

Exhibit A - Final Approval Order and Judgment

 Dan W.

Page 1 of 2

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PLAINTIFF/PETITIONER: Daisy Espinoza, et al.
 DEFENDANT/RESPONDENT: Encompass Community Services

CASE NUMBER:
 21CV02110 / Dept. 5

**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 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:

- b. Name of person served:

Street address:

City:

State and zip code:

- c. 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 29, 2026

Isabel Yang

(TYPE OR PRINT NAME OF DECLARANT)



(SIGNATURE OF DECLARANT)

EXHIBIT A

ELECTRONICALLY RECEIVED
6/23/2026 4:20 PM

Electronically Filed
Superior Court of California
County of Santa Cruz
June 29, 2026
Clerk of the Court by Deputy,
Summers, Madison

Madison Summers

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CRUZ**

DAISY ESPINOZA, BRITTANY AMAYA,
and RAUL RAMIREZ HERNANDEZ,
individually, and on behalf of other members
of the general public similarly situated, and as
aggrieved employees pursuant to the Private
Attorneys General Act ("PAGA"),

Plaintiffs,

vs.

ENCOMPASS COMMUNITY SERVICES, a
California Corporation; and DOES 1 through
10, inclusive,
Defendants.

Case No.: 21CV02110

Honorable Timothy Schmal
Department 5

CLASS ACTION

**FINAL APPROVAL
ORDER AND JUDGMENT**

Date: June 23, 2026
Time: 8:30 a.m.
Department: 5

Complaint Filed: August 30, 2021
FAC Filed: December 14, 2021
SAC Filed: August 14, 2025
Trial Date: None Set

1 This matter has come before the Honorable Timothy Schmal, in Department 5 of the
2 above-entitled Court, located at 701 Ocean Street, Santa Cruz, California 95060, on June 23,
3 2026 at 8:30 a.m., on Plaintiffs Daisy Espinoza's, Brittany Amaya's, and Raul Ramirez
4 Hernandez's (collectively, the "Plaintiffs") Motion for Final Approval of Class Action
5 Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and
6 Service Awards ("Motion for Final Approval"). Lawyers *for* Justice, PC, Capstone Law APC,
7 and James Hawkins APLC, appeared on behalf of Plaintiffs and the Settlement Class, and
8 Duane Morris LLP appeared on behalf of Defendant Encompass Community Services
9 ("Defendant").

10 On September 8, 2025, the Court entered the Order Granting Preliminary Approval of
11 Class Action and PAGA Settlement ("Preliminary Approval Order"), thereby preliminarily
12 approving the settlement of the above-entitled action ("Action") in accordance with the Class
13 Action and PAGA Settlement ("Settlement," "Agreement," or "Settlement Agreement"), which,
14 together with the exhibits annexed thereto set forth the terms and conditions for settlement of the
15 Action.

16 Having reviewed the Settlement Agreement and duly considered the parties' papers and
17 oral argument, and good cause appearing,

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

19 1. The Motion for Final Approval is granted in its entirety.
20 2. This Final Approval Order and Judgment incorporates by reference the
21 definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized
22 terms used, but not defined, herein shall have the same meanings as in the Settlement
23 Agreement and Preliminary Approval Order.

24 3. Unless otherwise specified, all citations and references to the PAGA statute that
25 are contained within this motion and supporting papers are to the former version of the PAGA
26 statute prior to the recent amendment effective July 1, 2024; the amended PAGA statute does
27 not apply to the above-captioned action and the Settlement pursuant to California Labor Code §
28

2699, subd. (v), as amended, because the above-captioned action was filed prior to June 19, 2024.

4. This Court has jurisdiction over the Class Members as it pertains to the Action and the claims asserted in the Action, the Court also has jurisdiction over all parties to the Action as it pertains to the Action and the claims asserted in the Action.

5. The Court finds that the applicable requirements of California Code of Civil Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied, with respect to the Settlement Class and the Settlement. The Court hereby makes final its earlier provisional certification of the Settlement Class for settlement purposes, as set forth in the Preliminary Approval Order. The Settlement Class is hereby defined to include: all persons employed by Defendant in non-exempt, hourly positions in California, and who worked in the Residential ("RES") program at any time during the Class Period ("Settlement Class" or "Class Members").

6. The "Class Period" is hereby defined as the time period of August 12, 2017, through May 12, 2025.

7. The "Aggrieved Employees" are hereby defined to consist of the following individuals: all persons employed by Defendant in non-exempt, hourly positions in California at any time during the PAGA Period.

