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11 **UNITED STATES DISTRICT COURT**
12 **NORTHERN DISTRICT OF CALIFORNIA**

13 IGNACIO MACIEL, RUTH TORRES, on
14 behalf of themselves and all other similarly
15 situated persons,

16 Plaintiffs,

17 vs.

18 M.A.C. COSMETICS INC., a New York
19 corporation; and DOES 1-50, inclusive,

20 Defendants.
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Case No.: 3:23-CV-03718-AMO

Assigned to Hon. Magistrate Judge
Araceli Martinez-Olguin

**[PROPOSED] ORDER GRANTING
PLAINTIFFS' MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT**

Hearing Date: January 15, 2026

Time: 2:00 p.m.

Courtroom: 10
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1 Plaintiffs' Motion for Final Approval of Class Action Settlement came before this Court on
2 January 15, 2026 at 2:00 p.m., the Honorable Araceli Martinez-Olguin presiding. The Court having
3 considered the papers submitted in support of the Motion, and good cause appearing,

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5 **IT IS HEREBY ORDERED THAT:**

6 1. The Court adopts all defined terms as set forth in the Parties' Joint Stipulation of Class
7 Action and PAGA Settlement and Release ("Settlement Agreement") attached as Exhibit 1 to the
8 Declaration of Matthew Righetti in Support of Plaintiffs' Motion for Preliminary Approval (Dkt. 63-1).

9 2. The Court has jurisdiction over the subject matter of this litigation, the Class
10 Representative, Defendant, and the Class Members. The Court hereby grants the Motion for Final
11 Approval, approves the terms of the settlement outlined in the Settlement Agreement, and finds that the
12 settlement is, in all respects, fair, adequate, and reasonable and in the best interests of the Class and each
13 Class Member, based on the following factors:

- 14 a. The strength of Plaintiffs' case in relation to the amount offered in
15 settlement;
16 b. The risk, expense, complexity, and likely duration of further litigation;
17 c. The risk of maintaining class action status throughout the trial;
18 d. The extent of discovery completed and the stage of the proceedings;
19 e. The experience and views of counsel;
20 f. The reaction of the class members to the proposed settlement; and
21 g. The fact that the settlement was reached after extensive arm's length
22 negotiation conducted in good faith by the parties with the assistance of an
23 experienced mediator.

24 3. As previously ruled in the Court's Order Granting Preliminary Approval (Dkt. 77), the
25 Class, for settlement purposes only, satisfies the requirements for a Rule 23 settlement class, and is defined
26 as follows:

27 All persons currently or previously employed by M.A.C. in California as an hourly
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paid, non-exempt employee, at any time from April 27, 2018, to the date of the Court’s order preliminarily approving this Settlement (July 24, 2025) (referred to herein as “Class Members”, “California Class” or “Settlement Class”)

4. The Court finds that the form and manner of distribution of the Notice of Class Action Settlement, Claim Form, and Exclusion Form (collectively “Notice Packet”) was implemented in accordance with this Court’s Order Granting Preliminary Approval and the terms of the Settlement Agreement, and constituted the best notice practicable under the circumstances to all Class Members and fully met the requirements of Federal Rules of Civil Procedure, Rule 23(d), as well as due process under all applicable laws.

5. The Court acknowledges that no Class Members objected to the settlement.

6. The Court acknowledges that three Class Members opted out of the settlement.

7. By this Order of Final Approval and Judgment, the Class Representatives shall be released, relinquished, and discharged, and the members of the Class shall be deemed to have fully released their Released Claims, as set forth in the Settlement Agreement.

8. The Court hereby directs the parties to effectuate the settlement according to the terms set forth in the Settlement Agreement and this Order.

9. Pursuant to Federal Rule of Civil Procedure 54(a) and (b), the Court hereby enters a judgment based on the terms set forth above in the Settlement Agreement and reserves exclusive and continuing jurisdiction over the litigation, the Class Representative and the members of the Class, and Defendant for purposes of supervising the implementation, enforcement, construction, administration and interpretation of the Settlement Agreement and this Order of Final Approval and Judgment.

Dated: _____

HON. ARACELI MARTINEZ-OLGUIN
UNITED STATES DISTRICT COURT