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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

CAMILLE CAMPBELL, individually, and on
behalf of other aggrieved employees pursuant to
the California Private Attorneys General Act;

Plaintiff,

vs.

THE OC MURPHY GROUP, a California
corporation; Philip M. Myers, individually; and
DOES 1 through 100, inclusive,

Defendants.

Case No.: 21TRCV00675

Honorable Elihu M. Berle
Department SSC 6

**[PROPOSED] ORDER AND JUDGMENT
GRANTING APPROVAL OF PRIVATE
ATTORNEYS GENERAL ACT (CAL. LABOR
CODE § 2698, ET SEQ.) SETTLEMENT
AGREEMENT AND AWARD OF
ATTORNEYS' FEES AND COSTS, GENERAL
RELEASE FEE, AND SETTLEMENT
ADMINISTRATION COSTS**

[Notice of Motion and Motion for Approval of
Private Attorneys General Act (Cal. Labor Code §
2698, *Et Seq.*) Settlement Agreement and Award of
Attorneys' Fees and Costs, General Release Fee, and
Settlement Administration Costs; Declaration of
Plaintiff's Counsel (Edwin Aiwazian); and
Declaration of Plaintiff (Camille Campbel) filed
concurrently herewith]

Date: September 26, 2023
Time: 9:00 a.m.
Department: SSC6

Complaint Filed: September 16, 2021
Trial Date: None Set

1 This matter has come before the Honorable Elihu M. Berle in Department SSC6 of the Superior
2 Court of the State of California, for the County of Los Angeles, on September 26, 2023, at 9:00 a.m., on
3 Plaintiff Camille Campbell's ("Plaintiff") Motion for Approval of Private Attorneys General Act (Cal. Labor
4 Code § 2698, *Et Seq.*) Settlement Agreement and Award of Attorneys' Fees and Costs, General Release Fee,
5 and Settlement Administration Costs ("Motion for Approval of Settlement"). Lawyers *for* Justice, PC
6 appeared for Plaintiff and O'Hagan Meyer appeared for Defendants The OC Murphy Group and Philip M.
7 Meyers ("Defendants").

8 On or around August 02, 2023, Plaintiff and Defendant (together, the "Parties") executed the Private
9 Attorneys General Act Settlement Agreement and Release ("Settlement," "Settlement Agreement," or
10 "Agreement").

11 The Court has reviewed and considered (1) the Motion for Approval of Settlement, (2) the
12 Declarations of Plaintiff's Counsel Edwin Aiwarzian and Plaintiff Camille Campbell, and (3) the Settlement
13 Agreement.

14 Having duly considered the Parties' papers and oral argument, and good cause appearing,

15 **IT IS HEREBY ORDERED AND ADJUDGED AS FOLLOWS:**

- 16 1. The Motion for Approval of Settlement is granted.
- 17 2. All terms used herein shall have the same meaning defined in the Settlement Agreement.
- 18 3. The Court finds that Plaintiff has satisfied the prerequisites under the California Private
19 Attorneys General Act (Cal. Labor Code § 2698, *et seq.*) ("PAGA"), including, and not limited to, providing
20 the California Labor and Workforce Development Agency ("LWDA") and Defendant with notice of the
21 specific provisions of the California Labor Code alleged to have been violated, including, and not limited
22 to, the facts and theories to support the alleged violations, in conformity with California Labor Code §
23 2699.3(a).
- 24 4. The Court also finds that the Settlement Agreement has been submitted to the LWDA in
25 conformity with California Labor Code § 2699(l)(2) and that the LWDA has not sought to intervene or
26 appear in the above-captioned action ("Action").

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1 5. The Aggrieved Employees covered under the Settlement consist of the following individuals:
2 All current and former hourly-paid, non-exempt employees who worked for Defendants in the
3 State of California during the PAGA Period (“Aggrieved Employees”).

4 6. The Court finds that the Parties reached the Settlement as a result of arm’s-length
5 negotiations.

6 7. Pursuant to California Labor Code § 2699(l)(2), the Court has reviewed the sum allocated
7 for payment of penalties under PAGA (“Net Settlement Amount”), and determines that it is fair, just,
8 reasonable, and adequate. The Court hereby approves the Net Settlement Amount. The Net Settlement
9 Amount shall be the Total Settlement Amount (\$200,000.00) less the approved Attorneys’ Fees and Costs
10 to Lawyers *for* Justice, PC (“Plaintiff’s Counsel”), General Release Fee to Plaintiff, and Settlement
11 Administration Costs to ILYM Group (the “PAGA Settlement Administrator”). Seventy-five percent (75%)
12 of the Net Settlement Amount shall be distributed to the LWDA (“LWDA Payment”) and twenty-five
13 percent (25%) of the Net Settlement Amount shall be distributed to the Aggrieved Employees (“Employees’
14 Portion”) in accordance with this Order and Judgment and the Settlement Agreement.

