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individually and on behalf of all others similarly situated.

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF RIVERSIDE**

JENNIFER L. PLAYER, individually and
on behalf of all others similarly situated,

Plaintiff,
v.

THE FRAGRANCE OUTLET, INC; and
DOES 1 through 20, inclusive,

Defendants.

Case No. CVRI2203445

*Assigned for all purposes to
Hon. Harold W. Hopp
Dept. 1*

**~~PROPOSED~~ ORDER GRANTING
MOTION FOR APPROVAL OF PAGA
SETTLEMENT AND ENTERING
JUDGMENT**

Date: June 12, 2025
Time: 8:30 a.m.
Dept.: 1

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

JUN 12 2025

E. Escobedo

EM

JUN 13 2025

1 The Court has received and considered the joint stipulation of Plaintiff Jennifer L. Player,
2 as an individual, and on behalf of the people of the State of California and as an "aggrieved
3 employee" acting as a private attorney general under the Labor Code Private Attorneys General
4 Act of 2004, § 2699, *et seq.* ("PAGA") and Defendant The Fragrance Outlet, in the above-
5 captioned action.

6 **NOW THEREFORE, IT IS ORDERED, ADJUDGED, AND DECREED:**

7 The Judgment incorporates by reference the definitions in the PAGA Settlement
8 Agreement (the "Settlement"), a copy of which is attached as Exhibit 1 to the Declaration of
9 Jessica L. Campbell in Support of Motion for Approval of PAGA Settlement, and all terms
10 defined therein shall have the same meaning as set forth in the Settlement.

11 The Court hereby approves the Parties' proposed Settlement and hereby enters FINAL
12 JUDGMENT based on the terms set forth in the Parties' Settlement in favor of Plaintiff and the
13 Aggrieved Employees in the Gross Settlement Amount of \$236,2500.00. Of this, \$78,750.00 is
14 awarded as attorney fees paid to Plaintiff's Counsel, \$19,812.55 is awarded as costs paid to
15 Plaintiff's Counsel, \$10,000.00 is awarded to Plaintiff in exchange for a General Release, and
16 \$4,500.00 is awarded as administrative costs paid to the Settlement Administrator. Of the
17 remaining Net Settlement Amount of \$123,187.45, 75% (\$92,390.59) shall be paid to the Labor
18 and Workforce Development Agency and 25% (\$30,796.86) shall be paid to the Aggrieved
19 Employees as set forth in the Settlement Agreement.

20 The Court hereby approves, as to form and content, the notice to be distributed to the
21 PAGA Employees, attached to this Order as **Exhibit A**. In addition, the Settlement Administrator
22 shall send a reminder postcard to PAGA Employees who have not cashed their settlement checks
23 within 60 calendar days after the mailing thereof. All Individual Settlement Checks will expire
24 180 days after the initial mailing. Any uncashed funds shall be transmitted to the State
25 Controller's Office Unclaimed Property Fund in the name of each Aggrieved Employee whose
26 check is voided.

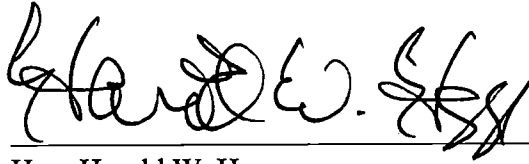
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1 A Final Accounting (Nonappearance) Hearing is set for **December 29, 2025** at 8:30 a.m.
2 before this Court. The administrator is to file a declaration no later than 5 court days in advance
3 to describe the amount of money distributed and/or uncashed.

4 This Judgment is intended to be a final disposition in its entirety of the above captioned
5 action. Without affecting the finality of this judgment in any way, the Court retains jurisdiction
6 of all matters relating to the interpretation, administration, implementation, effectuation, and
7 enforcement of the Settlement pursuant to C.C.P. § 664.6.

8 IT IS SO ORDERED.

9
10 Dated: 6/12/25



Hon. Harold W. Hopp
Judge of the Superior Court of the State of California
County of Riverside.

