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11 and the Putative Class

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

14 BRITNEY GUEDON, on behalf of herself and all
15 others similarly situated;

16 Plaintiffs,

17 v.

18 NEOGREEN SOLUTIONS, INC., a California
19 Corporation doing business as NEOGEN CARE,
20 ANJU SATHEESH, an individual, and DOES 2
21 through 10, inclusive,

22 Defendants.

Case No.: RG21102962

~~PROPOSED~~ ORDER GRANTING
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT AND AWARDED
ATTORNEYS' FEES, COSTS, AND CLASS
REPRESENTATIVE SERVICE
PAYMENT; JUDGMENT

Reservation No.: A-21102962-001

Date: July 24, 2025
Time: 10:00 A.M.
Dept: 23
Judge: Hon. Michael Markman

Action Filed: June 23, 2021
Trial Date: Not Set.

23 **ORDER GRANTING PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS AND**
24 **REPRESENTATIVE ACTION SETTLEMENT AND AWARDED ATTORNEYS' FEES, COSTS, AND**
25 **CLASS REPRESENTATIVE SERVICE PAYMENT; JUDGMENT**
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27
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FILED
Superior Court of California
County of Alameda

09/18/2025

Clad Fike, Executive Officer / Clerk of the Court

By: A. Amponsah Deputy
A. Amponsah

1 Plaintiff's Motion for Final Approval of Class and Representative Action Settlement came
2 before this Court on July 24, 2025. The above-captioned Action is a class and representative action
3 lawsuit brought by Plaintiff Britney Guedon ("Plaintiff") against Defendants Neogreen Solutions,
4 Inc. dba Neogen Care ("Defendant Neogen") and Anju Satheesh, an individual ("Defendant
5 Satheesh"). Defendant Neogen and Defendant Satheesh collectively "Defendants". Plaintiff and
6 Defendants are collectively referred to here as the "Parties." The Parties have reached a settlement
7 and have submitted for this Court's approval the Joint Stipulation for Class and PAGA
8 Representative Action Settlement and Release of Claims (the "Settlement").¹

9 On March 4, 2025, this Court entered an Order Granting Plaintiff's Motion for Preliminary
10 Approval of Class and Representative Action Settlement. The Court also provisionally certified the
11 following Settlement Class for settlement purposes only: Current and former employees of
12 Defendant Neogen who worked for Defendant Neogen in California as a registered nurse during the
13 period of June 23, 2017 to April 2, 2024.

14 The Court ordered the Class Notice approved by this Court be sent to Settlement Class
15 Members.

16 Upon notice having been given as required by the Preliminary Approval Order, and having
17 considered the proposed Settlement, as well as papers filed, the Court hereby ORDERS,
18 ADJUDGES AND DECREES AS FOLLOWS:

19 This Court has jurisdiction over the subject matter of the above-captioned action and over all
20 parties to the action, including all Settlement Class Members.

21 The Court finds that the Settlement Class is properly certified for settlement purposes.

22 The Court finds that the Class Notice provided to Settlement Class Members conforms with
23 the requirements of California Code of Civil Procedure section 382, California Civil Code section
24 1781, California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and
25 other applicable law, and constitutes the best notice practicable under the circumstances; was
26 reasonably calculated, under the circumstances, to apprise Settlement Class Members of the
27 _____

28 ¹ All capitalized terms herein have the same meanings as those in the Settlement.

1 pendency of the Litigation, and their right to exclude themselves from or object to the proposed
2 Settlement and to appear at the Final Approval Hearing; was reasonable and constituted due,
3 adequate, and sufficient notice to all persons entitled to receive notice; and met all applicable
4 requirements of due process, and any other applicable rules or law.

5 The Court finds the Settlement was entered into in good faith, that the Settlement is fair,
6 reasonable and adequate, and that the Settlement satisfies the standards and applicable requirements
7 for final approval of this class action Settlement under California law, including the provisions of
8 California Code of Civil Procedure section 382 and California Rule of Court 3.769.

