



FILED
San Francisco County Superior Court

JAN 5 - 2024

CLERK OF THE COURT
BY: [Signature] Deputy Clerk

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN FRANCISCO
DEPARTMENT 304

MELODY DANIEL-COLLIER and JUDITH
A. DAVIS, individually and on behalf of all
others similarly situated,

Plaintiffs,

v.

GEO REENTRY SERVICES LLC, a Florida
limited liability company; THE GEO GROUP,
INC., dba GEO CALIFORNIA, INC., a
Florida corporation; and DOES 1-50,
inclusive,

Defendants.

Case No. CGC-21-595010

ORDER GRANTING PLAINTIFFS'
MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT, ATTORNEYS' FEES,
COSTS, INCENTIVE AWARD, AND
ADMINISTRATION COSTS

1 This matter came on for hearing on January 5, 2024 at 11:00 a.m. in Department 304 of the
2 above-captioned Court on Plaintiffs' Motion for Final Approval of Class Action Settlement and
3 PAGA Claims; Attorneys' Fees, Costs, Enhancement Awards and Administration Costs. For
4 purposes of this Order, the Court refers to all defined terms (i.e., terms with initial capitalization)
5 as set forth in the Class Action and PAGA Settlement Agreement ("Settlement Agreement" or
6 "Settlement").¹ Having reviewed and considered the Settlement Agreement, the supporting papers
7 filed by the Parties, and the evidence and argument received by the Court in conjunction with the
8 Motion for Preliminary Approval of Class Action Settlement, and Plaintiffs' Unopposed Motion
9 for Final Approval of Class Action Settlement and PAGA Claims; Attorneys' Fees, Costs,
10 Enhancement Awards and Administration Costs, the Court grants final approval of the Settlement
11 and HEREBY ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

12 1. Pursuant to the Preliminary Approval Order of July 26, 2023 and Joint Stipulation
13 and Order Regarding Preliminary Approval Order and Timing of Class Notice dated September 5,
14 2023, the Class Notice was mailed to all members of the Class by first-class U.S. mail. The Notice
15 informed the Class of the terms of the Settlement, of their right to receive their proportional
16 Individual Settlement Payment, of their right to request exclusion from the Class and the Settlement,
17 of their right to comment upon or object to the Settlement and to appear in person or by counsel at
18 the final approval hearing, and of the date set for the Final Approval hearing. Adequate periods of
19 time were provided by each of these procedures.

20 2. In response to the Notice, no Class Members objected and two (2) Class Members
21 requested exclusion. There are no outstanding disputes regarding the Settlement.

22 3. The Court finds and determines that the notice procedure afforded adequate
23 protections to Class Members and provides the basis for the Court to make an informed decision
24 regarding approval of the Settlement based on the Class Members' response. The Court finds and
25

26 ¹ "Settlement Agreement" or "Settlement" refers to the Joint Stipulation and Settlement
27 Agreement attached as Exhibit 1 to the Declaration of James R. Hawkins filed April 19, 2023 and
28 the Amendment to Joint Stipulation and Settlement Agreement attached as Exhibit 1 to Plaintiffs'
Supplemental Brief in Support of Motion for Preliminary Approval of Class Action Settlement
and PAGA Claims filed July 7, 2023.

1 determines that the Notice provided in the Action was the best notice practicable under the
2 circumstances, which satisfies the requirements of due process.

3 4. Pursuant to section 382 of the Code of Civil Procedure, in light of the proposed
4 Settlement, the Court hereby finds that the prerequisites for certification of a settlement class have
5 been met and certifies the following class for settlement purposes only: All current and former
6 non-exempt employees employed by Defendants in California at any time during the Class Period,
7 December 21, 2020 to March 28, 2023.

8 5. The Court hereby finally approves the terms set forth in the Settlement Agreement
9 and finds that the Settlement is, in all respects, fair, adequate, and reasonable, and directs the Parties
10 to effectuate the Settlement according to its terms. The Court finds that the Settlement was reached
11 as a result of informed and non-collusive arm's-length negotiations facilitated by a neutral mediator.
12 The Court further finds that the Parties conducted extensive investigation, research, and discovery
13 such that their attorneys were able to reasonably evaluate their respective positions. The Court also
14 finds that Settlement will enable the Parties to avoid additional and potentially substantial litigation
15 costs, as well as delay and risks if the Parties were to continue to litigate the case. The Court has
16 reviewed the monetary recovery provided as part of the Settlement and recognizes the significant
17 value accorded to the Class.

18 6. The Court hereby confirms James Hawkins, APLC as Class Counsel in this action.

19 7. The Court hereby confirms Plaintiffs Melody Daniel-Collier and Judith A. Davis as
20 the Class Representatives in this action.

21 8. The Court finds and determines that the individual settlement payments to Class
22 Members provided for by the terms of the Settlement to be paid to the Class are fair and reasonable.
23 The Court hereby gives final approval to and orders the payment of those amounts be made to
24 the participating members of the Class in accordance with the terms of the Settlement.

