

FILED
ALAMEDA COUNTY

MAY 08 2026

CLERK OF THE SUPERIOR COURT

By  Deputy

BRYAN SCHWARTZ LAW, P.C.

Bryan Schwartz (SBN 209903)
bryan@bryanschwarzlaw.com
180 Grand Avenue, Suite 1380
Oakland, California 94612
Tel. (510) 444-9300 | Fax (510) 444-9301

CALIFORNIA CIVIL RIGHTS LAW GROUP

Lawrence Organ (SBN 175503)
larry@civilrightsca.com
Marqui Hood (SBN 214718)
marqui@civilrightsca.com
Cimone Nunley (SBN 326915)
cimone@civilrightsca.com
332 San Anselmo Avenue
San Anselmo, CA 94960
Tel. (415) 453-4740
Fax (415) 785-7352

Attorneys for Representative Plaintiffs Sharonda Taylor
and Zenobia Milligan

(Additional counsel listed on next page)

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

SHARONDA TAYLOR, TATIANNA SMITH,
and ZENOBIA MILLIGAN, individually and on
behalf of all others similarly situated,

Plaintiffs,

v.

TESLA, INC., doing business in California as
TESLA MOTORS, INC.; and DOES 1
THROUGH 50, INCLUSIVE,

Defendants.

Case No. 23CV028922

~~{proposed}~~ AMENDED ORDER AND
JUDGMENT GRANTING SETTLEMENT
APPROVAL

Date: May 8, 2026

Time: 9:30 a.m.

Location: Dept. 15

Judge: Hon. Peter Borkon

NICHOLS KASTER, LLP

Matthew C. Helland (SBN 250451)

helland@nka.com

235 Montgomery St., Suite 810

San Francisco, CA 94104

Tel. (415) 277-7235 | Fax (415) 277-7238

*Attorneys for Representative Plaintiffs Sharonda Taylor
and Zenobia Milligan*

1 **TO EACH PARTY AND THE COUNSEL OF RECORD FOR EACH PARTY:**

2 Before the Court are 1) Plaintiffs' Motion for Approval of Private Attorney General Act
3 Settlement; and 2) Plaintiffs' Motion for Attorneys' Fees and Costs. The Court having considered the
4 Settlement Agreement, the Motions, all papers filed, and proceedings herein, and having reviewed the
5 record in this litigation, and good cause appearing, the Court hereby GRANTS approval of the
6 Settlement and GRANTS Plaintiffs' Counsel's request for payment of \$340,000 in attorneys' fees and
7 costs as part of the settlement.

8 1. Except as otherwise specified herein, for the purposes of this Order and Judgment, the Court
9 adopts and incorporates by reference all defined terms set forth in the Settlement Agreement.

10 2. The Court finds that the Settlement, as set forth in the Settlement Agreement executed by the
11 parties, is fair, reasonable, and adequate. The Court finds that the uncertainty and delay of further
12 litigation support the reasonableness and adequacy of the Settlement.

13 3. The Court finds that Tesla's agreement to produce certain employment or job-related
14 assignment related documents for each PAGA Settlement Member, as outlined in the Settlement,
15 supports the reasonableness and adequacy of the settlement. The Court ORDERS that Tesla shall
16 comply with the substance and timelines of its agreement to produce such documents.

17 4. The Court finds that California's Private Attorney General Act ("PAGA") does not require
18 notice to PAGA settlement recipients, nor does it provide an opportunity to object to a settlement. The
19 Court therefore approves of the payment mechanism proposed in the Settlement of distributing
20 settlement checks following this Order.

21 5. The Court finds that the Parties have satisfied the requirements of PAGA by submitting the
22 Settlement Agreement to the Labor and Workforce Development Agency ("LWDA").

23 6. The Court further APPROVES Plaintiffs' Counsel's request for payment of \$340,000 in
24 attorneys' fees and costs. Having reviewed Plaintiffs' Counsel's submissions, the Court finds that the
25 requested fees and costs are justified in light of the work performed. The Court finds that Counsel's
26 lodestar rates are reasonable and are therefore APPROVED. The Court also finds that the claimed hours
27 are reasonable and are therefore APPROVED. The Court notes that the requested fees and costs are less
28

1 than Plaintiffs' Counsel's lodestar, which supports approval of the settlement.

2 7. The Court further APPROVES Plaintiffs' request for enhancement payments to Plaintiffs
3 Taylor, Smith, and Milligan in the amount of \$2,500 each, finding them warranted in light of the risks of
4 litigating this case and the contributions to the case.

5 8. The Court APPROVES payment to the Settlement Administrator in an amount not to exceed
6 \$5,000.

7 9. The Court APPROVES the cy pres recipient identified in the Settlement, East Bay
8 Community Law Center, to receive the full amount of any remainder based upon uncashed settlement
9 checks as called for in the Settlement, because this recipient is useful in fulfilling the underlying purpose
10 of the lawsuit to support to public interest lawyers and communities in need.

11 10. The Settlement is HEREBY APPROVED in its entirety and the releases encompassed
12 therein are effectuated.

13 11. The Court finds that the Parties have complied with the terms for the Court-approved
14 settlement.

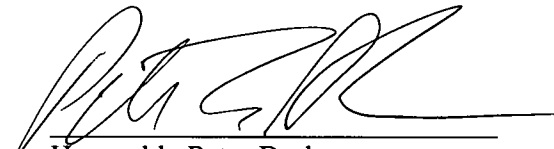
15 12. This AMENDED JUDGMENT IS HEREBY ENTERED, approving the terms of the
16 Settlement.

17 13. In accordance with the California Rule of Court 3.769(h), the Court retains exclusive and
18 continuing jurisdiction over the litigation, the Plaintiffs, and Defendant for the purposes of
19 supervising the implementation, enforcement, construction, administration, and interpretation of the
20 Settlement Agreement.

21 14. No later than 5 days after receipt of notice of the entry of the amended judgment, the parties
22 shall submit the amended judgment to the Judicial Council, pursuant to Code Civ. Proc. § 384.5, and
23 shall file a proof of service with this Court confirming this.

24 IT IS SO ORDERED.

25 Dated: 5/8/2025

26 
27 Honorable Peter Borkon

28 JUDGE OF THE SUPERIOR COURT

PETER E. BORKON