15 8. The Court has considered the Settlement, and the monetary allocations provided thereby, and
16 finds that they are fair, just, reasonable, and adequate. The Court hereby directs the PAGA Settlement
17 Administrator to administer the Settlement and to make the payments as provided for by, and consistent
18 with, this Order and Judgment and the Settlement Agreement.

19 9. The Court approves the payment of \$66,666.67 to Lawyers *for* Justice, PC for attorneys’ fees.
20 This amount shall be paid from the Total Settlement Amount and shall be disbursed in accordance with this
21 Order and Judgment and the Settlement Agreement.

22 10. The Court approves the payment of \$11,348.36 to Lawyers *for* Justice, PC for reimbursement
23 of litigation costs and expenses incurred in the Action. This amount shall be paid from the Total Settlement
24 Amount and shall be disbursed in accordance with this Order and Judgment and the Settlement Agreement.

25 11. The Court approves payment in the amount of \$5,000.00 to Plaintiff Camille Campbell for
26 her General Release Fee. This amount shall be paid from the Total Settlement Amount and shall be
27 disbursed in accordance with this Order and Judgment and the Settlement Agreement.

28 12. The Court approves payment up to the amount of \$5,000.00 to ILYM Group for the
Settlement Administration Costs. This amount shall be paid from the Total Settlement Amount and shall be

disbursed in accordance with this Order and Judgment and the Settlement Agreement.

13. The Parties are directed to perform in accordance with the terms set forth in this Order and Judgment and the Settlement Agreement.

14. The Court further finds that notice of the Settlement need not be provided to the Aggrieved Employees; however, the Court approves the Cover Letter, attached hereto as “**EXHIBIT 1,**” and the PAGA Settlement Administrator shall distribute the Cover Letter to the Aggrieved Employees at the same time that it distributes payments to Aggrieved Employees for their share of the Employees’ Portion (“Individual Settlement Share”).

15. No later than ten (10) calendar days after the date of this Order and Judgment, Defendant will provide the PAGA Settlement Administrator with the Aggrieved Employee List, in accordance with this Order and Judgment and the Settlement Agreement.

16. No later than twenty-one (21) calendar days of the date of this Order and Judgment, Defendant shall deposit the Total Settlement Amount into a qualified settlement account established by the PAGA Settlement Administrator for administration of the Settlement, in accordance with this Order and Judgment and the Settlement Agreement.

17. No later than fourteen (14) calendar days after receipt of the Aggrieved Employees List and Total Settlement Amount, the PAGA Settlement Administrator shall distribute the Individual Settlement Share checks to Aggrieved Employees, LWDA Payment to the LWDA, General Release Fee to Plaintiff, Attorneys’ Fees and Costs to Plaintiff’s Counsel, and payment to itself for the Settlement Administration Costs, as provided for by this Order and Judgment and the Settlement Agreement.

18. The Individual Settlement Share checks issued to Aggrieved Employees shall remain valid and negotiable for one hundred eighty (180) calendar days, and thereafter, shall be cancelled. Funds associated with such cancelled checks shall be transmitted by the PAGA Settlement Administrator to the California State Controller’s Office Unclaimed Property Division, in the name of the Aggrieved Employee whose check is cancelled.

19. Aggrieved Employees shall not have the right to opt out of or object to the Settlement. Upon the entry of this Order and Judgment and full funding of the Total Settlement Amount, Plaintiff and the State of California with respect to Aggrieved Employees, will be deemed to have knowingly and voluntarily

1 released and forever discharged the Released Parties from the Released Claims.

2 20. "Released Parties" means Defendants, and each of their former, present, and future owners,
3 parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers,
4 employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns,
5 accountants, insurers, reinsurers, and/or legal representatives.

6 21. "Released Claims" means any and all claims, arising during the PAGA Period, for civil
7 penalties under California Labor Code section 2698, *et seq.* ("PAGA") as well as any interest, fees, and
8 costs available under PAGA, based on the factual allegations in the PAGA Notice, including but not limited
9 to, for failure to pay minimum, regular, and overtime, failure to provide compliant meal periods and
10 associated premiums, failure to provide compliant rest periods and associated premiums, failure to timely
11 pay wages during employment, failure to timely pay wages upon termination, failure to provide compliant
12 and accurate wage statements, failure to maintain complete and accurate payroll records, failure to reimburse
13 necessary business-related expenses and costs, and for violations of California Labor Code sections 201,
14 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and
15 2802 and Industrial Welfare Commission Wage Orders, including inter alia, Wage Orders 4-2001 and 7-
16 2001.

17 22. "PAGA Period" means the period January 17, 2020 to June 3, 2023.

