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12 Attorneys for Plaintiff ANTONIO ESPINOZA
13 on behalf of himself and others similarly situated

14
15 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
16 **FOR THE COUNTY OF LOS ANGELES**

17 ANTONIO ESPINOZA, on behalf of himself
18 and others similarly situated,

19 Plaintiff,

20 vs.

21 CAL MARINE FISH COMPANY, LLC; and
22 DOES 1 to 100, inclusive,

23 Defendants.

FILED
Superior Court of California
County of Los Angeles
08/21/2025
David W. Slayton, Executive Officer / Clerk of Court
By: E. Muñoz Deputy

Case No.: 22STCV20912

CLASS ACTION

[Assigned for all purposes to the Hon. William F. Highberger, Dept. 10]

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

Hearing Information:
Date: August 21, 2025
Time: 11:00 a.m.
Dept.: 10

1 The above captioned action is a putative class action and representative lawsuit brought by
2 Plaintiff ANTONIO ESPINOZA (“Plaintiff”) against Defendant CAL MARINE FISH COMPANY,
3 LLC (“Defendant” or “CMFC”). In the lawsuit, Plaintiff alleges that Defendant failed to pay wages
4 for all hours worked at minimum wage, failed to pay overtime wages for daily overtime worked,
5 failed to authorize or permit meal periods, failed to authorize or permit rest, failed to indemnify
6 employees for employment related losses, failed to timely pay earned wages during employment,
7 failed to provide complete and accurate wage statements, failed to timely pay all earned wages and
8 final paychecks due at time of separation of employment, and that these actions violated the Labor
9 Code and Business and Professions Code and gave rise to additional civil penalties pursuant to the
10 PAGA.

11 Defendant denies all alleged wrongdoing, denies any liability to the Plaintiff, to members of
12 the putative class, and to allegedly aggrieved employees, and denies that Plaintiff’s claims are
13 appropriate for class or representative treatment.

14 On March 11, 2025, this Court entered an order granting preliminary approval of the class
15 action settlement, resulting in preliminary certification of the following class for settlement purposes
16 only: any and all current and former hourly non-exempt employees employed in California by
17 Defendant or by JobSource Carson, a California corporation, that worked for Defendant (or, in the
18 case of those employed by JobSource Carson, worked at a Defendant location) during the Class
19 Period. The “Class Period” is the period from June 27, 2018, through the date that the Court granted
20 Preliminary Approval of the Class Action Settlement, which was on March 11, 2025.

21 The Court further directed the Plaintiff to provide notice to the class, which informed absent
22 class members about information about the settlement, including: (a) the proposed settlement, and the
23 settlement’s key terms; (b) the date, time and location of the Final Approval Hearing; (c) the right of
24 any Class Member to object to the proposed settlement, and an explanation of the procedures to
25 exercise that right; (d) the right of any class member to exclude themselves from the proposed
26 settlement, and an explanation of the procedures to exercise that right; and (e) an explanation of the
27 procedures for class members to participate in the proposed settlement.

28 The Court, upon notice having been given as required in the preliminary approval order, and

1 having considered the proposed settlement agreement as well as all papers filed, hereby **ORDERS**
2 **AND ENTERS JUDGMENT AS FOLLOWS:**

3 1. This Court has jurisdiction over the subject matter of the action and over the Parties,
4 including all members of the settlement class.

5 2. The Court finds that the class is properly certified as a class for settlement purposes
6 only.

7 3. The notice provided to the class members conforms with the requirements of
8 California Code of Civil Procedure section 382, California Civil Code section 1781, California Rules
9 of Court 3.766 and 3.769, the California and United States Constitutions, the Court's order granting
10 preliminary approval, and any other applicable law, and constitutes the best notice practicable under
11 the circumstances, by providing individual notice to all class members who could be identified
12 through reasonable effort, and by providing due and adequate notice of the proceedings and of the
13 matters set forth therein to the other class members. The notice was adequate, fully satisfied the
14 requirements of due process, and was the best notice practicable under the circumstances.

15 4. The Court finds the settlement was entered into in good faith, that the settlement is
16 fair, reasonable and adequate, and that the settlement satisfies the standards and applicable
17 requirements for final approval of this class action settlement under California law, including the
18 provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule
19 3.769.

