

FILED
Superior Court of California
County of Los Angeles

01/07/2026

David W. Slayton, Executive Officer / Clerk of Court

By: T. Lewis Deputy

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and ANDRE GREEN, and the Class

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

R.B. WILSON, individually, and on behalf of
all other persons similarly situated, and on
behalf of the general public,

Plaintiff,

v.

THE SYGMA NETWORK, INC., a Delaware
Corporation; SYSCO CORPORATION, a
Delaware corporation, and Does 1 through 30,
inclusive,

Defendants.

Case No.: 22STCV14669 (Lead Case)
[Consolidated with Case No. 22STCV30206]

Honorable David S. Cunningham III
Department 11

CLASS ACTION & PAGA

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT**

Date: January 6, 2026
Time: 10:00 a.m.
Department: 11

RICARDO GUTIERREZ, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the California
Private Attorney's General Act;

Plaintiff,

vs.

THE SYGMA NETWORK, INC., a Delaware
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Wilson Complaint

Filed: May 2, 2022
Trial Date: None Set

1 This matter has come before the Honorable David S. Cunningham III, in Department 11
2 of the above-entitled Court, located at 312 North Spring Street, Los Angeles, California 90012,
3 on January 6, 2026 at 10:00 a.m., on Plaintiffs Motion for Final Approval of Class Action and
4 PAGA Settlement, Class Counsel Fees and Litigation Expenses, and Class Representative
5 Service Awards (“Motion for Final Approval”). Lawyers *for* Justice, PC, and Berenji Law Firm,
6 APC appeared on behalf of Plaintiffs and the Class, and Jackson Lewis P.C. appeared on behalf
7 of Defendants The Sygma Network and Sysco Corporation (“Defendants”).

8 On August 5, 2025, the Court entered the Order Granting Preliminary Approval of Class
9 Action and PAGA Settlement Agreement (“Preliminary Approval Order”), thereby preliminarily
10 approving the settlement of the above-entitled actions in accordance with the Class Action and
11 PAGA Settlement Agreement and Class Notice (“Settlement,” “Agreement,” or “Settlement
12 Agreement”), which is attached to the Declaration of Helene Mayer as EXHIBIT 1, and which
13 set forth the terms and conditions of the Parties’ settlement.

14 Having reviewed the Settlement Agreement and duly considered the parties’ papers and
15 oral argument, and good cause appearing,

16 **THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:**

17 1. The Motion for Final Approval is granted in its entirety.
18 2. This Final Approval Order and Judgment incorporates by reference the
19 definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized
20 terms used, but not defined, herein shall have the same meanings as in the Settlement
21 Agreement and Preliminary Approval Order.

22 3. Unless otherwise specified, all citations and references to the Private Attorneys
23 General Act of 2004, California Labor Code sections 2698, et seq. (“PAGA”) are to the version
24 of that statute prior to the recent amendment effective July 1, 2024; the amended statute does
25 not apply to the Action[s], or the Settlement pursuant to California Labor Code section
26 2699(v)(1), as amended, because the notice to the Labor and Workforce Development Agency
27 ("LWDA") was filed prior to June 19, 2024.
28

1 4. This Court has jurisdiction over the Class Members as it pertains to the Actions
2 and the claims asserted in the Actions, the Court also has jurisdiction over all parties to the
3 Actions as it pertains to the Actions and the claims asserted in the Actions.

4 5. The Court finds that the applicable requirements of California Code of Civil
5 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied, with
6 respect to the Class and the Settlement. The Court hereby makes final its earlier provisional
7 certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order.
8 The Class is hereby defined to include: all current and former hourly-paid or non-exempt
9 employees of Defendants in California employed between May 2, 2018, and July 30, 2024.
10 (“Class” or “Class Members”).

11 6. The aggrieved employees for purposes of the PAGA Settlement are hereby
12 defined to consist of the following individuals: all current and former hourly-paid or non-
13 exempt employees of Defendants in California employed at any time during the PAGA Period.

14 7. The Court finds that the Court-approved Notice of Class Action Settlement
15 (“Class Notice”) that was provided to the Class Members, fully and accurately informed the
16 Class Members of all material elements of the Settlement, of their opportunity to participate in
17 the Settlement, object to or comment on the Class Settlement, or to seek exclusion from the
18 Class Settlement; the Class Notice was the best notice practicable under the circumstances; was
19 valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the
20 State of California, the United States Constitution, due process and other applicable law. The
21 Class Notice fairly and adequately described the Settlement and provided the Class Members
22 with adequate instructions and a variety of means to obtain additional information.