18 23. No individualized notice of this Order and Judgment is required to be provided to the
19 Aggrieved Employees. This Order and Judgment shall be submitted to the LWDA through the online system
20 established for the filing of notices and documents, in conformity with California Labor Code § 2699(l)(3).
21

22 Date: _____

23 Honorable Elihu M. Berle
24 Judge of the Los Angeles County Superior Court
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EXHIBIT 1

Exhibit A

<<Mailing Date>>

To: **<<First Name>><<Last Name>>**
<<Street Address>>
<<City>> <<State>> <<Zip>>

Re: Settlement Payment from *Camille Campbell v. The OC Murphy Group*, Los Angeles Superior Court Case No. 21STCV29390 and *Camille Campbell v. The OC Murphy Group, et al.*, Los Angeles Superior Court Case No. 21TRCV00675

Dear **<<First Name>><<Last Name>>**:

Please find enclosed a check in the amount of **<<amount of payment>>** (“Individual Settlement Share”). This check is your payment from the settlement in the lawsuits entitled *Camille Campbell v. The OC Murphy Group*, Los Angeles Superior Court Case No. 21STCV29390 and *Camille Campbell v. The OC Murphy Group, et al.*, Los Angeles Superior Court Case No. 21TRCV00675 (together, the “Actions”).

The Actions were filed on August 10, 2021 and September 16, 2021 by Camille Campbell (“Plaintiff”) against her former employers, on behalf of the State of California, with respect to herself and other alleged aggrieved employees, to seek recovery of civil penalties pursuant to the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq.* (“PAGA”), for multiple alleged violations of the California Labor Code and Industrial Welfare Commission Wage Orders, including, *inter alia*, for failure to properly pay minimum and overtime wages, failure to provide compliant meal and rest periods and associated premiums, failure to pay wages during employment and upon termination, failure to provide compliant wage statements, failure to maintain requisite payroll records, and failure to reimburse business expenses. Prior to filing the lawsuits, on July 13, 2021, Plaintiff submitted a letter to the California Labor and Workforce Development Agency (“LWDA”), pursuant to PAGA, to provide notice of her intent to seek civil penalties under PAGA for Defendants’ alleged violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Orders 4-2001 and 7-2001, thereby initiating LWDA Case Number LWDA-CM-837828-21 (the “PAGA Notice”).

Defendants deny all of Plaintiff’s allegations and deny any wrongdoing of any kind associated with Plaintiff’s allegations.

A settlement was reached between Plaintiff and Defendants The OC Murphy Group and Phillip M. Myers (together, “Defendants”).

On **<< Date>>**, the settlement was approved by the Court, with a portion to be paid to the LWDA and a portion to be paid to all current and former hourly-paid, non-exempt employees who worked for Defendants in the State of California during the PAGA Period (the “Aggrieved Employees”). The period January 17, 2020 to June 3, 2023 is the “PAGA Period”.

You are receiving a portion of the settlement (the enclosed Individual Settlement Share) because you have been identified as an Aggrieved Employee. Your Individual Settlement Share is based on the total number of pay periods that you worked for Defendants in California during the PAGA Period. The Individual Settlement Share is considered to be 100% penalties, which will be reported on an IRS Form 1099. You are responsible for paying any and all taxes that may be due as a result of any payment issued to you under the settlement and should consult a tax advisor regarding the tax consequences of such payment.

Under the settlement, as of **<<date of entry of order by the Court approving the Settlement>>**, the Released Parties were fully released and forever discharged from any and all Released Claims.

“Released Parties” means Defendants, and each of their former, present, and future owners, parents, and subsidiaries, and all of their current, former, and future officers, directors, members, managers, employees, consultants, partners, shareholders, joint venturers, agents, predecessors, successors, assigns, accountants, insurers, reinsurers, and/or legal representatives

“Released Claims” means any and all claims, arising during the PAGA Period, for civil penalties under California Labor Code section 2698, *et seq.* (“PAGA”) as well as any interest, fees, and costs available under PAGA, based on the factual allegations in the PAGA Notice, including but not limited to, for failure to pay minimum, regular, and overtime, failure to provide compliant meal periods and associated premiums, failure to provide compliant rest periods and associated premiums, failure to timely pay wages during employment, failure to timely pay wages upon termination, failure to provide compliant and accurate wage statements, failure to maintain complete and accurate payroll records, failure to reimburse necessary business-related expenses and costs, and for violations of California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 and Industrial Welfare Commission Wage Orders, including *inter alia*, Wage Orders 4-2001 and 7-2001

The enclosed check is valid for 180 days from the original date of issuance and mailing, and if it is not cashed, deposited, or otherwise negotiated within the 180-day timeframe, it will be cancelled, and the funds associated with the cancelled check will be transmitted to the State Controller’s Office Unclaimed Property Division in your name and in the amount of your respective Individual Settlement Share.

COVER LETTER

Do not call or write the Court, Office of the Clerk of the Court, Defendants, or Defendants' counsel to ask questions about the settlement or to ask tax-related questions. If you have any such questions, you may contact [PAGA Settlement Administrator] at [toll-free phone number].