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

JOSE SALCIDO, as an individual and on  
behalf of all others similarly situated,

Plaintiff,

vs.

ELECTRO ADAPTER, INC., a California  
corporation; and DOES 1 through 100,  
inclusive,

Defendants.

Case No. 21STCV32600

*[Assigned for all purposes to the Hon. Stuart M.  
Rice, Dept. SSC-1]*

**[PROPOSED] ORDER GRANTING FINAL  
APPROVAL OF CLASS ACTION  
SETTLEMENT, CLASS  
REPRESENTATIVE'S SERVICE AWARD,  
AND ATTORNEYS' FEES AND COSTS**

Date: November 15, 2023

Time: 10:30 a.m.

Dept.: SSC-1

Action filed: September 2, 2021

Trial Date: None set

1 This matter came on regularly for hearing before this Court on November 15, 2023, pursuant to  
2 California Rule of Court 3.769 and this Court's April 26, 2023 Order Granting Preliminary Approval of  
3 Class Action Settlement ("Preliminary Approval Order"). Having considered the parties' Stipulation of  
4 Settlement (herein "Settlement")<sup>1</sup> and the documents and evidence presented in support thereof, and  
5 recognizing the disputed factual and legal issues involved in this case, the risks of further prosecution  
6 and the substantial benefits to be received by the Settlement Class pursuant to the Settlement, the Court  
7 hereby makes a final ruling that the proposed Settlement is fair, reasonable, and adequate, and is the  
8 product of good faith, arm's-length negotiations between the parties. Good cause appearing therefor,  
9 the Court hereby GRANTS Plaintiff's Motion for Final Approval of Class Action Settlement and  
10 ORDERS as follows. This Amended Order supersedes the Order Granting Final Approval of Class  
11 Action Settlement, Class Representative's Service Award and Attorneys' Fees and Costs entered on  
12 January 18, 2023.

13 1. The conditional class certification contained in the Preliminary Approval Order is hereby  
14 made final, and the Court thus certifies, for purposes of the Settlement only, a Settlement Class defined  
15 as:

16 All current and former hourly-paid, non-exempt employees who worked for  
17 Defendant Electro Adapter, Inc. in California at any time from September 2, 2017  
18 through November 15, 2022.

19 2. Plaintiff Jose Salcido is hereby confirmed as Class Representative, and Scott M. Lidman,  
20 Elizabeth Nguyen, and Milan Moore of Lidman Law, APC and Paul K. Haines of Haines Law Group,  
21 APC are hereby confirmed as Class Counsel.

22 3. Notice was provided to the Settlement Class as set forth in the Settlement. The form and  
23 manner of notice were approved by the Court on April 26, 2023, and the notice process has been  
24 completed in conformity with the Court's Order. The Court finds that said notice was the best notice  
25 practicable under the circumstances. The Notice Packet (which consists of the Notice of Pendency of  
26 Class Action and Proposed Settlement and Notice of Individual Settlement Award) provided due and  
27 adequate notice of the proceedings and matters set forth therein, informed Settlement Class members of

28 <sup>1</sup> Unless otherwise indicated, all terms used in this Order shall have the same meaning as that assigned to them in the Settlement.

1 their rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e),  
2 California Rule of Court 3.769, and due process.

3 4. The Court finds that no Settlement Class member objected to the Settlement, that zero  
4 (0) class members have opted out of the Settlement, and that the 100% participation rate in the  
5 Settlement supports final approval.

6 5. The Court hereby approves the settlement as set forth in the Settlement Agreement as  
7 fair, reasonable, and adequate, and directs the parties to effectuate the Settlement Agreement according  
8 to its terms.