23 8. Pursuant to California law, the Court hereby grants final approval to the
24 Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the
25 Class as a whole. More specifically, the Court finds that the Settlement was reached following
26 meaningful formal and informal discovery and investigation conducted by Lawyers *for* Justice,
27 PC. and Berenji Law Firm, APC (“Class Counsel”), and that the Settlement is the result of
28 serious, informed, adversarial, and arms-length negotiations between the parties. In so finding,

1 the Court has considered all of the evidence presented, including evidence regarding the
2 strength of Plaintiffs' claims; the risk, expense, and complexity of pursuing the claims
3 presented; the likely duration of further litigation; the amount offered in the Settlement; the
4 extent of investigation and discovery completed; and the experience and views of Class
5 Counsel. The Court finds that the Settlement, including the monetary allocations and payments,
6 appear within the range of reasonableness, and that the monetary recovery to the Class is fair,
7 adequate, and reasonable when balanced against the probable outcome of further litigation
8 relating to certification, liability, and damages issues. The Court has further considered the
9 absence of any objections by the Class Members to the Class Settlement. Accordingly, the
10 Court hereby directs that the Settlement be affected in accordance with the Settlement
11 Agreement and the following terms and conditions.

12 9. A full opportunity has been afforded to the Class Members to participate in the
13 Final Approval Hearing, and all Class Members and other persons wishing to be heard have
14 been heard. The Class Members also have had a full and fair opportunity to exclude themselves
15 from the Class Settlement. Accordingly, the Court determines that Plaintiffs and all Class
16 Members who did not submit a timely and valid Request for Exclusion from the Class
17 Settlement ("Settlement Class Members"), individually and on behalf of their respective former
18 and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, by
19 the Class Settlement and by this Final Approval Order and Judgment, as of the Effective Date
20 and full funding of the Gross Settlement Amount, shall fully and finally release and discharge
21 the Released Parties, and each of them, from the Released Class Claims.

22 10. The Court finds that Plaintiffs' have satisfied the prerequisites under PAGA,
23 including, and not limited to, providing the LWDA and Defendants with notice of the specific
24 provisions of the California Labor Code alleged to have been violated, including, and not
25 limited to, the facts and theories to support the alleged violations, in conformity with California
26 Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been
27 submitted to the LWDA in conformity with California Labor Code § 2699(l)(2). Pursuant to
28 California Labor Code § 2699(l)(2), the Court has also considered and reviewed the PAGA

1 Settlement and the allocation of \$165,000.00 toward civil penalties under the California Private
2 Attorneys General Act of 2004 (“PAGA Penalties”), and the Court finds that they are fair,
3 reasonable, and appropriate, and hereby approved. The Settlement Administrator shall distribute
4 the PAGA Penalties as follows: the amount of \$123,750.00 to the LWDA (“LWDA Amount”),
5 and the amount of \$41,250.00 to the Aggrieved Employees, in accordance with the terms and
6 methodology set forth in the Agreement.

7 11. The Court determines that, Plaintiffs, the State of California (with respect to
8 Aggrieved Employees), and all Aggrieved Employees, individually and on behalf of their
9 respective former and present representatives, agents, attorneys, heirs, administrators,
10 successors, and assigns, are bound by the PAGA Settlement and this Final Approval Order and
11 Judgment, and thereby, as of the Effective Date, shall fully and finally release and discharge the
12 Released Parties, and each of them, from the Released PAGA Claims.

13 12. The Court hereby directs that the Settlement be affected in accordance with the
14 Settlement Agreement, Preliminary Approval Order, and the terms and conditions set forth
15 herein.

16 13. The Court finds that payment of Administration Expenses in the amount of
17 \$14,950.00 to ILYM Group (“ILYM” or “Administrator”), is appropriate for the services
18 performed and costs incurred and to be incurred for the notice and settlement administration
19 process, and is hereby approved. It is hereby ordered that the Administrator shall issue payment
20 to itself in the amount of \$14,950.00, in accordance with the terms and methodology set forth in
21 the Settlement Agreement.

