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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE

NICOLAS GAVIDIA, individually, and on
behalf of all others similarly situated,

Plaintiff,

v.

JACOBS FARMS/DEL CABO INC., a
California corporation; and DOES 1 through 10,
inclusive,

Defendants,

Case No.: 22STCV07167

*[Assigned for all purposes to Hon. Elaine Lu,
Dept. 9]*

**[PROPOSED] JUDGMENT AND ORDER
GRANTING PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Preliminary Approval Hearing:

Date: October 15, 2026

Time: 8:30 a.m.

Dept.: 9

Complaint filed: February 28, 2022

FAC filed: August 2, 2022

Trial date: Not set

1 **[PROPOSED] ORDER**

2 Having reviewed Plaintiff Nicolas Gavidia's ("Plaintiff") Motion for Preliminary Approval
3 of Class Action and PAGA Settlement ("Motion"), the Declaration of Benjamin H. Haber, Plaintiff's
4 Declaration, and the Class Action and PAGA Settlement Agreement and Class Notice ("Settlement
5 Agreement"), and good cause appearing, the Court finds and orders as follows:

6 1. The Court finds on a preliminary basis that the Settlement Agreement appears to be
7 fair, adequate, and reasonable and therefore meets the requirements for preliminary approval. The
8 Court grants preliminary approval of the Settlement and the Class based on the terms set forth in the
9 Settlement Agreement between Plaintiff and Defendant Jacobs Farm/Del Cabo, Inc. ("Defendant"),
10 attached to the Declaration of Benjamin H. Haber in Support of Plaintiff's Motion for Preliminary
11 Approval of Class Action and PAGA Settlement as **Exhibit 2**.

12 2. The Settlement falls within the range of reasonableness of a settlement which could
13 ultimately be given final approval by this Court, and appears to be presumptively valid, subject only
14 to any objections that may be raised at the Final Approval Hearing and final approval by this Court.
15 The Court notes that Defendant has agreed to create a common fund of \$400,000.00 to cover (a)
16 settlement payments to Class Members who do not validly opt out; (b) a \$20,000.00 allocation
17 toward civil penalties under the Labor Code Private Attorneys General Act of 2004 ("PAGA"), 75%
18 of which (\$15,000.00) will be paid to California's Labor and Workforce Development Agency and
19 25% of which (\$5,000.00) will be paid to Aggrieved Employees; (c) a Class Representative Service
20 Payment of up to \$10,000.00 to Plaintiff; (d) Class Counsel's attorneys' fees, not to exceed 33 1/3%
21 of the Gross Settlement Amount (currently estimated to be \$133,333.33), and up to \$55,000.00 in
22 costs for actual litigation expenses incurred by Class Counsel; and (e) Settlement Administration
23 Costs of up to \$10,000.00.

24 3. The Court preliminarily finds that the terms of the Settlement appear to be within the
25 range of possible approval, pursuant to California Code of Civil Procedure section 382 and applicable
26 law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair and reasonable to
27 the Class Members when balanced against the probable outcome of further litigation relating to class
28 certification, liability and damages issues, and potential appeals; (2) significant informal discovery,

1 investigation, research, and litigation have been conducted such that counsel for the Parties at this
2 time are able to reasonably evaluate their respective positions; (3) settlement at this time will avoid
3 substantial costs, delay, and risks that would be presented by the further prosecution of the litigation;
4 and (4) the proposed Settlement has been reached as the result of intensive, serious, and non-collusive
5 negotiations between the Parties with the assistance of a well-respected class action mediator.
6 Accordingly, the Court preliminarily finds that the Settlement Agreement was entered into in good
7 faith.

8 4. A final approval hearing on the question of whether the proposed Settlement,
9 attorneys' fees and costs to Class Counsel, payment to the LWDA and Aggrieved Employees for
10 their share of the settlement of claims for penalties under PAGA, and the Class Representative
11 Service Payment should be finally approved as fair, reasonable and adequate as to the members of
12 the Class is hereby set in accordance with the Implementation Schedule set forth below.

13 5. The Court provisionally certifies for settlement purposes only the following class (the
14 "Class"): "all persons employed by Defendant in California as an hourly-paid or non-exempt
15 employee who worked for Defendant during the Class Period at Defendant's Vernon, California
16 location."

17 6. "Class Period" means the period from February 28, 2018, to preliminary approval,
18 except that Defendant may elect at its sole discretion to truncate the release period in lieu of
19 escalation of the Gross Settlement Amount.

20 7. "Aggrieved Employees" means a person employed by Defendant in California as an
21 hourly-paid or non-exempt employee at any time during the PAGA Period at Defendant's Vernon,
22 California location.

23 8. "PAGA Period" means the period from March 2, 2021, through the date of
24 preliminary approval.

25 9. The Court finds, for settlement purposes only, that the Class meets the requirements
26 for certification under California Code of Civil Procedure § 382 in that: (1) the Class Members are
27 so numerous that joinder is impractical; (2) there are questions of law and fact that are common, or
28 of general interest, to all Class Members, which predominate over individual issues; (3) Plaintiff's

claims are typical of the claims of the Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect the interests of the Class Members; and (5) a class action is superior to other available methods for the fair and efficient adjudication of the controversy.

10. The Court appoints as Class Representative, for settlement purposes only, Plaintiff Nicolas Gavidia. The Court further preliminarily approves Plaintiff's ability to request a Class Representative Service Award up to \$10,000.00.

11. The Court appoints, for settlement purposes only, Benjamin Haber, Daniel J. Kramer, Giancarlo Recinos and Angela Leong of Wilshire Law Firm, PLC, as Class Counsel. The Court further preliminarily approves Class Counsel's ability to request attorneys' fees of up to 33 1/3% of the Gross Settlement Amount (currently estimated to be \$133,333.33), and costs not to exceed \$55,000.00.

12. The Court appoints Apex Class Action Administration as the Settlement Administrator with reasonable administration costs not to exceed \$10,000.00

13. The Court approves, as to form and content the Class Notice ("Class Notice") attached to the Settlement Agreement as **Exhibit A**. The Court finds on a preliminary basis that plan for distribution of the Class Notice to Class Members satisfies due process, provides the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto.

14. The Parties and the Administrator are ordered to carry out the Settlement according to the terms of the Settlement Agreement.

15. Any Class Member who does not timely and validly request exclusion from the Settlement may object to the Settlement Agreement.

16. The Court orders the following Implementation Schedule:

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	120 days after the Court grants Preliminary Approval of the Settlement

Class Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class Data
Response Deadline: Last day for Class Members to submit Requests for Exclusion, Objections to the Settlement, and challenges to Workweeks and/or Pay Periods	45 days after Class Notice is mailed out by the Administrator (with an additional 14 days for Class Members whose Class Notice was remailed)
Filing Deadline: Last day to file Motion for Final Approval, Request for Attorneys' Fees and Costs, and Class Representative Service Payment to Plaintiff	16 court days before the Final Approval Hearing
Final Approval Hearing	_____, 2026, at _____ a.m./p.m. in Dept. _____ of the above-referenced Court

17. The Court further ORDERS that, pending further order of this Court, all proceedings in this lawsuit, except those contemplated herein and in the settlement, are stayed.

IT IS SO ORDERED.

DATED: _____

HON. ELAINE LU
JUDGE OF THE SUPERIOR COURT