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

JESUS GUADARRAMA ESTRADA, an
individual and on behalf of all others similarly
situated;

Plaintiff,

vs.

TN TRUSS COMPONENTS, INC., a
California corporation; and DOES 1 through
50,

Defendants.

Case No.: 25STCV02752

[Assigned for All Purposes to:
Hon. Theresa M. Traber, Dept. 1]

**~~(AMENDED PROPOSED)~~ JUDGMENT
AND ORDER GRANTING PLAINTIFF'S
MOTION FOR APPROVAL OF PAGA
SETTLEMENT, ATTORNEY'S FEES
AND COSTS, AND SERVICE AWARD**

DATE: September 3, 2026
TIME: 10:30 a.m.
DEPT: 1

Action Filed: January 31, 2025
Trial Date: Not Set

FILED
Superior Court of California
County of Los Angeles

09/10/2026

David W. Slayton, Executive Officer / Clerk of Court

By: _____ A. He _____ Deputy

1 Plaintiff Jesus Guadarrama Estrada' ("Plaintiff") Motion for Approval of California Private
2 Attorneys General Act ("PAGA") Settlement, Attorney's Fees and Costs, and Service Award (the
3 "Motion") came on regularly for hearing before this Court on September 3, 2026, at 10:30 a.m. This
4 Court, having considered the PAGA Settlement Agreement (the "Settlement" or "Agreement")
5 between Plaintiff and Defendant TN Truss Components, Inc. ("Defendant"), Plaintiff's Motion and
6 Memorandum of Points and Authorities in support thereof, and supporting declarations filed
7 therewith; and good cause appearing, **HEREBY ORDERS, ADJUDGES, AND DECREES AS**
8 **FOLLOWS:**

9 1. The Court, for purposes of this Judgment and Order, incorporates and adopts all
10 defined terms and provisions as set forth in the Agreement, which was attached to the Declaration
11 of William C. Sung in Support of Motion for Approval of PAGA Settlement as "Exhibit 1".

12 2. The Court hereby GRANTS the Motion.

13 3. Plaintiff exhausted all administrative remedies required to bring the PAGA claims
14 asserted in this action and is authorized to act as a private attorney general with respect to the
15 PAGA claims being released under the terms of the Settlement. The California Labor and
16 Workforce Development Agency (the "LWDA") was provided with notice of the Settlement via its
17 online submission process and the LWDA has not made any objection to the Settlement.

18 4. The obligations set forth in the Settlement Agreement regarding the settlement of the
19 Action are deemed part of this Judgment and Order, and the Parties and the Settlement
20 Administrator are ordered to carry out the Settlement Agreement according to its terms and
21 provisions.

22 5. Release of Claims. Upon entry of an Order approving the Settlement and full
23 payment by Defendant of the Gross Settlement Amount, all Aggrieved Employees, including
24 Plaintiff, individually and on behalf of their respective agents, executors, personal representatives,
25 heirs, executors, successors and assigns will release any and all PAGA Released Claims against the
26 Released Parties that arose during the PAGA Period.

27 a. "Aggrieved Employees" are all of Defendant's current and former non-
28 exempt California employees employed at any time during the PAGA Period.

1 b. The “Gross Settlement Amount” is \$300,000.00.
2 c. The “PAGA Period” means January 30, 2024 through July 15, 2026.
3 d. “Released Parties” are Defendant TN Truss Components, Inc. and its
4 respective, former and present, parents, subsidiaries, affiliates, owners, directors, officers, members,
5 managers, shareholders, insurers, employees, attorneys, joint employers, predecessors or successors
6 and assigns.

7 e. “PAGA Released Claims” means any and all claims or causes of action for
8 PAGA penalties that were alleged, or could have been alleged, based on, or arising out of, the facts
9 stated in the Complaint and Plaintiff’s LWDA Letter, whether known or unknown, contingent or
10 accrued, which arose during the PAGA Period, including without limitation to violations California
11 Labor Code §§ 201, 202, 203, 204, 210, 226, 226.2, 226.7, 246, 256, 510, 512, 516, 558, 558.1,
12 1174, 1194, 1197, 1197.1, and 1198.

13 6. The Settlement is not an admission by Defendant, nor is this Judgment and Order a
14 finding of the validity of any allegations or of any wrongdoing by Defendant. Neither this Judgment
15 and Order, the Settlement, nor any document referred to herein, nor any action taken to carry out the
16 Settlement, may be used as an admission of any fault, wrongdoing, omission, concession, or
17 liability whatsoever by or against Defendant.

18 7. The Court appoints Phoenix Settlement Administrators as the Settlement
19 Administrator.

