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14 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
15 **FOR THE COUNTY OF SACRAMENTO**

16 KAYLA SMART, on behalf of herself and all
17 others similarly situated,

18 Plaintiff,

19 v.

20 MASTEC SERVICES COMPANY, INC., a
21 Florida Corporation; SEFNCO
22 COMMUNICATIONS, INC., a Florida
23 Corporation; and DOES 1-50, inclusive.

24 Defendants.

FILED
Superior Court of California
County of Sacramento
11/18/2024
T. Shaddix, Deputy

CASE NO.: 34-2022-00328496-CU-OE-GDS

Assigned to the Hon. Jill H. Talley, Dept. 23

**~~PROPOSED~~ ORDER GRANTING
FINAL APPROVING OF CLASS
ACTION SETTLEMENT AND FINAL
JUDGEMENT**

HEARING INFO

Date: November 15, 2024

Time: 9:00 a.m.

Dept.: 23

1 This matter having come for hearing on November 15, 2024, regarding the unopposed Motion
2 for Final Approval of Class Action Settlement on the terms set forth in the Class and PAGA
3 Representative Action Settlement Agreement (the “Settlement”). In conformity with California Rules
4 of Court, rule 3.769, with due and adequate notice having been given to Class Members (as defined
5 in the Settlement), and having considered the Settlement, all of the legal authorities and documents
6 submitted in support thereof, all papers filed and proceedings had herein, all oral and written
7 comments received regarding the Settlement, and having reviewed the record in this litigation, and
8 good cause appearing, the Court **GRANTS** final approval of the Settlement and orders and makes
9 the following findings and determinations and enters final judgment as follows:

10 1. All terms used in this order shall have the same meaning as those terms are used and/or
11 defined in the parties’ Settlement Agreement and Plaintiff’s Motion for Order Granting Final
12 Approval of Class Action Settlement. A copy of the Settlement is attached to the Declaration of
13 Mehrdad Bokhour in Support of Plaintiff’s Motion for Final Approval of Class Action and is made a
14 part of this order.

15 2. The Court has personal jurisdiction over the Parties to this litigation and subject matter
16 jurisdiction to approve this Settlement, and all exhibits thereto.

17 3. For settlement purposes only, the Court finally certifies the Class, as defined in the
18 Settlement and as follows: all persons who performed work in any non-exempt position for
19 Defendants in California at any time during the Class Period, which is the period from October 17,
20 2018, through December 31, 2023.

21 4. The Court deems this definition sufficient for the purpose of rule 3.765(a) of the
22 California Rules of Court, and solely for the purpose of effectuating the Settlement.

23 5. The Court finds that an ascertainable class of 1,727 class members exists and a well-
24 defined community of interest exists on the questions of law and fact involved because in the context
25 of the Settlement: **(i)** all related matters, predominate over any individual questions; **(ii)** the claims of
26 the Plaintiff is typical of claims of the Class Members; and **(iii)** in negotiating, entering into and
27 implementing the Settlement, Plaintiff and Class Counsel have fairly and adequately represented and
28 protected the interest of the Class Members.

1 6. The Court is satisfied that ILYM Group, Inc., which was appointed as the Settlement
2 Administrator, completed the distribution of Class Notice to the Class in a manner that complies with
3 California Rule of Court 3.766. The Class Notice informed 1,727 prospective Class Members of the
4 Settlement terms, their rights under the settlement and receive their settlement share, their rights to
5 submit a request for exclusion, their rights to comment on or object to the Settlement, and their rights
6 to appear at the Final Approval and Fairness Hearing and be heard regarding approval of the
7 Settlement. Sufficient period of time to respond and to act were provided by each of these procedures.
8 No Class Members filed written objection to the Settlement as part of this notice process, no Class
9 Members filed a written statement of intention to appear at the Final Approval and Fairness Hearing,
10 and no Class Members submitted a request for exclusion.

