


 (SIGNATURE)

PLAINTIFF/PETITIONER: Justin Canelias
 DEFENDANT/RESPONDENT: Global Sun-Turf, Inc.

CASE NUMBER:
 RG21104966

**PROOF OF SERVICE BY FIRST-CLASS MAIL
 NOTICE OF ENTRY OF JUDGMENT OR ORDER**

(NOTE: You cannot serve the Notice of Entry of Judgment or Order if you are a party in the action. The person who served the notice must complete this proof of service.)

1. I am at least 18 years old and **not a party to this action**. I am a resident of or employed in the county where the mailing took place, and my residence or business address is (*specify*):

PLEASE SEE THE ATTACHED PROOF OF SERVICE

2. I served a copy of the *Notice of Entry of Judgment or Order* by enclosing it in a sealed envelope with postage fully prepaid and (*check one*):
- a. ☐ deposited the sealed envelope with the United States Postal Service.
- b. ☐ placed the sealed envelope for collection and processing for mailing, following this business's usual practices, with which I am readily familiar. On the same day correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service.

3. The *Notice of Entry of Judgment or Order* was mailed:

- a. on (*date*):
- b. from (*city and state*):

4. The envelope was addressed and mailed as follows:

- a. Name of person served:

Street address:

City:

State and zip code:

- c. Name of person served:

Street address:

City:

State and zip code:

- b. Name of person served:

Street address:

City:

State and zip code:

- d. Name of person served:

Street address:

City:

State and zip code:

☐ Names and addresses of additional persons served are attached. (*You may use form POS-030(P).*)

5. Number of pages attached:

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date: June 12, 2025

Jhessica Tor

(TYPE OR PRINT NAME OF DECLARANT)




 (SIGNATURE OF DECLARANT)

EXHIBIT A

Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
Helene Mayer (SBN 332975)
LAWYERS for JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff and the Class

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

JUSTIN CANELIAS, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

vs.

GLOBAL SYN-TURF, INC., an unknown
business entity; and DOES 1 through 100,
inclusive,

Defendants.

JUSTIN CANELIAS, individually, and on
behalf of aggrieved employees pursuant to the
California Private Attorney General Act;

Plaintiff,

vs.

GLOBAL SYN-TURF, INC., an unknown
business entity; and DOES 1 through 100,
inclusive,

Defendants.

FILED
Superior Court of California
County of Alameda
06/02/2025
Clad Flake, Executive Officer / Clerk of the Court
By: T. Lopez Deputy

Case No.: RG21090397
[Consolidated with Case No. RG21104966]

Honorable Michael Markman
Department 23

Reservation No. A-21090397-001

CLASS ACTION

**~~[REVISED PROPOSED]~~ FINAL
APPROVAL ORDER AND JUDGMENT**

1 This matter has come before the Honorable Michael Markman in Department 23 of the
2 above-entitled Court, located at located at 1221 Oak Street, Oakland, California 94612, on Plaintiff
3 Justin Canelias’ (“Plaintiff”) Motion for Final Approval of Class Action Settlement, Class Counsel
4 Attorneys’ Fees and Costs, and Incentive Award (“Motion for Final Approval”). Lawyers *for*
5 Justice, PC appeared on behalf of Plaintiff, and O’Hagan Meyer LLP appeared on behalf of
6 Defendant Global Syn-Turf, Inc. (“Defendant”).

7 On November 21, 2024, the Court entered the Order Granting Preliminary Approval of
8 Class Action Settlement (“Preliminary Approval Order”), thereby preliminarily approving the
9 settlement of the above-entitled actions (“Actions”) in accordance with the First Amended Joint
10 Stipulation of Class Action and PAGA Settlement and Release (“Settlement” and/or “Agreement”
11 and/or “Settlement Agreement”), attached as “Exhibit 1” to the Supplemental Declaration of
12 Helene Mayer in support of Plaintiff’s Motion for Preliminary Approval of Class Action
13 Settlement.

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

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

17 1. All terms used herein shall have the same meaning as defined in the Settlement
18 Agreement and the Preliminary Approval Order.