EXHIBIT A

Exhibit A

To: <<First Name>><<Last Name>>
 <<Street Address>>
 <<City>><<State>><<Zip>>

Re: Settlement Payment from *Jennifer Player v. The Fragrance Outlet, Inc.*
 and its successor The Fragrance Outlet LLC, Riverside County Superior
 Court Case No. CVRI2203445

Dear <<First Name>><<Last Name>>:

Please find enclosed a check in the amount of <<amount of payment>> ("Individual PAGA Payment"). This check is your payment from the settlement in the lawsuit entitled *Jennifer Player v. The Fragrance Outlet, Inc. and its successor The Fragrance Outlet LLC*, Riverside County Superior Court Case No. CVRI2203445 ("Action").

The lawsuit was filed on August 16, 2022 by Jennifer Player ("Plaintiff") against her former employer The Fragrance Outlet, Inc. ("Defendant"), on behalf of the State of California, with respect to herself and other alleged aggrieved employees. It seeks recovery of civil penalties pursuant to the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq.* ("PAGA"), for multiple alleged violations of the California Labor Code and Industrial Welfare Commission Wage Order, including, *inter alia*, for failure to properly pay minimum and overtime wages, failure to provide compliant meal and rest periods and associated premiums, failure to pay wages during employment and upon termination, failure to provide compliant wage statements, failure to maintain requisite payroll records, and failure to provide suitable seating. Plaintiff submitted a letter to the California Labor and Workforce Development Agency ("LWDA"), pursuant to PAGA, to provide notice of her intent to seek civil penalties under PAGA for Defendant's alleged violations of California Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1197, 1197.1, 1198, and the applicable Industrial Welfare Commission Wage Order, thereby initiating LWDA Case Number LWDA-CM-902260-22 ("PAGA Notice").

Defendant denies all of Plaintiff's allegations and denies any wrongdoing of any kind associated with Plaintiff's allegations. A settlement was reached between Plaintiff and Defendant.

On <<Date>>, the settlement was approved by the Court, with a portion to be paid to the LWDA and a portion to be paid to all current and former hourly-paid or non-exempt employees of Defendant who were employed by Defendant within the State of California at any time during the PAGA Period ("Aggrieved Employees"). The period August 16, 2021, to November 29, 2024 is the "PAGA Period."

You are receiving a portion of the settlement (the enclosed Individual PAGA Payment) because you have been identified as an Aggrieved Employee. Your Individual PAGA Payment is based on the total number of pay periods that you worked for Defendant in California during the PAGA Period. The Individual PAGA Payment is considered to be 100% penalties, which will be reported on an IRS Form 1099 (if applicable). You are responsible for paying any and all taxes that may be due as a result of any payment issued to you under the settlement and should consult a tax advisor regarding the tax consequences of such payment.

COVER LETTER

Under the settlement, as of <<date of full funding of the Gross Settlement Amount>>, the Released Parties were fully, finally, and forever released, settled, compromised, relinquished, and discharged from the Released Claims.

“Released Parties” means Defendant and each of its officers, employees, agents, and its predecessor The Fragrance Outlet, Inc.

“Released Claims” means all claims for PAGA penalties arising during the PAGA Period that were described in the PAGA Notice as amended and alleged in the Operative Complaint.

The enclosed check is valid for 180 calendar days from the original date of issuance and mailing, and if it is not cashed, deposited, or otherwise negotiated within the 180-day timeframe, it will be canceled, and the funds associated with the canceled check will be transmitted to the State Controller’s Office Unclaimed Property Division in your name and in the amount of your Individual PAGA Payment.

Do not call or write the Court, Office of the Clerk of the Court, Defendant or Defendant’s counsel, or Plaintiff or Plaintiff’s counsel to ask questions about the settlement or to ask tax-related questions. If you have any such questions, you may contact [Settlement Administrator] at [toll-free phone number].