11 7. The Court hereby approves the terms set forth in the Settlement Agreement and finds
12 that the Settlement Agreement is, in all respects, fair, adequate, and reasonable, consistent, and
13 compliant with all applicable requirements of the California Code of Civil Procedure, the California
14 and United States Constitutions, including the Due Process clauses, the California Rules of Court,
15 and any other applicable law, and in the best interests of each of the Parties and Class Members.

16 8. The Court directs the Parties to effectuate the Settlement Agreement according to its
17 terms and declares the Settlement Agreement to be binding on all 1,727 Participating Class Members.

18 9. The Court finds that the Settlement Agreement has been reached as a result of
19 informed and non-collusive arm's-length negotiations. The Court further finds that the Parties have
20 conducted extensive investigation and research, and their attorneys were able to reasonably evaluate
21 their respective positions.

22 10. The Court also finds that the Settlement now will avoid additional and potentially
23 substantial litigation costs, as well as delay and risks if the Parties were to continue to litigate the
24 case. Additionally, after considering the monetary recovery provided as part of the Settlement in
25 light of the challenges posed by continued litigation, the Court concludes that Class Counsel secured
26 significant relief for Class Members.

27
28 11. The Settlement Agreement is not an admission by Defendants, nor is this order a

1 finding of the validity of any allegations or any wrongdoing by Defendants.

2 12. The Court appoints Plaintiff Kayla Smart as Class Representative and finds her to be
3 adequate.

4 13. The Court appoints Joshua Falakassa of Falakassa Law, P.C. and Mehrdad Bokhour
5 of Bokhour Law Group, P.C. as Class Counsel and finds each of them to be adequate, experienced,
6 and well-versed in class action litigation.

7 14. The terms of the Settlement Agreement, including the Gross Settlement Amount of
8 \$1,550,000 and the individual settlement shares, are fair, adequate, and reasonable to the Class and
9 to each Class Member, and the Courts grants final approval of the Settlement set forth in the
10 Settlement Agreement, subject to this order.

11 15. The Court approves the following allocations, which fall within the ranges stipulated
12 by and through the Settlement Agreement:

13 A. The Court awards \$17,500.00 to ILYM Group, Inc., the Settlement
14 Administrator, and finds this amount to be fair and reasonable. The Court
15 grants final approval of it and orders the Parties to make the payment to the
16 Settlement Administrator in accordance with the Agreement.

17 B. The Court awards \$516,666.67 to Class Counsel as attorneys' fees and finds
18 this amount to be fair and reasonable in light of the benefit obtained for the
19 Class. The Court grants final approval of, awards, and orders the Class
20 Counsel fees payment to be made in accordance with the Settlement
21 Agreement.

22 C. The Court awards \$ 18,215.60 to the Bokhour Law Group, P.C. in litigation
23 costs, an amount which the Court finds to be reflective of the reasonable costs
24 incurred. The Court grants final approval of and orders the Class Counsel
25 litigation expenses payment in this amount to be made in accordance with the
26 Settlement Agreement.

27
28 D. The Court awards \$7,500 to the class representative as payment requested by

1 Plaintiff and finds this amount to be fair and reasonable. The Court grants
2 final approval of and orders the class representative payment to be made in
3 accordance with the Settlement Agreement.

4 E. The Court approves the \$50,000 allocation for penalties under the Labor Code
5 Private Attorneys General Act of 2004 and orders 75% thereof (i.e., \$37,500)
6 to be paid to the California Labor and Workforce Development Agency in
7 accordance with the terms of the Settlement Agreement and the remainder to
8 the Class.

9 16. The Court orders the Parties to comply with and carry out all terms and provisions of
10 the Settlement, to the extent that the terms thereunder do not contradict with this Order, in which case
11 the provisions of this order shall take precedence and supersede the Settlement.

12 17. Nothing in the Settlement or this order purports to extinguish or waive Defendants'
13 rights to continue to oppose the merits of the claims in this Action or class treatment of these claims
14 in this case if the Settlement fails to become final or effective, or in any other case without limitation.

15 18. The Settlement shall bind all 1,727 Participating Class Members and this order,
16 including the release of claims as set forth in the Settlement Agreement.

17 19. The Parties shall bear their own respective attorneys' fees and costs except as
18 otherwise provided in this order and the Settlement Agreement.

