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 JAN 23 2025
 Filed _____
 STEPHANIE BOHRER, CLERK
 By  _____
 DEPUTY

**Attorneys For Plaintiff Xenia Cesilia De Alba, individually,
and on behalf of all others similarly situated**

Date: January 23, 2025
Time: 9:00 a.m.
Dept: 10D

ORIGINAL

FAXED

1 This matter came on for hearing on January 23, 2025, at 9:00 a.m., in Department 10D of
2 the above-captioned Court on the unopposed Motion for Final Approval of Class Action
3 Settlement pursuant to California Rule of Court 3.769, this Court's Order Granting Preliminary
4 Approval filed September 10, 2024 and the Joint Stipulation of Settlement ("Settlement
5 Agreement"), a copy of which was filed as Exhibit 1 to the Declaration of Kristy R. Connolly In
6 Support of Plaintiff's Motion for Final Approval.

7 Having received and considered the Settlement Agreement, the supporting papers filed by
8 the Parties, and the evidence and argument received by the Court in conjunction with the
9 unopposed Motion for Preliminary Approval of Class Action Settlement granted on September
10 10, 2024 and the instant Motion for Final Approval, the Court grants final approval of the
11 Settlement and HEREBY ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

12 1. Pursuant to the Order Granting Preliminary Approval, a Notice Packet was sent to
13 each Class Member by first-class mail. These papers informed the Class of the terms of the
14 Settlement, their right to receive an Individual Settlement Payment, their right (a) to comment on
15 or object to the Settlement, (b) to request exclusion from the Settlement and pursue their own
16 remedies, and (c) of their right to appear in person or by counsel at the final approval hearing and
17 to be heard regarding approval of the Settlement. Adequate periods of time were provided by
18 each of these procedures. No member of the Class filed written objection to the proposed
19 Settlement as part of this notice process or stated an intention to appear at the final approval
20 hearing.

21 2. The Court finds and determines that this notice procedure afforded adequate
22 protections to Class Members and provides the basis for the Court to make an informed decision
23 regarding approval of the Settlement based on the responses of the Class. The Court finds and
24 determines that the notice provided in this case was the best notice practicable, which satisfied
25 the requirements of law and due process.

26 3. With respect to the Class and for purposes of approving this Settlement only, this
27 Court finds and concludes that: (a) the members of the Class are ascertainable and so numerous
28 that joinder of all members is impracticable; (b) there are questions of law or fact common to the

1 Class, and there is a well-defined community of interest among members of the Class with respect
2 to the subject matter of the Action; (c) the claims of Class Representative Xenia Cesilia De Alba
3 are typical of the claims of the members of the Class; (d) the Class Representative has fairly and
4 adequately protected the interests of the members of the Class; (e) a class action is superior to
5 other available methods for an efficient adjudication of this controversy; and (f) the counsel of
6 record for the Class Representative, i.e., Class Counsel, are qualified to serve as counsel for
7 Plaintiff in their individual and representative capacities for the Class.

8 1. 4. The Court has certified a Class, as that term is defined in and by the terms
9 of the Settlement Agreement as all current and former non-exempt employees who are or were
10 employed by Cogir Management Usa Inc. and Welltower Cogir Tenant, LLC at any time during
11 the Class Period. The Class Period means April 15, 2021, through February 14, 2024. The Court
12 deems this definition sufficient for purposes of California Rule of Court 3.765(a).

13 5. The Court hereby confirms Aegis Law Firm, PC as Class Counsel.

14 6. The Court hereby confirms Plaintiff Xenia Cesilia De Alba as the Class
15 Representative in this Action.

16 7. The Court finds and determines that the terms set forth in the Settlement
17 Agreement are fair, reasonable, and adequate and directs the Parties to effectuate the Settlement
18 according to its terms, having found that the Settlement was reached as a result of informed and
19 non-collusive arm's-length negotiations facilitated by a neutral mediator. The Court further finds
20 that the Parties conducted extensive investigation, research, and discovery and that their attorneys
21 were able to reasonably evaluate their respective positions. The Court also finds that the
22 Settlement will enable the Parties to avoid additional and potentially substantial litigation costs,
23 as well as delay and risks if the Parties were to continue to litigate the case. The Court has
24 reviewed the monetary recovery provided as part of the Settlement and recognizes the significant
25 value accorded to the Class.

26 8. The Court further finds and determines that the terms of the Settlement are fair,
27 reasonable and adequate to the Class and to each Participating Class Member and that the
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1 Settlement is ordered finally approved, and that all terms and provisions of the Settlement should
2 be and hereby are ordered to be consummated.

3 9. The Court hereby approves the Gross Settlement Amount of \$3,000,000.00.

4 10. The Court finds and determines that the Individual Settlement Payments to be paid
5 to Participating Class Members as provided for by the Settlement are fair and reasonable. The
6 Court hereby gives final approval to and orders the payment of those amounts be made to the
7 Participating Class Members in accordance with the Settlement Agreement.

8 11. The Court finds and determines that payment to the California Labor and
9 Workforce Development Agency of \$75,000.00 as its share of the settlement of civil penalties in
10 this case is fair, reasonable, and appropriate. The Court hereby gives final approval to and orders
11 that the payment of that amount be paid in accordance with the Settlement Agreement.

12 12. The Court finds and determines that the fees and expenses in administrating the
13 Settlement incurred by Phoenix Settlement Administrators in the amount of \$19,500.00, are fair
14 and reasonable. The Court hereby gives final approval to and orders that the payment of that
15 amount in accordance with the Settlement.

16 13. The Court finds and determines the Class Representatives Enhancement Award
17 of \$20,000.00 for Plaintiff is fair and reasonable. The Court hereby orders the Administrator to
18 make this payment to the Plaintiff/Class Representative in accordance with the terms of the
19 Settlement Agreement.

20 14. Pursuant to the terms of the Settlement, and the authorities, evidence and
21 argument submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees
22 in the sum of \$1,000,000.00 and litigation costs of \$44,002.08. The Court finds such amounts
23 to be fair and reasonable. The Court hereby orders the Settlement Administrator to make these
24 payments in accordance with the terms of the Settlement Agreement.

25 15. The Court hereby enters final judgment in accordance with the terms of the
26 Settlement Agreement, the Order Granting Preliminary Approval filed on September 10, 2024,
27 and this Order.
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16. Without affecting the finality of this order or the entry of judgment in any way, the Court retains jurisdiction of all matters relating to the interpretation, administration, implementation, effectuation, and enforcement of this order and the Settlement.

17. Neither Defendants nor any related persons or entities shall have any further liability for costs, expenses, interest, attorneys' fees, or for any other charge, expense, or liability, except as provided for by the Settlement Agreement.

18. Neither the making of the Settlement Agreement nor the entry into the Settlement Agreement constitutes an admission by Defendants, nor is this order a finding of the validity of any claims in this case or of any other wrongdoing. Further, the Settlement Agreement is not a concession, and shall not be used as an admission of any wrongdoing, fault, or omission of any entity or persons; nor may any action taken to carry out the terms of the Settlement Agreement be construed as an admission or concession by or against Defendants or any related person or entity.

19. Nothing in this order shall preclude any action to enforce the Parties' obligations under the Settlement or under this order, including the requirement that Defendants make payment to the Participating Class Members in accordance with the Settlement.

20. The Parties will bear their own costs and attorneys' fees except as otherwise provided by this Court's Order awarding Class Counsels' Award for attorneys' fees and litigation costs.

DATED: JAN 23 2025

Honorable Barbara Kronlund
JUDGE OF THE SUPERIOR COURT