25 9. The Court finds and determines that payment to the California Labor and Workforce
26 Development Agency ("LWDA") of \$30,000.00 as its share of the settlement of alleged civil
27 penalties in this case as well as the \$10,000 as the PAGA Members' share of the settlement of
28

1 alleged civil penalties in this case are fair, reasonable, and appropriate. The Court hereby gives final
2 approval to and orders that those amounts be paid in accordance with the Settlement.

3 10. The Court finds and determines the Class Representative Enhancement Award in the
4 sum of \$3,750 each to Plaintiff Melody Daniel-Collier and Plaintiff Judith Davis is fair and
5 reasonable. The Court hereby orders the Administrator to make this payment to the Plaintiffs/Class
6 Representatives in accordance with the terms of the Settlement Agreement.

7 11. The Court finds and determines that the payment to be paid to the Settlement
8 Administrator, ILYM Group, Inc. in the sum of \$12,000.00 for its fee and expenses incurred is fair
9 and reasonable. The Court hereby orders the Administrator to make this payment to itself in
10 accordance with the terms of the Settlement Agreement.

11 12. Pursuant to the terms of the Settlement, and the authorities, evidence, and argument
12 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the sum of
13 \$133,333.33 and litigation costs of \$18,242.39. The Court finds such amounts to be fair and
14 reasonable. The Court hereby orders the Settlement Administrator to make these payments in
15 accordance with the terms of the Settlement Agreement.

16 13. Neither Defendants nor any related persons or entities shall have any further liability
17 for costs, expenses, interest, attorneys' fees, or for any other charge, expense, or liability, except as
18 provided for by the Settlement Agreement.

19 14. The Court finds and determines that the releases contained in the Settlement
20 Agreement are appropriate and shall bind all Class Members who did not timely opt out of the
21 Settlement and all PAGA Members.

22 15. Nothing in this Order shall preclude any action to enforce the Parties' obligations
23 pursuant to the Settlement Agreement or pursuant to this Order.

24 16. The Court finds and determines that nothing in the Settlement Agreement, this Order,
25 or the Judgment (1) is intended or will be construed as an admission of liability or wrongdoing by
26 Defendants or any Released Party or (2) may be offered or admitted in evidence against Defendants
27 or any Released Party (other than solely in connection with this Settlement).

28

1 17. The Court shall enter final judgment in this case in accordance with the terms of the
2 Settlement Agreement, Preliminary Approval Order, and this Order.

3 18. The Parties shall bear their own costs and attorneys' fees, except as otherwise
4 provided for by the Settlement Agreement and this Order.

5 19. Without affecting the finality of this Order in any way, the Court retains jurisdiction
6 of all matters relating to the interpretation, administration, implementation, effectuation and
7 enforcement of this Order and the Settlement.

8 20. A Status Conference regarding settlement distribution is set for August 30, 2024 at
9 9:00 a.m. A status report, accompanied by an admissible evidentiary declaration, must be filed no
10 later than five court days prior to the Status Conference. The status report shall state how many
11 Class and PAGA Members cashed their settlement checks, the number of uncashed checks, and the
12 total amount of residual funds.

13 21. Class Counsel shall submit a copy of this Order to the LWDA within 10 days after
14 entry pursuant to Labor Code section 2699(l)(3).

15 IT IS SO ORDERED.

16
17 Dated: January 5, 2024

Ethan P. Schulman

Ethan P. Schulman
Judge of the Superior Court

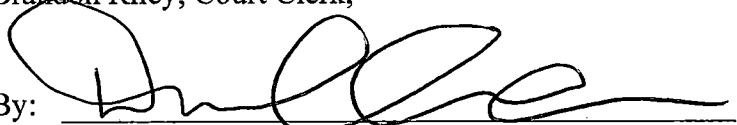
CERTIFICATE OF ELECTRONIC SERVICE
(CCP 1010.6(6) & CRC 2.260(g))

I, DANIAL LEMIRE, a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am not a party to the within action.

On **JAN - 5 2024**, I electronically served THE ATTACHED DOCUMENT via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Dated: **JAN - 5 2024**

Brandon Riley, Court Clerk,

By: 
DANIAL LEMIRE, Deputy Clerk

PLAINTIFF/PETITIONER: Melody Daniel-Collier, et al.
 DEFENDANT/RESPONDENT: GEO Reentry Services LLC., et al.

CASE NUMBER:
 CGC-21-595010

**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*):

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: _____

 (TYPE OR PRINT NAME OF DECLARANT)

_____
 (SIGNATURE OF DECLARANT)

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On January 5, 2024, I served on the interested parties in this action the following document(s) entitled:

[XX] BY ELECTRONIC SERVICE: Via electronic filing service provider- electronically transmitting the documents listed above to File&Serve Xpress, an electronic filing service provider, at www.fileandservexpress.com pursuant to the Court's Order Authorizing Electronic Service. The transmission(s) was reported as complete and without error to the addresses as stated on the service list below.

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Labor and Workforce Development Agency
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Oakland, CA 94612
<http://www.dir.ca.gov/Private-Attorneys-General-Act>

Executed on January 5, 2024, at Irvine, California

PROOF OF SERVICE