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**FILED**  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF ORANGE

APR 14 2026

DAVID H. YAMASAKI, Clerk of the Court

BY: M. NEVAREZ, DEPUTY

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF ORANGE, COMPLEX CENTER**

NICOLE BONNETTE, an individual on behalf  
of herself and all others similarly situated,

Plaintiff,

v.

WAYMAKERS, a California Nonprofit  
Organization, ISABEL KLUWE, an individual,  
and DOES 1 through 20, inclusive,

Defendants.

Case No. 30-2022-01252101-CU-OE-CXC

**AMENDED [~~PROPOSED~~] ORDER AND  
JUDGMENT GRANTING FINAL  
APPROVAL OF CLASS ACTION  
SETTLEMENT**

1 **TO ALL PARTIES AND THEIR ATTORNEYS OF RECORD:**

2 Plaintiff's motion for final approval of class action settlement is granted. Having read the  
3 Joint Stipulation of Class Action and PAGA Settlement and Release, as well as the Parties' Joint  
4 Stipulation to Amend the Settlement Agreement ("Settlement Agreement") attached as Exhibit "C"  
5 to the Declaration of Jonathan LaCour and supporting documents, the motion for final approval, as  
6 well as the points and authorities and declarations filed in support thereof, the Court finds that: the  
7 proposed settlement appears fair, reasonable, and adequate; final approval should be entered in this  
8 action based upon the terms of the Settlement Agreement.

9 **IT IS HEREBY ORDERED AND ADJUDICATED** as follows:

- 10 1. The Settlement Agreement shall be enforced by its terms.
- 11 2. The Court certifies the class, namely the Class Members and PAGA Members, for purposes  
12 of settlement.
- 13 3. For purposes of final approval and entry of judgment, the Court finds that the Settlement  
14 Class consists of all current and former non-exempt employees who are or were employed by  
15 Defendants in California at any time during the period of March 25, 2018 through November 11,  
16 2024, excluding those persons who submitted valid and timely Requests for Exclusion.
- 17 4. The Court finds that the following two putative class members submitted valid and timely  
18 requests for exclusion and are therefore excluded from the class settlement and shall not be bound  
19 by the class portion of this Judgment: Cindy Blancas and Laura Criss.
- 20 5. The Court finds that the settlement is fair, adequate and reasonable.
- 21 6. Class Counsel, Employees First Labor Law, are collectively awarded \$150,000.00 in  
22 attorneys' fees and \$11,214.17 in costs to be distributed in accordance with any agreements  
23 between them.
- 24 7. The Court awards \$11,000.00 to CPT Group, Inc. as costs to the Claims Administrator for  
25 its costs and fees.
- 26 8. The Court awards \$50,000.00 as a civil penalty under the Private Attorney General Act,  
27 *Lab. Code* section 2698 *et seq.* ("PAGA"), 75% of which (\$37,500.00) shall be paid to the State of  
28 California via the Labor and Workforce Development Agency and the remaining 25% of which  
(\$12,500.00) will be distributed amongst the PAGA Members.
9. The Court awards \$2,500.00 to Nicole Bonnette as a Class Representative Enhancement

1 Payment, in recognition of her effort and work in prosecuting the Action on behalf of Class  
2 Members, and for his general release of claims.

3 10. The Net Settlement Amount to be distributed to participating class members under the  
4 Settlement, after deducting all Court-approved fees, costs, enhancement payment, administration  
5 costs, and the LWDA's and Aggrieved Employees' shares of the PAGA allocation, is \$275,285.83.

6 11. The Claims Administrator is to administer distribution of funds to Class Members and  
7 PAGA Members, pursuant to the terms of the Settlement Agreement.

8 12. Defendants shall fund the Settlement in accordance with the deadlines set forth in the  
9 Settlement Agreement.

10 13. Checks issued to participating class members shall remain negotiable for 180 calendar  
11 days from the date of issuance.

12 14. The Claims Administrator is to provide notice of this order and judgment to the Class  
13 Members and PAGA Members pursuant to *California Rules of Court*, Rule 3.771(b).

14 15. In compliance with *California Rules of Court*, Rule 3.771(b), notice of this order and  
15 judgment will be included with the checks that are mailed to the class members.

16 16. The parties agree to name the State Controller Unclaimed Property Fund as the beneficiary  
17 of any unclaimed funds.

18 17. A Final Report / Final Accounting hearing is set for January 25, 2027, at 1:30 pm [or  
19 \_\_\_\_\_, 2027, at \_\_\_\_\_ am/pm]

20 18. No later than 16 calendar days, as directed by the Court, before the Final Report Hearing,  
21 Plaintiff shall file and serve a final report from the Settlement Administrator and any supporting  
22 papers addressing the status of settlement implementation, including the total amount actually paid  
23 to class members, the number and amount of checks cashed, the amount of any uncashed funds,  
24 and compliance with the terms of the Settlement and this Judgment.

25 19. Plaintiff shall serve the Labor and Workforce Development Agency with this Order and  
26 Judgment in accordance with the Court's ruling and applicable law, and shall file proof of such  
27 service.

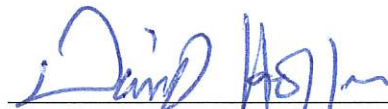
28 The Court reserves exclusive and continuing jurisdiction over the litigation, the Class  
Representatives, the Class Members and PAGA Members, and Defendant for purposes of

1 supervising the implementations, enforcement, construction, administration and interpretation of  
2 the Settlement Agreement and this Judgment.

3  
4 **IT IS SO ORDERED AND ADJUDICATED**

5  
6 DATED: \_\_\_\_\_

4/14/26

  
\_\_\_\_\_  
JUDGE OF THE SUPERIOR COURT