19 2. This Court has jurisdiction over the claims of the Settlement Class Members
20 asserted in this proceeding and over all parties to the Actions.

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

26 All current and former non-exempt employees of Defendant, who worked
27 in California during the period from February 23, 2017 to July 15, 2023,
28 who do not opt out of the class action portion of the settlement.

1 4. The Notice of Class and Representative Action Settlement (“Class Notice”) that
2 was provided to the Class Members, fully and accurately informed the Class Members of all
3 material elements of the Settlement and of their opportunity to participate in, object to or comment
4 thereon, or to seek exclusion from, the Class Settlement; was the best notice practicable under the
5 circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with
6 the laws of the State of California, the United States Constitution, due process and other applicable
7 law. The Class Notice fairly and adequately described the Settlement and provided the Class
8 Members with adequate instructions and a variety of means to obtain additional information.

9 5. Pursuant to California law, the Court hereby grants final approval of the Settlement
10 and finds that it is reasonable and adequate, and in the best interests of the Settlement Class as a
11 whole. More specifically, the Court finds that the Settlement was reached following meaningful
12 discovery and investigation conducted by Lawyers *for* Justice, PC (“Class Counsel”); that the
13 Settlement is the result of serious, informed, adversarial, and arms-length negotiations between the
14 parties; and that the terms of the Settlement are in all respects fair, adequate, and reasonable. In
15 so finding, the Court has considered all of the evidence presented, including evidence regarding
16 the strength of Plaintiff’s claims; the risk, expense, and complexity of the claims presented; the
17 likely duration of further litigation; the amount offered in the Settlement; the extent of
18 investigation and discovery completed; and the experience and views of Class Counsel. The Court
19 has further considered the absence of objections to the Settlement submitted by Class Members.
20 Accordingly, the Court hereby directs that the Settlement be affected in accordance with the
21 Settlement Agreement and the following terms and conditions.

22 6. A full opportunity has been afforded to the Class Members to participate in the
23 Final Approval Hearing, and all Class Members and other persons wishing to be heard have been
24 heard. The Class Members also have had a full and fair opportunity to exclude themselves from
25 the Settlement. Accordingly, the Court determines that all Class Members who did not submit a
26 valid and timely requests for exclusion (“Settlement Class Member”) are bound by the Settlement
27 and this order and judgment (“Final Approval Order and Judgment”).

28 ///

1 7. The Court finds that zero (0) Class Members have submitted an Opt-Out (i.e.
2 requested to be excluded) from the Class Settlement, and zero (0) Class Members have objected
3 to the Class Settlement.

4 8. The Court finds that payment to the Settlement Administrator for Settlement
5 Administration Costs in the amount of \$7,000.00 is appropriate for the services performed and
6 costs incurred and to be incurred for the notice and settlement administration process. It is hereby
7 ordered that the Settlement Administrator, Phoenix Settlement Administrators, shall issue payment
8 to itself in the amount of \$7,000.00, in accordance with the terms and methodology set forth in
9 Settlement Agreement.

10 9. The Court approves an Incentive Award of \$10,000.00 for representative Plaintiff
11 Justin Canelias. The Court finds that the Incentive Award for Plaintiff is fair and reasonable for
12 the work performed by Plaintiff on behalf of the Class, PAGA Group, and State of California. It
13 is hereby ordered that the Settlement Administrator issue payment in the amount of \$10,000.00 for
14 Plaintiff.

15 10. The Court finds that the allocation of \$25,000.00 toward penalties under the
16 California Private Attorneys General Act of 2004 (“PAGA Allocation”), is fair, reasonable, and
17 appropriate, and hereby approved. The Settlement Administrator shall distribute the PAGA
18 Payment as follows: the amount of \$18,750.00 to the California Labor and Workforce
19 Development Agency, and the amount of \$6,250.00 will be distributed to the PAGA Members on
20 a *pro rata* basis, based on Workweeks during the PAGA Periods, regardless of whether or not they
21 are Class Members, according to the terms and methodology set forth in the Settlement Agreement.