20 8. Defendant shall pay the Gross Settlement Amount by the later of January 18, 2027 or
21 30 days of the Effective Date, which is the date of entry of this Judgment and Order.

22 9. Within 7 business days of the Effective Date, Defendant will provide the Settlement
23 Administrator with a PAGA list of all Aggrieved Employees, including their full name, last known
24 mailing address, social security number, and number of Pay Periods or dates of employment.

25 10. Within 14 days after Defendant pays the Gross Settlement Amount, the Settlement
26 Administrator shall disburse the Gross Settlement Amount as follow:

27 a. A payment in the amount of \$115,124.93, payable to the LWDA for civil
28 penalties pursuant to PAGA;

1 b. Individual PAGA Payments totaling \$61,990.34, payable to the Aggrieved
2 Employees on a pro rata basis in accordance with the formula set forth in § III.5.a. of the Agreement
3 for civil penalties pursuant to PAGA, along with a copy of the Explanatory Letter, attached to the
4 Agreement as Exhibit A, in English and Spanish;

5 c. An award of \$100,000.00, representing 33 1/3% of the Gross Settlement
6 Amount, to Justice for Workers, P.C. for attorney's fees pursuant to PAGA;

7 d. An award of \$8,884.73 to Justice for Workers, P.C. for attorney's costs
8 pursuant to PAGA;

9 e. A payment of \$7,500.00 to Plaintiff for his services to the State and
10 Aggrieved Employees, pursuant to the Settlement; and

11 f. A payment in the amount of \$4,000.00 to the Settlement Administrator,
12 Phoenix Settlement Administrators, for settlement administration costs.

13 11. The Parties shall bear their own respective attorney's fees and costs, except as
14 otherwise provided for in the Settlement and approved by the Court. Defendant and the Released
15 Parties shall have no further liability for costs, expenses, interests, attorney's fees, or for any other
16 charge, expense, or liability relating to the Released Claims and shall be released from all claims as
17 set forth in the Settlement Agreement and in this Judgment and Order.

18 12. Paragraph 16 of the Agreement regarding confidentiality is hereby excised from the
19 Agreement.

20 13. Plaintiff shall submit a copy of this Judgment and Order to the LWDA within 14
21 days after entry of this Judgment and Order.

22 14. This Judgment and Order is intended to be a final disposition in its entirety of the
23 above-captioned action. Pursuant to California Code of Civil Procedure section 664, this Court shall
24 retain jurisdiction over the Parties, Action, and the Settlement Agreement solely for purposes of (i)
25 enforcing the Settlement Agreement and/or this Judgment and Order, (ii) addressing settlement
26 administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

27 15. The Court sets a Non-Appearance Case Review re: Final Accounting on January 14,
28 2028 at 4 p.m. in Department 1. Plaintiff is ordered to file a final report and declaration by the

1 Settlement Administrator regarding settlement distribution, including the actual amounts paid to the
2 Aggrieved Employees and the other amounts distributed under the Settlement, including any
3 uncashed checks, no later than 5 court days prior to the Hearing.

4 **IT IS SO ORDERED, ADJUDGED, AND DECREED.**

5
6 DATED: September 10, 2026



Hon. Theresa M. Traber
Judge of the Superior Court

PROOF OF SERVICE
JESUS GUADARRAMA v. TN TRUSS COMPONENTS, INC.
STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the county of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 3600 Wilshire Blvd, Suite 1815, Los Angeles, CA 90010

On September 3, 2026 I served the foregoing document described as:

**(AMENDED PROPOSED) JUDGMENT AND ORDER GRANTING PLAINTIFF'S MOTION FOR
APPROVAL OF PAGA SETTLEMENT, ATTORNEY'S FEES AND COSTS, AND SERVICE AWARD**

☐ by placing the document(s) listed above in a sealed envelope with postage thereon fully prepaid, in the United States mail in the State of California addressed as set forth below:

☐ by placing a true copy thereof enclosed in a sealed envelope addressed as stated on the attached mailing list.

☒ by electronically serving the document(s) listed above to:

Pascal Benyamini Attorney for Defendant TN TRUSS COMPONENTS, INC.
pascal.benyamini@faegredrinker.com
Amanda Semaan
Amanda.semaan@faegredrinker.com
FAEGRE DRINKER BIDDLE & REATH LLP
1800 Century Park East, Suite 1500
Los Angeles, California 90067

☐ by having copies **personally delivered to the designed party(ies)**

As follows: I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on the same day with postage thereon fully prepaid at Westminister, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

☒ (State) I declare under penalty of perjury the laws of the State of California that the foregoing is true and correct.

☐ (Federal) I declare that I am employed in the office of a member of the bar of this court at whose direction the service was made

Executed on September 3, 2026 at Los Angeles, California.


Anayeli Ascencio