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9 **SUPERIOR COURT OF CALIFORNIA**
10 **IN AND FOR THE COUNTY OF LOS ANGELES**

11 CHRISTIAN SOLIS, RENE A. SORTO,
12 AKILA DAVENPORT, PEARL
PALACIOS, CHRISTIAN FERNANDEZ,
13 and RYAN CROWE, as individuals and on
behalf of all others similarly situated,

14 .
Plaintiffs,

15 v.

16 WORLDWIDE FLIGHT SERVICES,
17 INC., a Delaware corporation; and DOES
1-100, inclusive,

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19 Defendants.
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Case No.: 22STCV04332

Assigned for All Purposes to:
Hon. Timothy Patrick Dillon
Dept. SSC-15

**[PROPOSED] ORDER GRANTING
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT AND
REQUEST FOR ATTORNEY'S FEES AND
COSTS, AND JUDGMENT**

Date: September 10, 2026
Time: 10:00 a.m.
Dept.: SSC-15

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1 The Court, having read the papers filed regarding Plaintiffs' Motion for Final Approval of
2 Class Action Settlement and Request for Attorney's Fees and Costs, and having heard argument
3 regarding the Motion, hereby finds and ORDERS as follows:

4 1. The Court has jurisdiction over this matter and over all parties to the action,
5 including the members of the Settlement Class.

6 2. The Class Action and PAGA Settlement Agreement ("Settlement Agreement")
7 attached as Exhibit 1 to the Declaration of Nikki Trenner in support of Plaintiffs' Motion for
8 Preliminary Approval of Class Action Settlement, filed on or about April 2, 2026, is the product of
9 arms-length negotiations between the parties and the terms of the Settlement Agreement are fair,
10 reasonable, adequate, and in the best interests of the Settlement Class. The Settlement Agreement
11 therefore is finally approved, and its terms incorporated herein. The Court orders the parties to the
12 Settlement Agreement to perform forthwith their respective duties and obligations thereunder.

13 3. The Settlement Class, which was provisionally certified by the Court in its March
14 7, 2024 Order Granting Preliminary Approval, hereby is certified under California Code of Civil
15 Procedure Section 382 for purposes of settlement only. The Class includes all current and former
16 non-exempt employees that worked for Defendant Worldwide Flight Services, Inc. ("Worldwide"
17 or "Defendant") in California at any time during the Class Period of June 25, 2019 to August 8,
18 2025.

19 4. The Court adjudges the Participating Class Members, on behalf of themselves and
20 their respective former and present representatives, agents, attorneys, heirs, administrators,
21 successors, and assigns, fully and finally release the Released Parties from all claims, rights,
22 demands, liabilities, and causes of action that are alleged, or reasonably could have been alleged
23 based on the facts and claims stated in the Operative Complaint and/or ascertained in the course of
24 the Lawsuits, including any and all claims involving any alleged: (a) failure to pay minimum wages
25 and liquidated damages; (b) failure to pay overtime wages; (c) failure to provide uninterrupted meal
26 periods free from employer control or compensation in lieu thereof; (d) failure to provide
27 uninterrupted rest periods free from employer control or compensation in lieu thereof; (e) failure to
28 furnish and/or maintain accurate itemized wage statements; (f) failure to timely pay all wages due