8. The "PAGA Period" is hereby defined as the time period of September 7, 2020, through September 5, 2025.

9. The Court finds that the Court-approved COURT APPROVED NOTICE OF CLASS ACTION SETTLEMENT AND HEARING DATE FOR FINAL APPROVAL ("Class Notice") that was provided to the Class Members, fully and accurately informed the Class Members of all material elements of the Settlement, of their opportunity to participate in the Settlement, object to or comment on the Class Settlement, or to seek exclusion from the Class Settlement; the Class Notice was the best notice practicable under the circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the State of California, the United States Constitution, due process and other applicable law. The Class

1 Notice fairly and adequately described the Settlement and provided the Class Members with
2 adequate instructions and a variety of means to obtain additional information.

3 10. Pursuant to California law, the Court hereby grants final approval to the
4 Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the
5 Settlement Class as a whole. More specifically, the Court finds that the Settlement was reached
6 following meaningful formal and informal discovery and investigation conducted by Lawyers
7 *for* Justice, PC, Capstone Law APC and James Hawkins APLC (collectively, the “Class
8 Counsel”), and that the Settlement is the result of serious, informed, adversarial, and arms-
9 length negotiations between the parties. In so finding, the Court has considered all of the
10 evidence presented, including evidence regarding the strength of Plaintiffs’ claims; the risk,
11 expense, and complexity of pursuing the claims presented; the likely duration of further
12 litigation; the amount offered in the Settlement; the extent of investigation and discovery
13 completed; and the experience and views of Class Counsel. The Court finds that the Settlement,
14 including the monetary allocations and payments, appear within the range of reasonableness,
15 and that the monetary recovery to the Class is fair, adequate, and reasonable when balanced
16 against the probable outcome of further litigation relating to certification, liability, and damages
17 issues. The Court has further considered the absence of any objections to the Class and PAGA
18 Action Settlement submitted by Class Members. Accordingly, the Court hereby directs that the
19 Settlement be affected in accordance with the Settlement Agreement and the following terms
20 and conditions.

21 11. A full opportunity has been afforded to the Class Members to participate in the
22 Final Approval Hearing, and all Class Members and other persons wishing to be heard have
23 been heard. The Class Members also have had a full and fair opportunity to exclude themselves
24 from the Class Settlement. Accordingly, the Court determines that Plaintiffs and all Class
25 Members who did not submit a timely and valid Request for Exclusion from the Class
26 Settlement (“Participating Class Members”), Class Members, on behalf of themselves and their
27 respective former and present representatives, agents, attorneys, heirs, administrators,
28 successors, and assigns, release Released Parties from all of the Released Class Claims.

1 12. The Court finds that Plaintiffs have satisfied the prerequisites under the
2 California Private Attorneys General Act (Cal. Labor Code § 2698, et seq.) (“PAGA”),
3 including, and not limited to, providing the California Labor and Workforce Development
4 Agency (“LWDA”) and Defendant with notice of the specific provisions of the California Labor
5 Code alleged to have been violated, including, and not limited to, the facts and theories to
6 support the alleged violations, in conformity with California Labor Code § 2699.3(a). The Court
7 also finds that the Settlement Agreement has been submitted to the LWDA in conformity with
8 California Labor Code § 2699(l)(2). Pursuant to California Labor Code § 2699(l)(2), the Court
9 has also considered and reviewed the PAGA Settlement and the allocation of \$80,000.00 toward
10 civil penalties under the California Private Attorneys General Act of 2004 ("PAGA Settlement
11 Payment"), and the Court finds that they are fair, reasonable, and appropriate, and hereby
12 approved. The Settlement Administrator shall distribute the PAGA Settlement Payment in
13 accordance with the Settlement Agreement as follows: the amount of \$60,000.00 to the LWDA
14 ("LWDA PAGA Payment"), and the amount of \$20,000.00 to the Aggrieved Employees, in
15 accordance with the terms and methodology set forth in the Agreement.

16 13. The Court determines that all Aggrieved Employees and the LWDA are deemed
17 to release, on behalf of themselves and their respective former and present representatives,
18 agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all of
19 the Released PAGA Claim.

20 14. The Court hereby directs that the Settlement be affected in accordance with the
21 Settlement Agreement, Preliminary Approval Order, and the terms and conditions herein.

22 15. The Court finds that payment of Administration Expenses Payment in the
23 amount of \$10,000.00 to CPT Group, Inc. (“CPT Group, Inc.” or “Settlement Administrator”),
24 is appropriate for the services performed and costs incurred and to be incurred for the notice and
25 settlement administration process, and is hereby approved. It is hereby ordered that the
26 Settlement Administrator shall issue payment to itself in the amount of \$10,000.00, in
27 accordance with the terms and methodology set forth in the Settlement Agreement.
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1 16. The Court finds that the Service Awards in the amount of \$10,000.00 each to
2 Plaintiffs Daisy Espinoza, Brittany Amaya, and Raul Ramirez Hernandez are fair and
3 reasonable, and hereby approved. It is hereby ordered that the Settlement Administrator issue
4 payment in the amount of \$10,000.00 each, to Plaintiffs Daisy Espinoza, Brittany Amaya, and
5 Raul Ramirez Hernandez for their Service Award, according to the terms set forth in the
6 Settlement Agreement.