19 20. All checks mailed to the Class Members must be cashed within one hundred and eighty
20 (180) days after mailing. If a Class Member fails to cash his/her check by the deadline, then the
21 Settlement Administrator shall submit such funds to the State of California's Unclaimed Property
22 Fund in the name of the Class Member.

23 21. Within 10 days of this order, the Settlement Administrator shall give notice of
24 judgment to Settlement Class Members pursuant to California Rules of Court, rule 3.771(b) by
25 posting a copy of this order and final judgment on its website.

26 22. The Court retains continuing jurisdiction over the Action and the Settlement, including
27 jurisdiction pursuant to rule 3.769(h) of the California Rules of Court, solely for purposes of
28 (a) enforcing the Settlement Agreement, (b) addressing settlement administration matters, and

1 (c) addressing such post-judgment matters as may be appropriate under court rules or applicable law.

2 23. Plaintiff shall file with the Court a report regarding the distribution status within one
3 hundred and twenty (120) days after all funds have been distributed.

4 24. This final judgment is intended to be a final disposition of the above-captioned action
5 in its entirety and is intended to be immediately appealable. This final judgment resolves and
6 extinguishes all claims released by the Settlement Agreement against Defendants and the Released
7 Parties as set forth in the Agreement.

8 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

9 1. Except as set forth in the Agreement and this Final Approval Order and Judgment,
10 Plaintiff, and all Participating Class Members, shall take nothing in this Action.

11 2. All Parties shall bear their own attorneys' fees and costs, except as otherwise provided
12 in this Agreement and in this Final Approval Order and Judgment.

13 3. Upon entry of final judgment and payment tendered by Defendants of the Gross
14 Settlement Amount, all Participating Class Members shall release Defendant and the Released Parties
15 from all claims during the Class Period (October 17, 2018-December 31, 2023) that were pled in the
16 Complaint, First Amended Complaint, and Second Amended Complaint based on the facts alleged
17 therein, or that could have been alleged based upon the facts asserted therein, except the claim under
18 the PAGA, including claims for alleged violation of California Labor Code sections 201-204, 101.3,
19 201.5, 201.6, 201.8, 210, 218.5, 218.6, 221, 223, 226, 226.2, 226.3, 226.7, 227.3, 233, 234, 246,
20 246.5, 256, 432, 510, 512, 516, 558, 1102.5, 1174, 1174.5, 1181.12, 1194, 1194.2, 1197, 1197.1,
21 1198, 1199, 2800, 2802, 2804, 2810.5, 6401, and 6403, and California Business and Professions Code
22 sections 17200, 17203, 17208, "applicable Wage Orders," Civil Code sections 3287, 3289, and
23 California Code of Civil Procedure section 1021.5.

24 4. Upon entry of final judgment and payment tendered by Defendants of the Gross
25 Settlement Amount, the State of California shall release Defendant and the Released Parties from all
26 claims during the PAGA Period of October 31, 2021 to December 31, 2023, for penalties pursuant to
27 PAGA (Labor Code section 2698 et seq.) based on the allegations stated in the PAGA Notices and
28 that were or could have been pled in the Second Amended Complaint, based on the facts alleged

1 therein, including PAGA claims premised on violations of Labor Code sections 201-204, 201.3,
2 201.5, 201.6, 201.8, 210, 218.5, 218.6, 221, 223, 226, 226.2, 226.3, 226.7, 227.3, 233, 234, 246,
3 246.5, 256, 432, 510, 512, 516, 558, 1102.5, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1,
4 1198, 1199, 2800, 2802, 2804, 2810.5, 6401, and 6403. The release of the Released PAGA Claims
5 shall be effective as to all Allegedly Aggrieved Employees.

6 5. The Court hereby enters judgment in the entire Action as of the filing of this Order and
7 Judgment, pursuant to the terms set forth in the Settlement.

8 **JUDGMENT IS ENTERED ACCORDINGLY. IT IS SO ORDERED.**

9
10 DATED: 11/18/2024



Jill Talley

HONORABLE JILL H. TALLEY