22 11. The Court finds that Attorneys’ Fees in the amount of \$87,500.00 (i.e., thirty-five
23 percent (35%) of the Gross Settlement Amount) to Class Counsel falls within the range of
24 reasonableness, and the results achieved justify the award sought. Such Attorneys’ Fees to Class
25 Counsel are fair, reasonable, and appropriate, and are hereby approved. It is hereby ordered that
26 the Settlement Administrator issue payment in the amount of \$87,500.00 to Class Counsel for
27 Attorneys’ Fees, in accordance with the terms and methodology set forth in the Settlement
28 Agreement.

1 12. The Court finds that reimbursement of litigation Costs in the amount of \$17,096.42
2 to Class Counsel is reasonable, and hereby approved. It is hereby ordered that the Settlement
3 Administrator issue payment in the amount of \$17,096.42 to Class Counsel for reimbursement of
4 Costs, in accordance with the terms and methodology set forth in the Settlement Agreement.

5 13. The Court hereby orders that upon the Effective Date and full funding of the Gross
6 Settlement Amount, and except as to such rights or claims as may be created by this Settlement
7 Agreement, all Class Members who do not affirmatively opt out of the Class Settlement by
8 submitting a timely and valid request for exclusion (i.e., Settlement Class Members) will fully
9 release and discharge the Released Parties of Class Released Claims, as set forth in the Settlement
10 Agreement and Class Notice.

11 14. The Court hereby orders that upon the Effective Date and full funding of the Gross
12 Settlement Amount, and except as to such rights or claims as may be created by this Settlement
13 Agreement, the State of California, with respect to all PAGA Members, will fully release and
14 discharge the Released Parties of the PAGA Released Claims, as set forth in the Settlement
15 Agreement and Class Notice.

16 15. It is hereby ordered that Defendant shall deposit the Gross Settlement Amount of
17 \$250,000.00 in one lump sum payment plus an amount sufficient for Employer Taxes to the
18 Settlement Administrator within thirty (30) days of the Effective Date into a settlement account to
19 be established by the Settlement Administrator, to be held in a Qualified Settlement Fund. Within
20 fifteen (15) calendar days after the Effective Date, the Settlement Administrator will provide the
21 Parties with an accounting of the amounts to be paid by Defendant pursuant to the terms of the
22 Settlement Agreement.

23 16. It is hereby ordered that the Settlement Administrator shall distribute the Court-
24 approved Individual Settlement Payments to Settlement Class Members, Individual PAGA
25 Payments to PAGA Group Members, LWDA Payment to the LWDA, Incentive Award to Plaintiff,
26 Attorneys' Fees and Costs to Class Counsel, and Settlement Administration Costs to itself no later
27 than seven (7) calendar days of the funding of the Gross Settlement Amount and an amount
28 sufficient for Employer Taxes.

1 17. Any checks issued by the Settlement Administrator to Settlement Class Members
2 and the PAGA Group will be negotiable for at least ninety (90) calendar days after it is (or they
3 are) mailed to them. Thereafter, all such checks shall be canceled and funds associated with said
4 canceled checks, along with any interest earned in the qualified settlement account, shall be
5 distributed in accordance with California Code of Civil Procedure section 384 to a *cy pres* agreed
6 to by the Parties as required by California Code of Civil Procedure section 384 or any other method
7 of distribution consistent with Code of Civil Procedure section 384. The Parties have agreed to
8 designate and seek the Court’s approval of Court Appointed Special Advocates (“CASA”) of
9 Alameda County, or other mutually agreeable *cy pres* recipient should the Court not approve the
10 Parties’ proposed beneficiary and/or otherwise consistent with California Code of Civil Procedure
11 section 384.

12 18. After entry of this Final Approval Order and Judgment, pursuant to California Rules
13 of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret, implement, and
14 enforce the Settlement Agreement and this Final Approval Order and Judgment, to hear and
15 resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate
16 any dispute arising from or in connection with the distribution of settlement benefits.

17 19. Within fourteen (14) calendar days of entry of this Final Approval Order and
18 Judgment, Plaintiff shall submit a copy of this Final Approval Order and Judgment to the
19 California Labor & Workforce Development Agency.

