

Exhibit A - Final Approval Order and Judgment

 Karen S. Olson

(SIGNATURE)

PLAINTIFF/PETITIONER: Alonzo Maya
 DEFENDANT/RESPONDENT: Freudenberg Medical, LLC

CASE NUMBER:
 22STCV38038 / Dept. SSC-7

**PROOF OF SERVICE BY FIRST-CLASS MAIL
 NOTICE OF ENTRY OF JUDGMENT OR ORDER**

(NOTE: You cannot serve the Notice of Entry of Judgment or Order if you are a party in the action. The person who served the notice must complete this proof of service.)

1. I am at least 18 years old and **not a party to this action**. I am a resident of or employed in the county where the mailing took place, and my residence or business address is (*specify*):

PLEASE SEE ATTACHED PROOF OF SERVICE.

2. I served a copy of the *Notice of Entry of Judgment or Order* by enclosing it in a sealed envelope with postage fully prepaid and (*check one*):

- a. ☐ deposited the sealed envelope with the United States Postal Service.
 b. ☐ placed the sealed envelope for collection and processing for mailing, following this business's usual practices, with which I am readily familiar. On the same day correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service.

3. The *Notice of Entry of Judgment or Order* was mailed:

- a. on (*date*):
 b. from (*city and state*):

4. The envelope was addressed and mailed as follows:

- a. Name of person served:

Street address:

City:

State and zip code:

- b. Name of person served:

Street address:

City:

State and zip code:

- c. Name of person served:

Street address:

City:

State and zip code:

- d. Name of person served:

Street address:

City:

State and zip code:

☐ Names and addresses of additional persons served are attached. (*You may use form POS-030(P).*)

5. Number of pages attached:

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date: August 5, 2025

Isabel Yang

(TYPE OR PRINT NAME OF DECLARANT)



(SIGNATURE OF DECLARANT)

EXHIBIT A

Electronically Received 07/11/2025 01:01 PM

Edwin Aiwazian (SBN 232943)
Joanna Ghosh (SBN 272479)
Vartan Madoyan (SBN 279015)
LAWYERS for JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff Alonzo Maya and the Class

FILED
Superior Court of California
County of Los Angeles
08/04/2025
David W. Stryker, Executive Officer / Clerk of Court
By: A. Morales Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES - SPRING STREET COURTHOUSE**

ALONZO MAYA, individually, and on behalf
of other members of the general public
similarly situated

Plaintiff,

v.

FREUDENBERG MEDICAL, LLC, a
Delaware limited liability company; and
DOES 1 through 100, inclusive,

Defendants.

Lead Case No.: 22STCV38038
Related Case No.: 22PSCV02421

Honorable Samantha P. Jessner
Department 7

CLASS ACTION

**~~[PROPOSED]~~ FINAL APPROVAL
ORDER AND JUDGMENT**

Date: August 4, 2025
Time: 10:00 a.m.
Department: 7

Complaint Filed: December 5, 2022

Trial Date: None Set

1 This matter has come before the Honorable Samantha P. Jessner, in Department 7 of the
2 above-entitled Court, located at 312 North Spring Street, Los Angeles, CA 90012, on August 4,
3 2025 at 10:00 a.m., on Plaintiff Alonzo Maya’s (“Plaintiff”) Motion for Final Approval of Class
4 Action and PAGA Settlement, Class Counsel Fees and Litigation Expenses Payment, and Class
5 Representative Service Payment (“Motion for Final Approval”). Lawyers *for* Justice, PC,
6 appeared on behalf of Plaintiff and the Class, and Seyfarth Shaw LLP appeared on behalf of
7 Defendant Freudenberg Medical, LLC (“Defendant”).

8 On February 20 2025, the Court entered the Amended Order Granting Preliminary
9 Approval of Class Action Settlement (“Preliminary Approval Order”), thereby preliminarily
10 approving the settlement of the above-entitled actions in accordance with the Class Action and
11 PAGA Settlement Agreement (“Settlement,” “Agreement,” or “Settlement Agreement”), which,
12 together with the exhibits annexed thereto set forth the terms and conditions for settlement of the
13 Action.

14 Having reviewed the Settlement Agreement and duly considered the parties’ papers and
15 oral argument, and good cause appearing,

16 **THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:**

17 1. The Motion for Final Approval is granted in its entirety.
18 2. This Final Approval Order and Judgment incorporates by reference the
19 definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized
20 terms used, but not defined, herein shall have the same meanings as in the Settlement
21 Agreement and Preliminary Approval Order.

22 3. Unless otherwise specified, all citations and references to the PAGA statute that
23 are contained within this motion and supporting papers are to the former version of the PAGA
24 statute prior to the recent amendment effective July 1, 2024; the amended PAGA statute does
25 not apply to the above-captioned action and the Settlement pursuant to California Labor Code §
26 2699, subd. (v), as amended, because the above-captioned action was filed prior to June 19,
27 2024.
28

1 4. This Court has jurisdiction over the Class Members as it pertains to the Action
2 and the claims asserted in the Action, the Court also has jurisdiction over all parties to the
3 Action as it pertains to the Action and the claims asserted in the Action.

