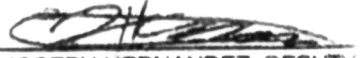


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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

MAY 05 2025

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BY 
JOSEPH HERNANDEZ, DEPUTY

9 Attorneys for Plaintiff and the Putative Class

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF SAN BERNARDINO**

12 LOUIS ARRIOLA, on behalf of himself and all
13 others similarly situated,

CASE NO.: CIVSB2210887

Assigned to the Hon. Christian Towns

14 Plaintiff,
15 v.

**~~PROPOSED~~ ORDER GRANTING
FINAL APPROVING OF CLASS
ACTION SETTLEMENT AND FINAL
JUDGEMENT**

16 LIFETIME BRANDS, INC., a Delaware
17 Corporation; and DOES 1-50, inclusive.

HEARING INFO

18 Defendants.

Date: May 5, 2025
Time: 8:30 a.m.
Dept.: S26

1 This matter having come for hearing regarding the unopposed Motion for Final Approval of
2 Class Action Settlement on the terms set forth in the Class and PAGA Representative Action
3 Settlement Agreement (the "Settlement"). In conformity with California Rules of Court, rule 3.769,
4 with due and adequate notice having been given to Class Members (as defined in the Settlement), and
5 having considered the Settlement, all of the legal authorities and documents submitted in support
6 thereof, all papers filed and proceedings had herein, all oral and written comments received regarding
7 the Settlement, and having reviewed the record in this litigation, and good cause appearing, the Court
8 **GRANTS** final approval of the Settlement and orders and makes the following findings and
9 determinations and enters final judgment as follows:

10 1. All terms used in this order shall have the same meaning as those terms used and/or
11 defined in the parties' Settlement Agreement and Plaintiff's Motion for Order Granting Final
12 Approval of Class Action Settlement. A copy of the Settlement is attached to the Declaration of
13 Mehrdad Bokhour in Support of Plaintiff's Motion for Final Approval of Class Action and is made a
14 part of this order.

15 2. The Court has personal jurisdiction over the Parties to this litigation and subject matter
16 jurisdiction to approve this Settlement, and all exhibits thereto.

17 3. For settlement purposes only, the Court finally certifies the Class, as defined in the
18 Settlement and as follows: all persons who performed work in any non-exempt position for Defendant
19 in California at any time during the Class Period, which is the period from May 31, 2018, to April
20 15, 2024. The Aggrieved Employees include all persons who performed work in any non-exempt
21 position for Defendant in California at any time from May 25, 2021, to April 15, 2024.

22 4. The Court deems this definition sufficient for the purpose of rule 3.765(a) of the
23 California Rules of Court, and solely for the purpose of effectuating the Settlement.

24 5. The Court finds that an ascertainable class of 216 class members exists and a well-
25 defined community of interest exists on the questions of law and fact involved because in the context
26 of the Settlement: (i) all related matters, predominate over any individual questions; (ii) the claims of
27 the Plaintiff is typical of claims of the Class Members; and (iii) in negotiating, entering into and
28 implementing the Settlement, Plaintiff and Class Counsel have fairly and adequately represented and

1 protected the interest of the Class Members.

2 6. The Court is satisfied that ILYM Group, Inc., which was appointed as the Settlement
3 Administrator, completed the distribution of Class Notice to the Class in a manner that complies with
4 California Rule of Court 3.766. The Class Notice informed 216 prospective Class Members of the
5 Settlement terms, their rights under the settlement and receive their settlement share, their rights to
6 submit a request for exclusion, their rights to comment on or object to the Settlement, and their rights
7 to appear at the Final Approval and Fairness Hearing and be heard regarding approval of the
8 Settlement. Sufficient periods of time to respond and to act were provided by each of these
9 procedures. No Class Members filed a written objection to the Settlement as part of this notice
10 process, no Class Members filed a written statement of intention to appear at the Final Approval and
11 Fairness Hearing, and only one individual submitted a request for exclusion. This individual will not
12 be bound by the Settlement and will not receive any portion of the Net Settlement Amount.

13 7. The Court hereby approves the terms set forth in the Settlement Agreement and finds
14 that the Settlement Agreement is, in all respects, fair, adequate, and reasonable, consistent, and
15 compliant with all applicable requirements of the California Code of Civil Procedure, the California
16 and United States Constitutions, including the Due Process clauses, the California Rules of Court,
17 and any other applicable law, and in the best interests of each of the Parties and Class Members.

18 8. The Court directs the Parties to effectuate the Settlement Agreement according to its
19 terms and declares the Settlement Agreement to be binding on all 216 Participating Class Members.

20 9. The Court finds that the Settlement Agreement has been reached as a result of
21 informed and non-collusive arm's-length negotiations. The Court further finds that the Parties have
22 conducted extensive investigation and research, and their attorneys were able to reasonably evaluate
23 their respective positions.

