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**UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF CALIFORNIA**

Dorcas-Cothy Kabasele, Katia Arrellano, Angel Gonzalez, Mindy Miranda, Saryna De Jesus, Tatiana Brenal, Flor Cruz, Julissa Perez, Elissa Padilla, Ian Lamar, Claudia Benitez, Brittney Hughes, George Maddox, Victoria Henkes, Allexandra Tan, Danielle Quaid, Elizabeth Faaborg, Vincent Hall, Jerrica Labian, Lauren Hall, Ryan Guffey, Kiersten Wong, Brittani Herena, Janet Sanchez, Brittany Sommers, Cheyenne Lopez, Talia Casteneda, Nohely Llamas, Rhonda Prickett, Debbie Harrison,

Plaintiffs,

vs.

ULTA SALON, COSMETICS & FRAGRANCE, INC., a Delaware corporation and DOES 1 – 100, inclusive,

Defendants.

Case No. 2:21-cv-01639-WBS-CKD

**[PROPOSED] ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Assigned to the Honorable William B. Shubb
in Department 5

1 THIS MATTER HAVING come before the Court pursuant to Plaintiffs' Motion for
2 Preliminary Approval of Class Action Settlement and having determined that the Settlement
3 Agreement and Release (the "Settlement Agreement") including the proposed Class Notice hereby
4 makes the following determinations and orders:

5 1. The Court hereby approves the settlement terms set forth in the Settlement Agreement
6 and finds that the Settlement is, in all respects fair, adequate and reasonable and further finds that
7 Plaintiff has satisfied the standards and applicable requirements for final approval of the California
8 Class Action Settlement under Rule 23 of the Federal Rules of Civil Procedure.

9 2. Plaintiffs are preliminary appointed as Class Representatives.

10 3. Mayall Hurley, P.C., SW Employment Law Group, APC, and Lavi & Ebrahimian, LLP
11 as Class Counsel for purposes of settlement;

12 4. Simpluris, Inc. as the third-party Settlement Administrator for mailing notices and for
13 Settlement Administration, in accordance to the terms set forth in the Settlement Agreement and
14 perform the functions set forth therein. The Court also preliminary approves expenses estimated at
15 \$65,000;
16

17 5. The Court approves an Incentive Award of \$5,000 for lead Plaintiffs, Dorcas-Cothy
18 Kabasele, Katia Arellano, Angel Gonzalez and \$500 for each remaining Plaintiff (for a combined
19 amount of \$28,500);

20 6. Subject to further consideration by the Court at the time of the Final Approval Hearing,
21 Class Counsel's request for up to 33.33% of the GSA as attorneys' fees (or \$500,000) and actual
22 litigation costs of not more than \$20,000;

23 7. Approval of the PAGA penalty payment of \$50,000 of which 75% (or \$38,000) shall
24 be paid to the LWDA, and the remaining 25% (or \$12,000), shall be included in the Net Settlement
25 Amount distribution to the Class;

26 8. The Court approves filling of the proposed Fourth Amended Complaint attached as
27 Exhibit B to the Settlement Agreement; and

28 9. A Final Approval hearing on the question of whether the proposed Settlement,

1 attorney's fees to Class Counsel, and the Class Representative's Incentive Awards should be finally
2 approved as fair, reasonable and adequate is scheduled in for _____, 2023 at
3 __: __ a.m. / p.m.

4 10. The parties to the Settlement Agreement are directed to carry out their obligations
5 under the Settlement Agreement.

6 **IT IS SO ORDERED.**

7
8
9 Dated: _____

Hon. William B. Shubb
United States District Judge