4 5. The Court finds that the applicable requirements of California Code of Civil
5 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied, with
6 respect to the Class and the Settlement. The Court hereby makes final its earlier provisional
7 certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order.
8 The Class is hereby defined to include: all current and former hourly-paid or non-exempt
9 employees who are or were employed by Defendant in the state of California at any time during
10 the Class Period (“Class” or “Class Members”).

11 6. The “Aggrieved Employees” are hereby defined to consist of the following
12 individuals: all current and former hourly-paid or non-exempt employees who are or were
13 employed by Defendant in the state of California at any time during the PAGA Period.

14 7. The Court finds that the Court-approved Notice of Class Action and PAGA
15 Settlement (“Class Notice”) that was provided to the Class Members, fully and accurately
16 informed the Class Members of all material elements of the Settlement, of their opportunity to
17 participate in the Settlement, object to or comment on the Settlement, or to seek exclusion from
18 the Settlement; the Class Notice was the best notice practicable under the circumstances; was
19 valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the
20 State of California, the United States Constitution, due process and other applicable law. The
21 Class Notice fairly and adequately described the Settlement and provided the Class Members
22 with adequate instructions and a variety of means to obtain additional information.

23 8. Pursuant to California law, the Court hereby grants final approval to the
24 Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the
25 Class as a whole. More specifically, the Court finds that the Settlement was reached following
26 meaningful informal discovery and investigation conducted by Lawyers *for* Justice, PC (“Class
27 Counsel”), and that the Settlement is the result of serious, informed, adversarial, and arms-
28 length negotiations between the parties. In so finding, the Court has considered all of the

evidence presented, including evidence regarding the strength of Plaintiff's claims; the risk, expense, and complexity of pursuing the claims presented; the likely duration of further litigation; the amount offered in the Settlement; the extent of investigation and discovery completed; and the experience and views of Class Counsel. The Court finds that the Settlement, including the monetary allocations and payments, appear within the range of reasonableness, and that the monetary recovery to the Class is fair, adequate, and reasonable when balanced against the probable outcome of further litigation relating to certification, liability, and damages issues. The Court has further considered the absence of any objections to the Class and PAGA Action Settlement submitted by Class Members. Accordingly, the Court hereby directs that the Settlement be affected in accordance with the Settlement Agreement and the following terms and conditions.

9. A full opportunity has been afforded to the Class Members to participate in the Final Approval Hearing, and all Class Members and other persons wishing to be heard have been heard. The Class Members also have had a full and fair opportunity to exclude themselves from the Class Settlement. Accordingly, the Court determines that Plaintiff and all Class Members who did not submit a timely and valid Request for Exclusion from the Class Settlement ("Participating Class Members"), individually and on behalf of their respective successors, assigns, agents, attorneys, executors, heirs and personal representatives, are bound by the Settlement and by this Final Approval Order and Judgment, and thereby, as of the Effective Date, shall fully and finally release and discharge the Released Parties, and each of them, from the Released Class Claims.

10. The Court finds that Plaintiff has satisfied the prerequisites under the California Private Attorneys General Act (Cal. Labor Code § 2698, *et seq.*) ("PAGA"), including, and not limited to, providing the California Labor and Workforce Development Agency ("LWDA") and Defendant with notice of the specific provisions of the California Labor Code alleged to have been violated, including, and not limited to, the facts and theories to support the alleged violations, in conformity with California Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been submitted to the LWDA in conformity with California Labor

Code § 2699(l)(2). Pursuant to California Labor Code § 2699(l)(2), the Court has also considered and reviewed the PAGA Settlement and the allocation of \$540,000.00 toward civil penalties under the California Private Attorneys General Act of 2004 (“PAGA Penalties”), and the Court finds that they are fair, reasonable, and appropriate, and hereby approved. The Settlement Administrator shall distribute the PAGA Penalties as follows: the amount of \$405,000.00 to the LWDA (“LWDA PAGA Payment”), and the amount of \$135,000.00 to the Aggrieved Employees, in accordance with the terms and methodology set forth in the Agreement.

11. The Court determines that, Plaintiff, the State of California (with respect to Aggrieved Employees), and all Aggrieved Employees, individually and on behalf of their respective successors, assigns, agents, attorneys, executors, heirs and personal representatives, are bound by the PAGA Settlement and this Final Approval Order and Judgment, and thereby, as of the Effective Date, shall fully and finally release and discharge the Released Parties.

12. The Court hereby directs that the Settlement be affected in accordance with the Settlement Agreement, Preliminary Approval Order, and the terms and conditions set forth herein.

13. The Court finds that payment of Administrator Expenses Payment in the amount of \$10,500.00 to Phoenix Settlement Administrators (“Phoenix Settlement Administrators” or “Settlement Administrator”), is appropriate for the services performed and costs incurred and to be incurred for the notice and settlement administration process, and is hereby approved. It is hereby ordered that the Settlement Administrator shall issue payment to itself in the amount of \$10,500.00, in accordance with the terms and methodology set forth in the Settlement Agreement.