9 6. For purposes of settlement only, the Court finds that (a) the members of the Settlement  
10 Class are ascertainable and so numerous that joinder of all members is impracticable; (b) there are  
11 questions of law or fact common to the Settlement Class, and there is a well-defined community of  
12 interest among members of the Settlement Class with respect to the subject matter of the litigation; (c)  
13 the claims of the Class Representative are typical of the claims of the members of the Settlement Class;  
14 (d) the Class Representative has fairly and adequately protected the interests of the Settlement Class  
15 members; (e) a class action is superior to other available methods for an efficient adjudication of this  
16 controversy; and (f) Class Counsel are qualified to serve as counsel for the Class Representative and the  
17 Settlement Class.

18 7. The Court finds that given the absence of objections to the Settlement, and objections  
19 being a prerequisite to appeal, that this Order shall be considered final as of the date of notice of entry.

20 8. The Court orders that Defendant Green Set, Inc. deposit the Gross Settlement Amount of  
21 Two Hundred Ninety Thousand Dollars and Zero Cents (\$290,000.00) with Phoenix, Inc., the Settlement  
22 Administrator, as provided for in the Settlement.

23 9. Any Settlement funds that remain uncashed after 180 calendar days after they are mailed  
24 shall be delivered to the California State Controller's Office – Unclaimed Property Fund in the name of  
25 the Settlement Class member.

1           10.     The Court finds that the settlement payments, as provided for in the Settlement, are fair,  
2 reasonable, and adequate, and orders the Settlement Administrator to distribute the individual payments  
3 in conformity with the terms of the Settlement.

4           11.     The Court finds that an incentive payment in the amount of \$5,000.00 for Plaintiff Jose  
5 Salcido is appropriate for his risks undertaken and service to the Settlement Class. The Court finds that  
6 this award is fair, reasonable, and adequate, and orders that the Settlement Administrator make this  
7 payment in conformity with the terms of the Settlement.

8           12.     The Court finds that attorneys' fees in the amount of \$96,666.66 and litigation costs of  
9 \$20,639.09 for Class Counsel, are fair, reasonable, and adequate, and orders that the Settlement  
10 Administrator distribute these payments to Class Counsel in conformity with the terms of the Settlement.  
11 The fee award is appropriate in light of the benefit provided to the class.

12           13.     The Court orders that the Settlement Administrator shall be paid \$7,250.00 from the  
13 Gross Settlement Amount for all of its work done and to be done until the completion of this matter, and  
14 finds that sum appropriate.

15           14.     The Court finds that the payment to the California Labor & Workforce Development  
16 Agency ("LWDA") in the amount of \$11,250.00 for its share of the settlement of Plaintiff's  
17 representative action under the California Labor Code Private Attorneys General Act ("PAGA") is fair,  
18 reasonable, and adequate, and orders the Settlement Administrator to distribute this payment to the  
19 LWDA in conformity with the terms of the Settlement.

20           15.     Pursuant to the terms of the Settlement, the employer's share of payroll taxes for the  
21 portion of the Net Settlement Amount allocated to wages shall be paid by Defendant separately from,  
22 and in addition to, the Gross Settlement Amount.

23           16.     The Court finds and determines that upon satisfaction of all obligations under the  
24 Settlement and this Order, all Settlement Class Members will be bound by the Settlement, will have  
25 released the Released Claims as set forth in the Settlement, and will be permanently barred from  
26 prosecuting against Defendants any of the Released Claims pursuant to the Settlement.

1           17.     The Settlement is not an admission by Defendant nor is this Order a finding of the validity  
2 of any allegations or of any wrongdoing by Defendant. Neither this Order, the Settlement, nor any  
3 document referred to herein, nor any action taken to carry out the Settlement, shall be construed or  
4 deemed an admission of liability, culpability, or wrongdoing on the part of Defendant.

5           18.     The Court will retain jurisdiction to enforce the Settlement, this Final Approval Order,  
6 and the Judgment entered in connection with the Settlement.

7           19.     The Settlement Administrator shall file a declaration regarding the disbursement of  
8 Settlement funds on or before July 31, 2024.

9           **IT IS SO ORDERED.**

10  
11 Dated: \_\_\_\_\_, 2023

\_\_\_\_\_  
Honorable Stuart M. Rice  
Judge of the Superior Court