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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

TIKOA CARTER, an individual, on behalf of
herself and others similarly situated

PLAINTIFF,

v.

SPEECH AND LANGUAGE PATHOLOGY
ASSOCIATES, INC.; and DOES 1 thru 50,
inclusive,

DEFENDANTS.

CASE NO. 21STCV44618

[Case Assigned for All Purposes to Hon.
Kenneth R. Freeman, in Dept. 14]

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

Date: October 10, 2023

Time: 10:00 a.m.

Dept.: 14

Complaint Filed: December 8, 2021

FAC Filed: May 19, 2022

Trial Date: None Scheduled

1 The Motion for Preliminary Approval of the Class Action and PAGA Settlement
2 Agreement and Class Notice (“Agreement”), a copy of which is attached as to Plaintiff’s Motion
3 for Preliminary Approval of Class Action Settlement as Exhibit “1”, was scheduled to be heard
4 before this Court on October 10, 2023. The Court issued a Tentative ruling to grant the Motion on
5 October 9, 2023. The Court, having considered the papers submitted in support of the motion of
6 the parties, **HEREBY ORDERS THE FOLLOWING:**

7 1. The Court grants preliminary approval of the Agreement and the Class based upon
8 the terms set forth in the Agreement filed herewith. The Settlement is fair, adequate, and
9 reasonable to the Class. The Court finds that: (a) the Agreement resulted from extensive arm’s
10 length negotiations; and (b) the Agreement is sufficient to warrant notice of the Settlement to
11 persons in the Class and a full hearing on the final approval of the Settlement.

12 2. “Class” means all persons who are employed or have been employed as an hourly
13 employee by SPEECH AND LANGUAGE PATHOLOGY ASSOCIATES, INC., in the State of
14 California who worked one or more pay periods from December 8, 2017 to July 31, 2022 (the
15 “Covered Period”).

16 3. “Aggrieved Employee” or “PAGA Member” means all persons who are employed
17 or have been employed as an hourly employee by SPEECH AND LANGUAGE PATHOLOGY
18 ASSOCIATES, INC., in the State of California who worked one or more pay periods from
19 December 8, 2020 to July 31, 2022.

20 4. The Settlement falls within the range of reasonableness and appears to be
21 presumptively valid, subject only to any objections that may be raised at the final fairness hearing
22 and final approval by this Court.

23 5. The Court makes the following preliminary findings for settlement purposes
24 only:

- 25 A. The Class, which consists of approximately 622 persons, is so numerous
26 that joinder of all members is impracticable;
- 27 B. There appear to be questions of law or fact common to the Class for
28 purposes of determining whether this Settlement should be approved;
- C. Plaintiff’s claims appear to be typical of the claims being resolved through
 the proposed settlement;

1 D. Plaintiff appears to be capable of fairly and adequately protecting the
2 interests of the Class Members in connection with the proposed settlement;

3 E. Common questions of law and fact appear to predominate over questions
4 affecting only individual persons in the Class. Accordingly, the Class
appears to be sufficiently cohesive to warrant settlement by representation;
and

5 F. Certification of the Class appears to be superior to other available methods
6 for the fair and efficient resolution of the claims of the Class.

7 6. The Court approves, as to form and content, the Notice to Class Members in
8 substantially the form attached to the Agreement as Exhibits A (Class Notice).

9 7. The Court approves the procedure for Class Members to object to the Settlement as
10 set forth in the Class Notice to Class Members.

11 8. The Court approves the procedure for Class Members to become Participating Class
12 Members as set forth in the Notice to Class Members.

13 9. The Court directs the mailing of the Notice to Class Members by first class mail to
14 the Class Members in accordance with the Implementation Schedule set forth below. The Court
15 finds that the dates selected for the mailing and distribution of the Notice, as set forth in the
16 Implementation Schedule, meet the requirements of due process and provide the best notice
17 practicable under the circumstances and shall constitute due and sufficient notice to all persons
18 entitled thereto.

19 10. The Court confirms Kingsley & Kingsley, APC as Class Counsel.

20 11. The Court confirms the named Plaintiff in the operative complaint in the Action as
21 the Class Representative.

22 12. The Court approves ILYM Group, Inc. as the Administrator.

23 13. The Court orders that pursuant to the California Private Attorneys General Act,
24 Labor Code §§ 2698, et seq. ("PAGA"), statutory notice of this Settlement has been and will
25 continue to be given to the Labor & Workforce Development Agency.

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14. The Court orders the following Implementation Schedule for further proceedings:

a.	Preliminary Approval	October 10, 2023
b.	Deadline for Defendant to Provide Class Data to Administrator	October 25, 2023 [15 business days from Preliminary Approval]
c.	Mail Notice to Class Members	November 8, 2023 [14 calendar days from Administrator's receipt of Class Data]
d.	Deadline for Class Members to Postmark Any Opt-Out	January 7, 2024 [60 calendar days from mailing of Notice Packet (judged by postmark date)]
e.	Deadline for Class Members to Postmark Any Objection	January 7, 2024 [60 calendar days from mailing of Notice Packet (judged by postmark date)]
f.	Deadline for Class Counsel to file Motion for Final Approval of Class Settlement	April 2, 2024
g.	Deadline for Class Counsel to file Motion for Class Counsel Award	April 2, 2024
h.	Final Approval Hearing	April 30, 2024

15. IT IS FURTHER ORDERED that if the Court does not execute and file an Order of Final Approval and Judgment, or if the Effective Date of Settlement, as defined in the Agreement, does not occur for any reason, the Agreement and the proposed Settlement that is the subject of this Order shall become null, void, unenforceable and inadmissible in any judicial, administrative or arbitral proceeding for any purpose, and all evidence, court orders and

1 proceedings had in connection therewith, shall be without prejudice to the status quo ante rights
2 of the Parties to the litigation, as more specifically set forth in the Agreement.

3 16. IT IS FURTHER ORDERED that, pending further Order of this Court, all
4 proceedings in this matter except those contemplated herein and in the Agreement are hereby
5 stayed.

6 17. The Court expressly reserves the right to adjourn or continue the Final Fairness
7 Hearing from time to time without further notice to members of the Class.

8
9 **DATED:** _____

JUDGE OF THE SUPERIOR COURT

1 (PROOF OF SERVICE)

2 [CCP 1013(a)(3)]

3 STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

4 I am employed in the County of Los Angeles, State of California. I am over the age of 18
5 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite
6 1200, Encino, California 91436.

7 On October 10, 2023, I served all interested parties in this action the following documents
8 described as: [PROPOSED] ORDER GRANTING PRELIMINARY APPROVAL OF
9 CLASS ACTION SETTLEMENT by placing a true copy thereof enclosed in a sealed envelope
10 addressed as follows:

11 O'HAGAN MEYER

12 Katherine Den Bleyker, Esq.

13 kdenbleyker@ohaganmeyer.com

14 550 S Hope St., Suite 2400

15 Los Angeles, CA 90071

16 [XX] BY ELECTRONIC MAIL THROUGH CASE ANYWHERE: On interested parties set
17 forth on the attached service list.

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

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

24 Executed on October 10, 2023, at Chino, California.

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Leslie Sanchez