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

JAZMIN DABNEY, individually and on
behalf of all others similarly situated,

Plaintiff,

vs.

ALIGNMENT HEALTHCARE USA,
LLC; and DOES 1 through 20, inclusive,

Defendants.

Case No. 30-2022-01256712-CU-OE-CXC

*Assigned for all purposes to
Hon. Layne Melzer
Dept. CX-102*

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

Date: October 30, 2025
Time: 2:00 p.m.
Dept: CX-102

1 The Court, having considered the unopposed Motion for Final Approval of Class and
2 Representative PAGA Action Settlement (the “Motion”), filed by Plaintiff Jazmin Dabney
3 (“Plaintiff”), the Parties’ CLASS ACTION AND PAGA SETTLEMENT AGREEMENT
4 (ROA #66, Exhibit A) and AMENDMENT TO CLASS ACTION AND PAGA
5 SETTLEMENT AGREEMENT (ROA #81, Exhibit A) (collectively, the “Settlement
6 Agreement”), and the supporting papers filed by the Parties, and any arguments presented at the
7 hearing, and for good cause appearing, now hereby grants Plaintiffs’ Motion and HEREBY
8 ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

9 1. Pursuant to the Order Granting Preliminary Approval, a Notice Packet was sent
10 to each Class Member by first-class mail. These papers informed the Class of the terms of the
11 Settlement, their right to receive an Individual Settlement Payment, their right (a) to comment
12 on or object to the Settlement, (b) to request exclusion from the Settlement and pursue their own
13 remedies, and (c) of their right to appear in person or by counsel at the final approval hearing
14 and to be heard regarding approval of the Settlement. Adequate periods of time were provided
15 by each of these procedures. No member of the Class filed written objection to the proposed
16 Settlement as part of this notice process or stated an intention to appear at the final approval
17 hearing.

18 2. The Court finds and determines that this notice procedure afforded adequate
19 protections to Class Members and provides the basis for the Court to make an informed decision
20 regarding approval of the Settlement based on the responses of the Class. The Court finds and
21 determines that the notice provided in this case was the best notice practicable, which satisfied
22 the requirements of law and due process.

23 3. With respect to the Class and for purposes of approving this Settlement only, this
24 Court finds and concludes that: (a) the members of the Class are ascertainable and so numerous
25 that joinder of all members is impracticable; (b) there are questions of law or fact common to
26 the Class, and there is a well-defined community of interest among members of the Class with
27 respect to the subject matter of the Action; (c) the claims of Class Representative are typical of
28 the claims of the members of the Class; (d) the Class Representative has fairly and adequately

1 protected the interests of the members of the Class; (e) a class action is superior to other
2 available methods for an efficient adjudication of this controversy; and (f) the counsel of record
3 for the Class Representative, i.e., Class Counsel, are qualified to serve as counsel for Plaintiff in
4 their individual and representative capacities for the Class.

5 4. The Court has certified a Class, as that term is defined in and by the terms of the
6 Settlement Agreement as all current and former non-exempt employees of Defendant in
7 California at any time during the Class Period. The Class Period is October 31, 2017 to October
8 10, 2023. The Court deems this definition sufficient for purposes of California Rule of Court
9 3.765(a).

10 5. The Court hereby confirms Aegis Law Firm, PC as Class Counsel.

11 6. The Court hereby confirms Plaintiff Jazmin Dabney as the Class Representative
12 in this Action.

13 7. The Court finds and determines that the terms set forth in the Settlement
14 Agreement are fair, reasonable, and adequate and directs the Parties to effectuate the Settlement
15 according to its terms, having found that the Settlement was reached as a result of informed and
16 non-collusive arm's-length negotiations facilitated by a neutral mediator. The Court further
17 finds that the Parties conducted extensive investigation and that their attorneys were able to
18 reasonably evaluate their respective positions. The Court also finds that the Settlement will
19 enable the Parties to avoid additional and potentially substantial litigation costs, as well as delay
20 and risks if the Parties were to continue to litigate the case. The Court has reviewed the
21 monetary recovery provided as part of the Settlement and recognizes the significant value
22 accorded to the Class.

23 8. The Court further finds and determines that the terms of the Settlement are fair,
24 reasonable and adequate to the Class and to each Participating Class Member and that the
25 Settlement is ordered finally approved, and that all terms and provisions of the Settlement
26 should be and hereby are ordered to be consummated.

27 9. The Court hereby approves the Gross Settlement Amount of \$912,500.00.
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1 10. The Court finds and determines that the Individual Settlement Payments to be
2 paid to Participating Class Members as provided for by the Settlement are fair and reasonable.
3 The Court hereby gives final approval to and orders the payment of those amounts be made to
4 the Participating Class Members in accordance with the Settlement Agreement.

5 11. The Court finds and determines that payment to the California Labor and
6 Workforce Development Agency of \$22,500.00 as its share of the settlement of civil penalties
7 in this case is fair, reasonable, and appropriate. The Court hereby gives final approval to and
8 orders that the payment of that amount be paid in accordance with the Settlement Agreement.

9 12. The Court finds and determines that the fees and expenses in administrating the
10 Settlement incurred by Apex Class Action, LLC in the amount of \$13,500.00, are fair and
11 reasonable. The Court hereby gives final approval to and orders that the payment of that
12 amount in accordance with the Settlement.

13 13. The Court finds and determines the Class Representative Service Payment of
14 \$5,000.00 for Plaintiff is fair and reasonable. The Court hereby orders the Administrator to
15 make this payment to the Plaintiff/Class Representative in accordance with the terms of the
16 Settlement Agreement.

17 14. Pursuant to the terms of the Settlement, and the authorities, evidence and
18 argument submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in
19 the sum of \$273,750.00 and litigation costs of \$15,921.00. The Court finds such amounts to be
20 fair and reasonable. The Court hereby orders the Settlement Administrator to make these
21 payments in accordance with the terms of the Settlement Agreement.

22 15. Nothing in this order shall preclude any action to enforce the Parties' obligations
23 under the Settlement or under this order, including the requirement that Defendants make
24 payment to the Participating Class Members in accordance with the Settlement.

25 16. This Judgment is intended to be a final disposition in its entirety of the above
26 captioned action. Without affecting the finality of this judgment in any way, the Court retains
27 jurisdiction of all matters relating to the interpretation, administration, implementation,
28

1 effectuation, and enforcement of the Settlement pursuant to Code of Civil Procedure section
2 664.6.

3 17. The Parties will bear their own costs and attorneys' fees except as otherwise
4 provided by this Court's Order awarding Class Counsels' Award for attorneys' fees and
5 litigation costs.

6 18. The Court sets a Hearing Re: Distribution of Settlement Funds for December 17,
7 2026, at 2:00 p.m. in Department CX102. Class Counsel are ordered to file a final
8 administrator's report at least 16 court days prior to the hearing. The report must address the
9 status of the settlement administration, including the actual amounts paid to Participating Class
10 Members and Aggrieved Employees, and the other amounts distributed under the settlement,
11 including any uncashed checks. If all funds have not been disbursed at that time, counsel must
12 request a continuance.

13
14 DATED: November 4, 2025



Honorable Layne Melzer
JUDGE OF THE SUPERIOR COURT