24 10. The Court also finds that the Settlement now will avoid additional and potentially
25 substantial litigation costs, as well as delay and risks if the Parties were to continue to litigate the
26 case. Additionally, after considering the monetary recovery provided as part of the Settlement in
27 light of the challenges posed by continued litigation, the Court concludes that Class Counsel secured
28 significant relief for Class Members.

1 11. The Settlement Agreement is not an admission by Defendant, nor is this order a
2 finding of the validity of any allegations or any wrongdoing by Defendant.

3 12. The Court appoints Plaintiff Louis Arriola as Class Representative and finds him to
4 be adequate.

5 13. The Court appoints Joshua Falakassa of Falakassa Law, P.C. and Mehrdad Bokhour
6 of Bokhour Law Group, P.C. as Class Counsel and finds each of them to be adequate, experienced,
7 and well-versed in class action litigation.

8 14. The terms of the Settlement Agreement, including the Gross Settlement Amount of
9 \$365,000 and the individual settlement shares, are fair, adequate, and reasonable to the Class and to
10 each Class Member, and the Courts grants final approval of the Settlement set forth in the Settlement
11 Agreement, subject to this order.

12 15. The Court approves the following allocations, which fall within the ranges stipulated
13 by and through the Settlement Agreement:

14 A. The Court awards \$7,250 to ILYM Group, Inc., the Settlement Administrator,
15 and finds this amount to be fair and reasonable. The Court grants final
16 approval of it and orders the Parties to make the payment to the Settlement
17 Administrator in accordance with the Agreement.

18 B. The Court awards \$121,666.67 to Class Counsel as attorneys' fees and finds
19 this amount to be fair and reasonable in light of the benefit obtained for the
20 Class. The Court grants final approval of, awards, and orders the Class
21 Counsel fees payment to be made in accordance with the Settlement
22 Agreement.

23 C. The Court awards \$34,632.75 to the Bokhour Law Group, P.C. in litigation
24 costs, an amount which the Court finds to be reflective of the reasonable costs
25 incurred. The Court grants final approval of and orders the Class Counsel
26 litigation expenses payment in this amount to be made in accordance with the
27 Settlement Agreement.

28 D. The Court awards \$10,000 to the Class Representative as payment requested

1 by Plaintiff and finds this amount to be fair and reasonable. The Court grants
2 final approval of and orders the Class Representative payment to be made in
3 accordance with the Settlement Agreement.

4 E. The Court approves the \$10,000 allocation for penalties under the Labor Code
5 Private Attorneys General Act of 2004 and orders 75% thereof (i.e., \$37,500)
6 to be paid to the California Labor and Workforce Development Agency in
7 accordance with the terms of the Settlement Agreement and the remainder to
8 the Class.

9 16. The Court orders the Parties to comply with and carry out all terms and provisions of
10 the Settlement, to the extent that the terms thereunder do not contradict with this Order, in which case
11 the provisions of this order shall take precedence and supersede the Settlement.

12 17. Nothing in the Settlement or this order purports to extinguish or waive Defendant's
13 rights to continue to oppose the merits of the claims in this Action or class treatment of these claims
14 in this case if the Settlement fails to become final or effective, or in any other case without limitation.

15 18. The Settlement shall bind all 216 Participating Class Members and this order,
16 including the release of claims as set forth in the Settlement Agreement.

17 19. The Parties shall bear their own respective attorneys' fees and costs except as
18 otherwise provided in this order and the Settlement Agreement.

19 20. All checks mailed to the Class Members must be cashed within one hundred and eighty
20 (180) days after mailing. If a Class Member fails to cash his/her check by the deadline, then the
21 Settlement Administrator shall send the unclaimed funds to the California Unclaimed Property Fund.

22 21. Within 10 days of this order, the Settlement Administrator shall give notice of
23 judgment to Settlement Class Members pursuant to California Rules of Court, rule 3.771(b), by
24 posting a copy of this order and final judgment on its website.

25 22. The Court retains continuing jurisdiction over the Action and the Settlement, including
26 jurisdiction pursuant to rule 3.769(h) of the California Rules of Court, solely for purposes of
27 (a) enforcing the Settlement Agreement, (b) addressing settlement administration matters, and
28 (c) addressing such post-judgment matters as may be appropriate under court rules or applicable law.

1 23. Plaintiff shall file with the Court a report regarding the distribution status within one
2 hundred and twenty (120) days after all funds have been distributed.

3 24. This final judgment is intended to be a final disposition of the above-captioned action
4 in its entirety and is intended to be immediately appealable. This final judgment resolves and
5 extinguishes all claims released by the Settlement Agreement against Defendant and the Released
6 Parties as set forth in the Agreement.

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8 **IT IS SO ORDERED.**

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10 DATED: 5.5., 2025



HONORABLE CHRISTIAN TOWNS

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