1 upon separation of employment; (g) failure to reimburse business expenses; (h) unfair business
2 practices; (i) suffering or permitting employees to work off-the-clock; (j) illegal rounding of meal
3 breaks and shift start and stop times; (k) failure to include all forms of remuneration in the regular
4 rate calculation, including but not limited to non-discretionary bonuses, shift differential pay, acting
5 supervisor pay, commissions, and other pay codes; (l) claims that wage statements included an area
6 for retroactive pay with no inclusive dates for the pay period of retroactive pay; (m) unreimbursed
7 expenses including but not limited to cell phone use and uniforms or footwear; (n) uniform
8 maintenance and expenses; (o) unreimbursed personal protective equipment expenses; (p) failure
9 to provide a second meal period for 10 hours of work; (q) willful failures to provide meal or rest
10 periods or meal or rest period pay; (r) failure to pay vacation pay upon termination; (s) willful
11 failures to pay wages upon termination; (t) restitution; (u) failure to pay sick pay at the regular rate;
12 (v) interest; (w) unlawful practice of editing the time records to include meal breaks that were not
13 taken or only to reflect the scheduled shift even if employees started early/stayed late; (x) required
14 trainings completed off-the-clock; (y) erroneous payment of union dues from employees'
15 paychecks; and (z) unfair or unlawful business practices under California Business & Professions
16 Code section 17200, et seq. (collectively, the Released Class Claims). Participating Class Members
17 do not release any other claims, including claims for vested benefits, wrongful termination,
18 violation of the Fair Employment and Housing Act, unemployment insurance, disability, social
19 security, workers' compensation, or claims based on facts occurring outside the Class Period

20 5. The Court further adjudges the Aggrieved Employees and the LWDA, on behalf of
21 themselves and their respective former and present representatives, agents, attorneys, heirs,
22 administrators, successors, and assigns, fully and finally release the Released Parties from any and
23 all claims for that are alleged, or reasonably could have been alleged based on the facts and claims
24 stated in the Operative Complaint, the Lawsuits and the PAGA Notices, including any and all
25 claims involving any alleged: (a) failure to provide uninterrupted meal periods free from employer
26 control or compensation in lieu thereof; (b) failure to provide uninterrupted rest periods free from
27 employer control or compensation in lieu thereof; (c) failure to pay minimum wages; (d) failure to
28 pay overtime wages; (e) failure to pay statutorily required wages; (f) failure to reimburse business

1 expenses; (g) failure to furnish accurate itemized wage statements; (h) failure to timely pay all
2 wages upon separation of employment; (i) failure to maintain accurate records; (j) failure to provide
3 paid sick leave at the regular rate of pay; (k) failure to provide proper notice of paid sick leave
4 rights; (l) failure to provide supplemental paid sick leave; (m) failure to pay vested vacation and
5 paid time off; (n) standard conditions of labor violations; (o) refusal to make payment; (p) unlawful
6 deductions; (q) statutory wage violations; (r) failure to produce records in violation of Labor Code
7 §§ 226(b)-(c), 1198.5, and 432; (s) unlawful criminal and financial inquiries; (t) off-the-clock work;
8 (u) failure to include all forms of remuneration in the regular rate calculation, including but not
9 limited to nondiscretionary bonuses, shift differential pay, acting supervisor pay, and other pay
10 codes; (v) failure to provide appropriate seating; and (w) retaliation and damages under Labor Code
11 §§ 98.6 and 1102.5 (collectively, the Released PAGA Claims). The Aggrieved Employees only
12 release these claims for the duration of the PAGA Period. The Aggrieved Employees release the
13 Released PAGA Claims in their entirety and may not opt out of or object to the settlement of the
14 Released PAGA Claims. To the extent the LWDA has released the Released PAGA Claims, no
15 Aggrieved Employees may pursue these same Released PAGA Claims in another action. The
16 Aggrieved Employees are collaterally estopped from pursuing the Released PAGA Claims released
17 and compromised by the LWDA. The Aggrieved Employees are bound by the release of the PAGA
18 claims regardless of whether they cash or deposit their Individual PAGA Payment.

19 6. Two individuals – Raymond Vincent Jones and Aida Zeleul Beyene – submitted
20 timely and valid Requests for Exclusion from the Settlement. These individuals are therefore
21 excluded from the Class and are not bound by the Settlement Agreement or this Order and
22 Judgment, except as to the release of claims under PAGA.

23 7. Under the Settlement Agreement, Defendant agrees to pay the Gross Settlement
24 Amount of \$5,115,000.00. The Settlement Administrator is ordered to distribute to the Participating
25 Settlement Class Members and to the Aggrieved Employees their respective settlement payments
26 as provided in the Settlement Agreement. Funds attributable to uncashed checks that remain after
27 the check void date shall be forwarded to the California State Controller's Unclaimed Property
28 Fund. No funds shall revert to Defendants.

