and the Settlement Class based upon  
9 the terms set forth in the Settlement Agreement between Plaintiff Javier Santiago and Defendant  
10 Cal Tech Precision, Inc., ("Defendant"), attached as Exhibit 1 to the Declaration of Justin F.  
11 Marquez filed on July 3, 2024, in support of Plaintiff's Motion and as modified by the  
12 Addendum to Class Action and PAGA Settlement Agreement and Class Notice ("Addendum")  
13 attached as Exhibit A to the Declaration of Benjamin H. Haber filed on July 9, 2025, in support  
14 of Plaintiff's Motion.

15 2. The Settlement falls within the range of reasonableness of a settlement which  
16 could ultimately be given final approval by this Court, and appears to be presumptively valid,  
17 subject only to any objections that may be raised at the Final Approval Hearing and final  
18 approval by this Court. The Court notes that Defendants have agreed to create a common fund  
19 of \$350,000 to cover (a) settlement payments to class members who do not validly opt out; (b)  
20 a \$10,000.00 payment for settlement of claims for penalties under the Private Attorneys General  
21 Act, 75% of which (\$7,500.00) will be paid to the LWDA and 25% (\$2,500.00) will be paid to  
22 eligible Aggrieved Employees; (c) Class Representative service payment of up to \$10,000.00  
23 for Plaintiff Javier Santiago; (d) Class Counsel's attorneys' fees, not to exceed 33 1/3% of the  
24 Gross Settlement Amount (\$116,666.67), and up to \$20,000.00 in costs for actual litigation  
25 expenses incurred by Class Counsel; and (e) Settlement Administration Costs of up to  
26 \$15,000.00.

27 3. The Court preliminarily finds that the terms of the Settlement appear to be within  
28 the range of possible approval, pursuant to California Code of Civil Procedure § 382 and

1 applicable law. The Court finds on a preliminary basis that: (1) the settlement amount is fair  
2 and reasonable to the class members when balanced against the probable outcome of further  
3 litigation relating to class certification, liability and damages issues, and potential appeals; (2)  
4 significant informal discovery, investigation, research, and litigation have been conducted such  
5 that counsel for the parties at this time are able to reasonably evaluate their respective positions;  
6 (3) settlement at this time will avoid substantial costs, delay, and risks that would be presented  
7 by the further prosecution of the litigation; and (4) the proposed settlement has been reached as  
8 the result of intensive, serious, and non-collusive negotiations between the Parties with the  
9 assistance of a well-respected class action mediator. Accordingly, the Court preliminarily finds  
10 that the Settlement Agreement was entered into in good faith.

11 4. A final fairness hearing on the question of whether the proposed settlement,  
12 attorneys' fees and costs to Class Counsel, payment to the State of California, Labor &  
13 Workforce Development Agency for its share of the settlement of claims for penalties under the  
14 Private Attorneys General Act, and the class representative's enhancement award should be  
15 finally approved as fair, reasonable and adequate as to the members of the class is hereby set in  
16 accordance with the Implementation Schedule set forth below.

17 5. The Court provisionally certifies for settlement purposes only the following class  
18 (the "Settlement Class"): "all persons employed by Cal Tech Precision in California and  
19 classified as an hourly paid or non-exempt employee during the Class Period."

20 6. "Class Period" means the period from April 15, 2017, to August 22, 2022.

21 7. The Court finds, for settlement purposes only, that the Settlement Class meets the  
22 requirements for certification under California Code of Civil Procedure § 382 in that: (1) the  
23 Settlement Class Members are so numerous that joinder is impractical; (2) there are questions  
24 of law and fact that are common, or of general interest, to all Settlement Class Members, which  
25 predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the  
26 Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect  
27 the interests of the Settlement Class Members; and (5) a class action is superior to other  
28 available methods for the fair and efficient adjudication of the controversy.

1           8.     The Court appoints as Class Representative, for settlement purposes only,  
2 Plaintiff Javier Santiago. The Court further preliminarily approves Plaintiff's ability to request  
3 an incentive award up to \$10,000.00.

4           9.     The Court appoints, for settlement purposes only, Benjamin Haber, Daniel  
5 Kramer, and Alan Wilcox of Wilshire Law Firm, PLC as Class Counsel. The Court further  
6 preliminarily approves Class Counsel's ability to request attorneys' fees of up to one-third of  
7 the Total Settlement Amount (\$116,666.67), and costs not to exceed \$20,000.00.

8           10.    The Court appoints CPT Group, Inc., as the Settlement Administrator with  
9 reasonable administration costs estimated not to exceed \$15,000.00.

10          11.    The Court approves, as to form and content the revised Class Notice, attached as  
11 Exhibit C to the Declaration of Benjamin H. Haber filed on July 9, 2025, in support of Plaintiff's  
12 Motion. The Court finds on a preliminary basis that the plan for distribution of the Notice to  
13 Settlement Class Members satisfies due process, provides the best notice practicable under the  
14 circumstances, and shall constitute due and sufficient notice to all persons entitled thereto.

15          12.    The parties are ordered to carry out the Settlement according to the terms of the  
16 Settlement Agreement and as modified by the Exhibits attached to the Declaration of Benjamin  
17 H. Haber filed on July 9, 2025, in support of Plaintiff's Motion.

18          13.    Any class member who does not timely and validly request exclusion from the  
19 settlement may object to the Settlement Agreement.

20          14.    The Court orders the following Implementation Schedule:

|    |                                             |                                      |
|----|---------------------------------------------|--------------------------------------|
| 21 |                                             |                                      |
| 22 | Defendant to provide Class Data to the      |                                      |
| 23 | Settlement Administrator                    | 21 days after the date of this Order |
| 24 | Settlement Administrator to mail the Notice |                                      |
| 25 | Packets                                     | 14 days after receipt of Class Data  |
| 26 | Response Deadline                           | 45 days after Class Notice is sent   |
| 27 | Objection Deadline                          | 45 days after Class Notice is sent   |
| 28 |                                             |                                      |