20 20. A Notice of entry of this Final Approval Order and Judgment shall be given to the
21 Settlement Class Members by posting a copy of the Final Approval Order and Judgment on
22 Phoenix Settlement Administrator’s website for a period of at least sixty (60) calendar days after
23 the date of entry of this Final Approval Order and Judgment. Individualized notice is not required.

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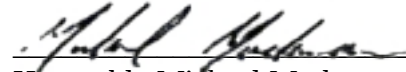
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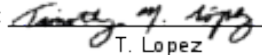
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1 21. A Final Compliance Report Hearing is set for January 27, 2026, at 2:30 p.m. in
2 Department 23. Class Counsel shall submit a final accounting report/declaration regarding the
3 status of the settlement administration at least fourteen (14) calendar days prior to the Final Report
4 Hearing.

5
6
7 Dated: 06/02/2025 _____


Honorable Michael Markman
Judge of the Superior Court
Michael Markman / 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 06/05/2025
PLAINTIFF/PETITIONER: Justin Canelias et al	Chad Finke, Executive Officer / Clerk of the Court By:  Deputy T. Lopez
DEFENDANT/RESPONDENT: Global Syn-Turf, Inc. et al	
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: RG21090397

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] FINAL APPROVAL ORDER AND JUDGMENT 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.

Ciara M. Dineen
Barber Ranen LLP
ciaramarie.dineen@barberranen.com

Daniel H Qualls
Lewis Brisbois Bisgaard & Smith LLP
Daniel.Qualls@lewisbrisbois.com

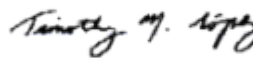
Daniel Harvey Qualls
Barber Ranen LLP
daniel.qualls@barberranen.com

Edwin Alwazian
Lawyers for Justice, PC
edwin@calljustice.com

Dated: 06/05/2025

Chad Finke, Executive Officer / Clerk of the Court

By:



T. Lopez, Deputy Clerk

EXHIBIT B

SUPERIOR COURT OF CALIFORNIA, COUNTY OF ALAMEDA

Rene C. Davidson Courthouse, Department 23

JUDICIAL OFFICER: HONORABLE MICHAEL MARKMAN

Courtroom Clerk: Timothy Lopez

CSR: None

RG21090397

May 15, 2025
10:00 AM

Canelias VS Global Syn-Turf, Inc.

MINUTES

NATURE OF PROCEEDINGS: Hearing on Motion for Final Approval of Settlement filed by Justin Canelias (Plaintiff); Case Management Conference filed by Justin Canelias (Plaintiff) on 04/23/2025

APPEARANCES:

Plaintiff - Helene Mayer (on Zoom)

Defendant - Victor Ng (on Zoom)

No objectors appeared on the Class Settlement.

The Motion re: PLAINTIFFS NOTICE OF MOTION AND MOTION FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT, ATTORNEYS FEES AND COSTS, AND INCENTIVE AWARD; MEMORANDUM OF POINTS AND AUTHORITIES IN SUPPORT THEREOF filed by Justin Canelias on 04/23/2025 is Granted.

BACKGROUND

This is a wage-and-hour class action and PAGA representative action. The parties agreed to settle the claims for \$250,000.00, and the court granted preliminary approval. Plaintiff seeks final approval of the settlement, including approval of an award of \$87,500.00 in attorney's fees; \$17,096.42 in reimbursed litigation costs; \$7,000.00 in administration costs; an incentive award of \$10,000.00 for the named plaintiff; and \$25,000.00 in PAGA penalties, 75% of which is paid to the LWDA and 25% to aggrieved employees. The remaining funds are to be distributed to 227 participating class members on a pro rata basis, with an average expected share of \$455.52. The motion is unopposed.

LEGAL STANDARD

To prevent "fraud, collusion or unfairness to the class, the settlement or dismissal of a class action requires court approval." (*Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1800.) A court "must determine the settlement is fair, adequate, and reasonable." (*Id.* at p. 1801.) A "'presumption of fairness exists where: (1) the settlement is reached through arm's-length bargaining; (2) investigation and discovery are sufficient to allow counsel and the court to

SUPERIOR COURT OF CALIFORNIA, COUNTY OF ALAMEDA

act intelligently; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is small.” (*Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 128 [quoting *Dunk, supra*, at p. 1801].)

