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Attorneys for Plaintiff JOANN EICHINGER and the aggrieved employees

[Additional Counsel on Next Page]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

JOANN EICHINGER, SHELBY L.
HIGLEY, JOHN REID BARNETT, PEGGY
GIBSON, as individuals, on behalf of the
State of California, as a private attorney
general,

PLAINTIFFS,

v.

TRACTOR SUPPLY COMPANY; and
DOES 1 thru 50, inclusive,

DEFENDANTS.

CHERI STRINGER, on behalf of herself and
the general public,

Plaintiff,

v.

TRACTOR SUPPLY COMPANY, a Delaware
corporation; and DOES 1 through 50, inclusive,

Defendants.

FILED
Superior Court of California
County of Sacramento
11/14/2025
T. Shaddix, Deputy

Case No. 23CV010299
[Consolidated with Case No. 23CV002894]

[Case Assigned for All Purposes to Hon. Jill H.
Talley in Dept. 23]

**~~PROPOSED~~ ORDER GRANTING
APPROVAL OF REPRESENTATIVE
ACTION SETTLEMENT**

Date: September 12, 2025
Time: 9:00 AM
Dept.: 23
Reservation: # A-10299-002

Complaint Filed: July 1, 2022
Actions Consolidated: April 12, 2024
Trial Date: June 23, 2025

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PROPOSED ORDER

The Motion for Approval of Representative Action Settlement (“Motion”) came before this Court, the Honorable Jill H. Talley, presiding. The Court, having considered the papers submitted in support of the motion of the parties, **HEREBY ORDERS THE FOLLOWING:**

Having considered Plaintiffs’ Motion, and all legal authorities and documents submitted in support thereof, including the PAGA Settlement Agreement (“Agreement”), attached to the Declaration of Eric B. Kingsley as Exhibit “1”, and good cause appearing, IT IS HEREBY ORDERED that Plaintiffs’ Motion is GRANTED, subject to the following findings and orders:

1. The Court approves the Gross Settlement Amount of \$2,500,000.00.
2. The Court approves the PAGA Penalties in the amount of \$1,529,676.67.
3. The Court approves 75% of the PAGA Penalties being allocated to the LWDA in the amount of \$1,147,257.50.
4. The Court directs that the remaining 25% of the PAGA Penalties, in the amount of \$382,419.17 shall be allocated to the Individual PAGA Payments.
5. The Court approves the PAGA Counsel Fees Payment, in the amount of \$833,333.33.
6. The Court approves the PAGA Counsel Litigation Expenses Payment, in the amount of \$70,000.00.
7. The Court approves the Administrator Expenses Payment, in the amount of \$26,990.00.
8. The Court approves the Representative Service Payments to Plaintiffs, in the amount of \$40,000.00 total, with \$10,000.00 to each to Plaintiffs JOANN EICHINGER, JOHN REID BARNETT, and PEGGY GIBSON, and \$5,000.00 each to Plaintiffs SHELBY HIGLEY and CHERY STRINGER.
9. Pursuant to C.C.P §664.6, the Court shall have and retain continuing jurisdiction over this action and the Parties and the PAGA Members including after the entry of this Order, to the fullest extent necessary to interpret, enforce and effectuate the terms and intent of the Settlement Agreement and this Order.

1
2 **DATED:** 11/14/2025



Jill Talley

JUDGE OF THE SUPERIOR COURT
Jill Talley

(PROOF OF SERVICE)
[CCP 1013(a)(3)]

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 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On July 23, 2025, I served all interested parties in this action the following documents described as: **[PROPOSED] ORDER GRANTING APPROVAL OF REPRESENTATIVE ACTION SETTLEMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

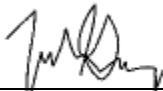
SEE ATTACHED SERVICE LIST

[XX] BY ELECTRONIC SERVICE: I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing ("EF") System (<https://dir.tfaforms.net/315>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

[XX] (BY ELECTRONIC MAIL TRANSMISSION): I caused the document to be send to the persons at the e-mail address(es) listed on the attached service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful. A pdf copy of which was sent via email to the above email address(es).

[XX] (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on July 23, 2025, at West Hollywood, California.



Taylor Gregg

SERVICE LIST

*Joann Eichinger, et. al v. Tractor Supply Company
Superior Court of California, County of Sacramento*

*Case No: 23CV010299
[Consolidated with Case No. 23CV002894]*

ABRAMSON LABOR GROUP WILLIAM ZEY ABRAMSON wza@abramsonlabor.com 1700 W. Burbank Blvd. Burbank, CA 91506 Attorneys for Plaintiff JOANN EICHINGER and all aggrieved employees	AKERMAN LLP Felipe Gomez Mishell Taylor felipe.gomez@akerman.com mishell.taylor@akerman.com 633 West Fifth Street, Suite 6400 Los Angeles, California 90071 Attorneys for Defendant TRACTOR SUPPLY COMPANY
MOON LAW GROUP, PC Kane Moon kmoon@moonlawgroup.com Daniel J. Park dpark@moonlawgroup.com Michael Citrin mcitrin@moonlawgroup.com 725 S. Figueroa St., Suite 3100 Los Angeles, California 90017 Attorneys for Plaintiffs SHELBY L. HIGLEY, JOHN REID BARNETT, PEGGY GIBSON, and all aggrieved employees	SETAREH LAW GROUP Shaun Setareh shaun@setarehlaw.com Jose Maria D. Patino, Jr. jose@setarehlaw.com Tyson Gibb tyson@setarehlaw.com calendar@setarehlaw.com 9665 Wilshire Boulevard, Suite 430 Beverly Hills, California 90212 Attorneys for Plaintiff CHERI STRINGER and the aggrieved employees