1 8. The Court further orders that the Class Members be provided with notice of this
2 Judgment under California Rule of Court 3.771(b), and the Settlement Administrator shall post a
3 copy of this Order and Judgment on its website for a minimum of sixty (60) days.

4 9. The Court approves an award of attorney's fees to Class Counsel in the amount of
5 \$1,705,000, and an award of costs and expenses in the amount of \$44,019.44. Such amounts shall
6 be paid as provided in the Settlement Agreement and Class Counsel's fee sharing agreement.

7 10. The Court approves service payments to plaintiffs and Class Representatives
8 Christian Solis, Akila Davenport, Pearl Palacios, Ryan Crowe, Christian Fernandez, and Rene A.
9 Sorto in the amount of \$5,000.00 each, and the Settlement Administrator is ordered to make such
10 payments consistent with the terms of the Settlement Agreement.

11 11. The Settlement Agreement provides the Settlement Administrator, Phoenix
12 Settlement Administrators, shall be paid from the Gross Settlement Amount for its services
13 administering the Settlement. As set forth in the Declaration of Kevin Lee, the Settlement
14 Administrator is owed \$25,995.00 for services rendered and to be rendered in administering the
15 settlement. The Court therefore orders that Phoenix be paid the amount of \$25,995.00 from the
16 Gross Settlement Amount consistent with the terms of the Class Settlement Agreement.

17 12. The Court approves PAGA penalties in the amount of \$100,000, to be paid from the
18 GSA, and finds that amount is fair, reasonable and adequate, and furthers the purposes underlying
19 PAGA. \$75,000 of this amount will be paid to the LWDA as the state's share of the civil penalties,
20 and the remainder of \$25,000 will be distributed to the Aggrieved Employees consistent with the
21 terms of the Settlement Agreement and PAGA.

22 13. The Court sets a non-appearance Case Review regarding settlement compliance
23 Hearing for September 9, 2027, at 4:30 p.m. in Department SSC-15 of the Los Angeles County
24 Superior Court. Plaintiff is ordered to file a compliance report at least ten (10) court days before
25 the Compliance Hearing.

26 14. Under California Rule of Court 3.769(h), without affecting the finality of this Order
27 and Judgment in any way, the Court retains jurisdiction over: (1) implementation and enforcement
28 of the Settlement Agreement pursuant to further orders of this Court until the final judgment

1 contemplated becomes effective and each and every act agreed to be performed by the parties has
2 been performed under the terms of the Settlement Agreement; (2) any other action necessary to
3 conclude this settlement and to implement the Settlement Agreement; and (3) the enforcement,
4 construction, and interpretation of the Settlement Agreement.

5 15. Neither this Order and Judgment nor the Settlement Agreement upon which it is
6 based are an admission or concession by any party of any fault, omission, liability or wrongdoing.
7 This Order is not a finding of the validity or invalidity of any claims in this action or a determination
8 of any wrongdoing by any party. The final approval of the parties' settlement will not constitute
9 any opinion, position or determination of this Court as to the merits of the claims or defenses of
10 any party.

11 16. Judgment is hereby entered as follows: Plaintiffs Christian Solis, Rene A. Sorto,
12 Akila Davenport, Pearl Palacios, Christian Fernandez, and Ryan Crowe, and the Participating Class
13 Members, consisting of all current and former non-exempt employees that worked for Worldwide
14 in California at any time during the Class Period of June 25, 2019 to August 8, 2025, who have not
15 otherwise opted out, shall take nothing from Defendant, except as set forth in the Settlement
16 Agreement.

17 17. The Court shall retain jurisdiction over the parties to interpret, implement and
18 enforce this Judgment.

19 **IT IS SO ORDERED AND ADJUDGED.**

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21 Dated: _____

22 _____
23 Judge of the Superior Court
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