7 17. The Court finds that attorneys' fees in the amount of \$236,250.00 to Class
8 Counsel falls within the range of reasonableness and that the results achieved justify the award
9 sought, and is hereby approved. It is hereby ordered that the Settlement Administrator issue
10 payment in the amount of \$236,250.00 to Class Counsel for attorneys' fees, in accordance with
11 the terms and methodology set forth in the Settlement Agreement.

12 18. The Court finds that reimbursement of litigation costs and expenses in the
13 amount of \$50,194.04 to Class Counsel is reasonable, and hereby approved. It is hereby ordered
14 that the Settlement Administrator issue payment in the amount of \$50,194.04 to Class Counsel
15 for reimbursement of litigation costs and expenses, in accordance with the terms and
16 methodology set forth in the Settlement Agreement.

17 19. It is hereby ordered that Defendant shall fund a Qualified Settlement Fund with
18 Gross Settlement fund of \$675,000.00 beginning with fifty percent (50%) of the Gross
19 Settlement Fund within one (1) year and ninety (90) days after the Effective Date (the "First
20 Installment"). Defendant shall fund a Qualified Settlement Fund with fifty percent (50%) of the
21 Gross Settlement Fund within one year after date of the First Installment, in accordance with the
22 terms and methodology set forth in the Settlement Agreement.

23 20. It is hereby ordered that within fourteen (14) calendar days following the funding
24 of the Gross Settlement Fund, the Settlement Administrator will issue payments due under the
25 Settlement and approved by the Court as follows: (a) individual settlement payments to
26 Participating Class Members, (b) Individual PAGA Payment to Aggrieved Employees, (c)
27 LWDA PAGA Payment to the LWDA, (d) Service Award to Plaintiffs, (e) Class Counsel Fees
28 Payment and Class Counsel Litigation Expenses Payment to Class Counsel, and (f)

Administration Expenses Payment to the Settlement Administrator, in accordance with terms and methodology set forth in the Settlement Agreement.

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21. Each check issued to a Participating Class Member and/or Aggrieved Employee for his or her individual settlement payment and/or Individual PAGA Payment shall be valid for a period of one hundred eighty (180) calendar days from the date of issuance of the check, and after this time period, the check(s) shall be cancelled. The funds associated with checks issued to Participating Class Members and Aggrieved Employees that have not been cashed or deposited within the 180-day period shall be transmitted to the California Controller's Unclaimed Property Fund in the name of the individuals to whom the checks had originally been issued. All Participating Class Members shall be bound by the terms and conditions of the Class Settlement regardless of whether or not they cash or otherwise negotiate their individual settlement payment checks.

22. Consistent with the Court's grant of final approval in Paragraph 10 above, and pursuant to California Rules of Court, rule 3.769(h), Judgment is hereby entered in the above-captioned action in its entirety in accordance with this Order and the Settlement. Without affecting the finality or appealability of this Judgment, the Court retains jurisdiction as set forth in Paragraph 23 below.

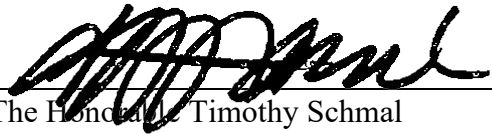
23. After entry of this Final Approval Order and Judgment, pursuant to California Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret, implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final Approval Order and Judgment, to hear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

24. Individualized notice of this Final Approval Order and Judgment is not required. The Settlement Administrator shall post a copy of the Final Approval Order and Judgment on the Settlement Administrator's website for a period of at least sixty (60) calendar days after the date of entry of this Final Approval Order and Judgment.

25. A Compliance Hearing is set for November 16, 2027 at 8:30 a.m. in Department 5. Class Counsel shall submit the Settlement Administrator's accounting report regarding the status of installment funding of the Settlement at least five (5) court days prior to the Compliance Hearing.

IT IS SO ORDERED.

DATE: 6/26/2026 5:04:36 PM



The Honorable Timothy Schmal
Judge of the Santa Cruz County Superior Court
of California

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 29, 2026, 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:

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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.

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1 **[X] STATE**

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

4 Executed on June 29, 2026, at Glendale, California.

5 
6 _____
7 Isabel Yang