9 Zero Settlement Class Members have objected to the terms of the Settlement.

10 Zero Settlement Class Members have opted out from the Settlement.

11 Upon entry of this Order, compensation to Participating Settlement Class Members shall be
12 effectuated pursuant to the terms of the Settlement.

13 The Court hereby approves the appointment of Hunter Pyle and Katie Fiester of Hunter Pyle
14 Law PC as Class Counsel.

15 The Court hereby approves the appointment of Plaintiff Britney Guedon as Class
16 Representative.

17 In recognition of Plaintiff's efforts on behalf of the Class, the Court hereby approves the
18 payment of a Class Representative Service Award to Plaintiff Britney Guedon in the amount of
19 \$10,000, which she will receive in addition to any recovery she may receive under the Settlement.

20 The Court hereby approves the payment of \$7,000.00 to Simpluris, Inc. ("Simpluris"), for
21 the costs of administering the settlement.

22 The Court hereby approves Legal Aid at Work as the *cy pres* beneficiary.

23 The Court hereby approves the payment to Class Counsel of attorneys' fees in the amount of
24 \$216,666.67 and litigation costs in the amount of \$30,215.00. The hourly rates and hours requested
25 by Class Counsel are reasonable.

26 Ten percent (10%) of the attorneys' fees awarded, which amounts to \$21,666.67, shall be
27 held by Simpluris until completion of the distribution process and Court approval of a final
28

1 accounting. At the time Plaintiff files a Post-Distribution Accounting, Plaintiff shall submit a
2 proposed order releasing these fees.

3 Upon the occurrence of the Final Judgment of the Settlement, Plaintiff and the Participating
4 Class Members, by operation of this Order and Judgment, compromised, settled, discharged, and
5 provided the release of the Released Claims, during the Settlement Class Period, against Defendants
6 and the Released Parties, and are bound by the provisions of this Settlement Agreement. Upon the
7 Final Judgment, all Participating Class Members shall be and are hereby permanently barred and
8 enjoined from the institution or prosecution of any and all of the Released Claims as provided by the
9 terms of the Settlement. PAGA Members are bound by PAGA Release portion for the Settlement
10 and the State's claims for civil penalties pursuant to PAGA are also extinguished as provided by the
11 terms of the Settlement. This Settlement Agreement and the Final Approval Order and Judgment are
12 binding on, and have *res judicata* and preclusive effect in, all pending and future lawsuits or other
13 proceedings that encompass Plaintiff's and Participating Class Members' claims released herein, and
14 that are maintained by or on behalf of Plaintiff and Settlement Class Members.

15 The Settlement provided for herein, and any proceedings undertaken pursuant thereto, are
16 not, and should not in any event be offered, received, or construed as evidence of, a presumption,
17 concession, or an admission by any Party of liability or non-liability or of the certifiability or non-
18 certifiability of a litigation class or collective, or that PAGA representative claims may validly be
19 pursued.

20 Simpluris is to execute the distribution of proceeds pursuant to the terms of this Agreement.
21 Upon completion of administration of the Settlement, the parties shall file a declaration setting forth
22 that Settlement payments have been paid and that the terms of the Settlement have been completed.

23 The Court shall hold a compliance hearing on July __ 2026, at _____ a.m./p.m. in
24 Department 23. No later than ten court days prior to that hearing, Class Counsel shall file a
25 compliance status report, together with a proposed amended judgment pursuant to California Code
26 of Civil Procedure section 384.

1 This Judgment is intended to be a final disposition of the class action and representative
2 claims in the above-captioned action and is intended to be immediately applicable.

3 Pursuant to California Code of Civil Procedure Section 664.6 and California Rules of Court,
4 Rule 3.769(h), the Court shall retain jurisdiction of this action, the Parties, and Participating Class
5 Members, as to all matters concerning the interpretation, administration, implementation,
6 consummation, and enforcement of this Settlement Agreement.

7 Judgment is hereby entered.

8
9 **IT IS SO ORDERED.**

10 09/18/2025
11 Dated: _____, 2025


HONORABLE MICHAEL MARKMAN

Michael Markman / Judge