22 14. The Court finds that the Class Representative Service Payments in the amount of
23 \$7,500.00 to Plaintiff Ricardo Gutierrez, \$7,500.00 to Plaintiff Andre Green, and \$7,500.00 to
24 Plaintiff R.B. Wilson (a total of \$22,500.00) are fair and reasonable, and hereby approved. It is
25 hereby ordered that the Administrator issue payment in the amount of \$7,500.00 to each
26 Plaintiff for their Class Representative Service Payments, according to the terms set forth in the
27 Settlement Agreement.

1 15. The Court finds that attorneys' fees in the amount of \$550,000.00 to Class
2 Counsel falls within the range of reasonableness and that the results achieved justify the award
3 sought, and is hereby approved. It is hereby ordered that the Administrator issue payment in the
4 amount of \$550,000.00 to Class Counsel for attorneys' fees, in accordance with the terms and
5 methodology set forth in the Settlement Agreement.

6 16. The Court finds that reimbursement of litigation costs and expenses in the
7 amount of \$29,100.19 to Class Counsel is reasonable, and hereby approved. It is hereby ordered
8 that the Administrator issue payment in the amount of \$29,100.19 to Class Counsel for
9 reimbursement of litigation costs and expenses, in accordance with the terms and methodology
10 set forth in the Settlement Agreement.

11 17. It is hereby ordered that within fourteen (14) calendar days after the Effective
12 Date, Defendants shall deposit the Gross Settlement Amount of \$1,650,000.00 and the
13 employer's share of payroll taxes and contributions with respect to the wage portion of
14 Individual Class Payments into an account established by the Administrator, in accordance with
15 the terms and methodology set forth in the Settlement Agreement.

16 18. It is hereby ordered that within fourteen (14) calendar days following the funding
17 of the Gross Settlement Amount, the Administrator will issue payments due under the
18 Settlement and approved by the Court as follows: (a) Individual Class Payments to Settlement
19 Class Members, (b) Individual PAGA Payments to Aggrieved Employees, (c) Class
20 Representative Service Payments to Plaintiff Ricardo Gutierrez, Plaintiff Andre Green, and
21 Plaintiff R.B. Wilson, (d) Class Counsel Fees Payment, Class Counsel Litigation Expenses
22 Payment, (d) Administration Expenses Payment, and (e) LWDA Penalties to the LWDA in
23 accordance with terms and methodology set forth in the Settlement Agreement.

24 19. Each check issued to a Settlement Class Member and/or Aggrieved Employee
25 for his or her Individual Class Payment and/or Individual PAGA Payment shall be valid for a
26 period of one hundred eighty (180) calendar days from the date of issuance of the check, and
27 after this time period, the check(s) shall be canceled. The leftover funds associated with checks
28 issued to Settlement Class Members and Aggrieved Employees, after the checks have been

1 canceled, shall be transmitted to the California Controller's Unclaimed Property Fund in the
2 name of the Class Member pursuant to California Code of Civil Procedure Section 384. All
3 Settlement Class Members shall be bound by the terms and conditions of the Class Settlement
4 regardless of whether or not they cash or otherwise negotiate their Individual Class Payment
5 checks. All Aggrieved Employees shall be bound by the terms and conditions of the PAGA
6 Settlement regardless of whether or not they cash or otherwise negotiate their Individual PAGA
7 Payment checks.

8 20. After entry of this Final Approval Order and Judgment, pursuant to California
9 Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret,
10 implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final
11 Approval Order and Judgment, to hear and resolve any contested challenge to a claim for
12 settlement benefits, and to supervise and adjudicate any dispute arising from or in connection
13 with the distribution of settlement benefits.

14 21. Individualized notice of this Final Approval Order and Judgment is not required.
15 The Administrator shall post a copy of the Final Approval Order and Judgment on the
16 Administrator's website for a period of at least sixty-six (66) calendar days after the date of
17 entry of this Final Approval Order and Judgment.

18 22. A Final Compliance Hearing is set for September 30, 2026 at 9:30 a.m./p.m. in
19 Department 11. Class Counsel shall submit the Administrator's accounting report regarding the
20 status of the funding and disbursement of the Settlement at least five (5) court days prior to the
21 Final Compliance Hearing.

22 **IT IS SO ORDERED.**

23
24 DATE: 01/07/2026



The Honorable David S. Cunningham III
Judge of the Los Angeles County Superior
Court of California