14. The Court finds that the Class Representative Service Payment in the amount of \$7,500.00 to Plaintiff is fair and reasonable, and hereby approved. It is hereby ordered that the Settlement Administrator issue payment in the amount of \$7,500.00 to Plaintiff for his Class Representative Service Payment, according to the terms set forth in the Settlement Agreement.

1 15. The Court finds that attorneys' fees in the amount of \$1,200,000.00 to Class
2 Counsel falls within the range of reasonableness and that the results achieved justify the award
3 sought, and is hereby approved. It is hereby ordered that the Settlement Administrator issue
4 payment in the amount of \$1,200,000.00 to Class Counsel for attorneys' fees, in accordance
5 with the terms and methodology set forth in the Settlement Agreement.

6 16. The Court finds that reimbursement of litigation costs and expenses in the
7 amount of \$21,683.86 to Class Counsel is reasonable, and hereby approved. It is hereby ordered
8 that the Settlement Administrator issue payment in the amount of \$21,683.86 to Class Counsel
9 for reimbursement of litigation costs and expenses, in accordance with the terms and
10 methodology set forth in the Settlement Agreement.

11 17. It is hereby ordered that within fifteen (15) calendar days after the Effective
12 Date, Defendant shall deposit the Gross Settlement Amount of \$3,600,000.00 and the
13 employer's share of payroll taxes and contributions with respect to the wage portion of
14 Individual Class Payments into an account established by the Settlement Administrator, in
15 accordance with the terms and methodology set forth in the Settlement Agreement.

16 18. It is hereby ordered that within fourteen (14) calendar days following the funding
17 of the Gross Settlement Amount, the Settlement Administrator will issue payments due under
18 the Settlement and approved by the Court as follows: (a) Individual Class Payments to
19 Participating Class Members, (b) Individual PAGA Payment to Aggrieved Employees, (c)
20 LWDA PAGA Payment to the LWDA, (d) Class Representative Service Payment to Plaintiff,
21 (e) Class Counsel Fees and Litigation Expenses Payment and to Class Counsel, and (f)
22 Administrator Expenses Payment to the Settlement Administrator, in accordance with terms and
23 methodology set forth in the Settlement Agreement.

24 19. Each check issued to a Participating Class Member and/or Aggrieved Employee
25 for his or her Individual Class Payment and/or Individual PAGA Payment shall be valid for a
26 period of one hundred eighty (180) calendar days from the date of issuance of the check, and
27 after this time period, the check(s) shall be cancelled. The funds associated with checks issued
28 to Participating Class Members and Aggrieved Employees that have not been cashed or

deposited within the 180-day period shall be transmitted to Legal Aid Foundation of Los Angeles as a *cy pres* recipient pursuant to California Code of Civil Procedure 384. All Participating Class Members shall be bound by the terms and conditions of the Settlement regardless of whether or not they cash or otherwise negotiate their Individual Class Payment checks.

20. After entry of this Final Approval Order and Judgment, pursuant to California Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret, implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final Approval Order and Judgment, to hear and resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in connection with the distribution of settlement benefits.

21. Individualized notice of this Final Approval Order and Judgment is not required. The Settlement Administrator shall post a copy of the Final Approval Order and Judgment on the Settlement Administrator's website for a period of at least sixty (60) calendar days after the date of entry of this Final Approval Order and Judgment.

22. ^{Non-Appeal} A Final Compliance Hearing is set for 05/07/2026 at 9:00 a.m./~~p.m.~~ in Department 7. Class Counsel shall submit the Settlement Administrator's accounting report regarding the status of the funding and disbursement of the Settlement at least five (5) court days prior to the Final Compliance Hearing.

IT IS SO ORDERED.

DATE: 06/04/2025



A handwritten signature in black ink, appearing to read "Samantha P. Jessner".

Samantha Jessner / Judge

The Honorable Samantha P. Jessner
Judge of the Los Angeles County Superior
Court of California

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 450 North Brand Blvd., Suite 900, Glendale, California 91203.

On August 5, 2025, I served the foregoing document(s) described as: **NOTICE OF ENTRY OF JUDGMENT OR ORDER** on interested parties in this action by Electronic Service as follows:

Brian P. Long (bplong@seyfarth.com)
SEYFARTH SHAW LLP
601 South Figueroa Street, Suite 3300
Los Angeles, California 90017

Reiko Furuta (rfuruta@seyfarth.com)
SEYFARTH SHAW LLP
2029 Century Park East, Suite 3500
Los Angeles, CA 90067

Attorneys for Defendant FREUDENBERG MEDICAL, LLC

[X] BY ELECTRONIC SERVICE

Pursuant to the Court's Order regarding Electronic Service, I caused the documents described above to be E-Served through Case Anywhere by electronically mailing a true and correct copy through Case Anywhere to the individual(s) listed above.

State of California Labor & Workforce Development Agency Web URL:
<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

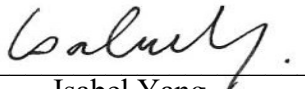
[X] BY ONLINE SUBMISSION

The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on August 5, 2025, at Glendale, California.


Isabel Yang