20 5. The Settlement Agreement is not an admission by Defendant, or by any other released
21 party, nor is this Order and Judgment a finding of the validity of any allegations or of any wrongdoing
22 by Defendant or any other released party. Neither this Order and Judgment, the Settlement
23 Agreement, nor any document referred to herein, nor any action taken to carry out the Settlement
24 Agreement, may be construed as, or may be used as, an admission of any fault, wrongdoing, omission,
25 concession, or liability whatsoever by or against Defendant or any of the other released parties.

26 6. No Class Members have objected to the terms of the Settlement.

27 7. No Class Members have requested to be excluded from the Settlement.
28

1 8. Defendant shall fund the gross settlement amount of Three Hundred Thirty Four
2 Thousand Two Hundred Fifteen Dollars and Zero Cents (\$334,215.00), plus the amount necessary to
3 pay Defendant's share of payroll taxes, all within 14 days of the Court entering the Final Approval
4 Order/Judgment.

5 8. In addition to any recovery that Plaintiff may receive under the Settlement, and in
6 recognition of the Plaintiff's efforts on behalf of the settlement class, the Court hereby approves the
7 payment of an incentive award to the Plaintiff in the amount of ~~\$8,900.00~~ ^{\$8,000.00}, payable from the gross
8 settlement amount pursuant to the terms of the Settlement Agreement.

9 9. The Court approves the payment of attorneys' fees to Class Counsel in the sum of
10 \$111,405.00, and the reimbursement of litigation expenses in the sum of \$19,608.93, both payable
11 from the gross settlement amount and pursuant to the terms of the settlement agreement. Both are
12 reasonable amounts. The reasonableness of the fee award is determined based on a reasonable
13 percentage of a common fund obtained for the class. The court also has considered the lodestar
14 amount. Awarding fees on a percentage basis encourages efficient litigation practices and reflects the
15 actual benefit obtained for the class.

16 10. The Court approves the payment of \$25,000.00 to civil penalties pursuant to the
17 Private Attorneys General Act of 2004, payable from the gross settlement amount. Seventy-five
18 percent of this amount, \$18,750.00, will be paid to the Labor Workforce Development Agency and
19 twenty-five percent, \$6,250.00, will be paid to the Aggrieved Employees as defined in and pursuant
20 to the terms of the Settlement Agreement.

21 11. The Court approves and orders payment in the amount of \$8,000.00 to Phoenix
22 Settlement Administrators for performance of settlement administration services pursuant to the terms
23 of the settlement agreement. This amount will be payable from the gross settlement amount and
24 pursuant to the terms of the Settlement Agreement.

25 12. The Court approves and orders funding of the settlement in compliance with the terms
26 of the settlement agreement, including the payment and disbursement schedule.

27 13. Following 180 days after the settlement administrator mails the individual settlement
28 payments to the Class Members and Aggrieved Employees; any monies and interest remaining from

1 uncashed checks shall be sent to the Controller of the State of California to be held in the class
2 member's name until claimed pursuant to the Unclaimed Property Law, Code Civ. Proc. §§1500.

3 14. Pursuant to California Rule of Court 3.769(g), the Court grants final approval of the
4 Settlement Agreement and declares, that the Settlement Agreement binding on Plaintiff, all Class
5 Members who have not opted out, and all Aggrieved Employees, all of whom will release the
6 Released Parties from the released claims as set forth by the approved Settlement Agreement.

7 15. This Court shall retain jurisdiction over all matters related to the administration and
8 consummation of the terms of this Settlement, over the enforcement, construction and interpretation
9 of the Settlement Agreement, over the enforcement, construction, and interpretation of the Final
10 Judgment, including, but not limited to, the provisions therein enjoining any further litigation of
11 Released Claims, and over the Representative Plaintiff and all Class Members (and their attorneys
12 and law firms) in connection therewith.

13 16. The Plaintiff shall file a report for the settlement administrator by
14 10/14/26, confirming the distribution of funds, indicating the total amount paid
15 to the class members and confirming the distribution of funds, indicating the total amount paid to the
16 class members and confirming that all funds, including uncashed funds, have been disbursed.

17 17. A non-appearance case review re Compliance with the Distribution is set for
18 10/21/26 at 9 a.m./p.m. in this department.

19 18. The Court hereby enters Judgment in the case, which will be res judicata as to the
20 released claims of Plaintiffs, Class Members, and Aggrieved Employees.

21
22 **IT IS SO ORDERED AND ADJUDGED.**

23
24 Dated: 08/21/2025



Hon. William F. Highberger
Judge of the Superior Court