Similarly, a “trial court should evaluate a PAGA settlement to determine whether it is fair, reasonable, and adequate in view of PAGA’s purposes to remediate present labor law violations, deter future ones, and to maximize enforcement of state labor laws.” (*Moniz v. Adecco USA, Inc.* (2021) 72 Cal.App.5th 56, 77 [noting overlap of factors in class action analysis, “including the strength of the plaintiff’s case, the risk, the stage of the proceeding, the complexity and likely duration of further litigation, and the settlement amount”].)

DISCUSSION

In this case, the parties mediated and reached settlement after arm’s length negotiations, and counsel conducted sufficient investigation and discovery to allow counsel and the court to act intelligently. (Mayer Decl., ¶¶ 5–9.) Counsel cites significant team member experience in litigating class actions. (*Id.*, ¶¶ 14–18.) The settlement administrator received no written objections in response to the class notice. (Gonzalez Decl., ¶ 9.) The terms of the settlement and notice procedures are generally fair, reasonable and adequate.

The court approves the \$10,000.00 incentive award for the named plaintiff, as he was deposed twice. (See Canelias Decl., ¶ 5.) The court also exercises its discretion to deviate from its 30% benchmark for attorney’s fees, as the requested 35% results in a negative multiplier of the lodestar. Counsel attests to 270.3 hours spent on the case. (Mayer Decl., ¶ 12.) Applying a reasonable blended billing rate of \$600.00 per hour results in a \$162,180.00 lodestar. A “court approving a settlement that includes a negotiated fee [] is required to decide if the fee negotiated by the parties closely approximates the value of the attorneys’ work.” (*Robbins v. Alibrandi*, 127 Cal.App.4th 438, 452.)

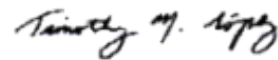
ORDER

Plaintiff’s motion is GRANTED. The court will enter the proposed order submitted on April 23, 2025. A final compliance hearing regarding distribution and accounting is set for January 27, 2026, at 02:30 p.m. in Department 23. Ten percent of the attorney’s fee award must be kept in the administrator’s trust fund until the completion of the distribution process and court approval of a final accounting. Plaintiff must file a final report and declaration regarding distribution at least fourteen (14) court days before the compliance hearing. If the report and declaration establish that the distributions are complete, appearances will not be required.

Compliance Hearing re distribution and accounting is scheduled for 01/27/2026 at 02:30 PM in Department 23 at Rene C. Davidson Courthouse.

The Court orders counsel to obtain a copy of this order from the eCourt portal.

SUPERIOR COURT OF CALIFORNIA, COUNTY OF ALAMEDA



By:

T. Lopez, Deputy Clerk

Minutes of: 05/15/2025

Entered on: 05/15/2025

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 450 North Brand Blvd., Suite 900, Glendale, California 91203.

On June 12, 2025, I served the foregoing document(s) described as:

▪ **NOTICE OF ENTRY OF JUDGMENT OR ORDER**

on interested parties in this action by Electronic Service as follows:

Daniel H. Qualls

Victor C. Ng

O'HAGAN MEYER LLP

One Embarcadero Center, Suite 2100

San Francisco, California 94111

Emails: dqualls@ohaganmeyer.com; vng@ohaganmeyer.com; svalenzuela@ohaganmeyer.com; vocampo@ohaganmeyer.com

Attorneys for Defendants

[X] BY E-MAIL

The above-referenced document was transmitted to the person(s) at the e-mail addresses listed herein at their most recent known e-mail address or e-mail of record in this action. I did not receive, within a 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>

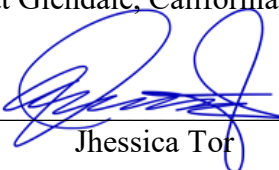
[X] BY ONLINE SUBMISSION

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.

[X] STATE

I declare under the penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on June 12, 2025, at Glendale, California.


Jhessica Tor