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21 *Attorneys for Plaintiffs and the Certified Class*

22 **SUPERIOR COURT FOR THE STATE OF CALIFORNIA**

23 **COUNTY OF SAN DIEGO**

24 **FRANCESCA O'CONNOR and TATYANA**  
25 **CHALIK**, individually and on behalf of all  
26 others similarly situated,

27 Plaintiffs,

28 v.

**HRL LABORATORIES, LLC**, a Delaware  
Limited Liability Company,

Defendant.

CASE NO. 37-2022-00048942-CU-OE-CTL

**~~[PROPOSED]~~ ORDER AND JUDGMENT  
GRANTING FINAL APPROVAL OF CLASS  
AND REPRESENTATIVE ACTION  
SETTLEMENT**

Date: August 7, 2026

Time: 9:00 a.m.

Dept: C-67

Hon. Michael T. Smyth

1           This matter is before the Court on Plaintiffs' Motion for Final Approval of Class Action  
2 Settlement, and Motion for Attorneys' Fees and Costs and Service Awards for Class Representatives.  
3 Having considered the motion, the Settlement Agreement, and all exhibits and attachments thereto, the  
4 record in this matter, and the briefs and arguments of counsel, **IT IS HEREBY ORDERED AND**  
5 **ADJUDGED** as follows:

6           1.       Pursuant to California Rule of Court 3.769(d), this Court makes final the provisional  
7 settlement class certification contained in the February 11, 2026 Order Granting Preliminary Approval  
8 of Class Action Settlement. The Class is defined as all employees of HRL Laboratories, LLC in  
9 California (except its then-Chief Executive Officer) who worked remotely at any point between March  
10 13, 2020 and February 28, 2022. The following individuals, who filed timely and valid requests to be  
11 excluded, are also excluded from the Class: Edward H. Chen, William F. Koehl, Christina A. Garcia,  
12 Danny Sun, Susan K. Koeritz, Edward T. Croke, and Bridget M. Omar.

13           2.       The Court hereby finds that the Class Notice has been mailed to Class Members as  
14 previously ordered by the Court, and that such Notice fairly and adequately described the terms of the  
15 proposed Settlement Agreement and the manner in which Class Members could object to or opt out of  
16 the settlement; was the best notice practicable under the circumstances; was mailed with sufficient notice  
17 to all Class Members; and complied fully with California Rule of Court 3.769, the requirements of due  
18 process, and all other applicable laws. The Court further finds that a full and fair opportunity has been  
19 afforded to Class Members to participate in the proceedings convened to determine whether the proposed  
20 Settlement Agreement should be given final approval.

21           3.       In response to the Notice, no Class Member submitted an objection.

22           4.       Accordingly, upon the Effective Date, the Court hereby determines that all Class  
23 Members who did not file a timely and proper request to be excluded from the settlement shall fully and  
24 finally release the Released Parties of the Released Class Claims.

25           5.       The Court hereby enters final judgment on the operative Complaint, finally and  
26 unconditionally approves the Settlement Agreement as fair, reasonable, and adequate and directs the  
27 parties to implement its terms, and specifically,  
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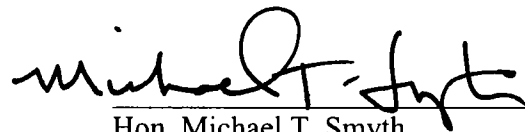
- 1           a.     Approves the Gross Settlement Amount of \$750,000.00;
- 2           b.     Awards each Class Representative a service award in the amount of \$10,000.00,
- 3 for a total of \$20,000.00;
- 4           c.     Awards attorneys' fees in the amount of \$300,000, representing 40% of the Gross
- 5 Settlement Amount;
- 6           d.     Approves Class Counsel's hourly rates as reasonable and within the range of
- 7 market rates charged by attorneys with similar levels of skill, experience, and reputation for handling
- 8 matters of similar complexity; and finds that the attorneys' fees request is justified under the
- 9 lodestar/multiplier analysis;
- 10          e.     Approves Class Counsel's request for reimbursement of litigation expenses of
- 11 \$37,618.96;
- 12          f.     Approves the PAGA Settlement, including the allocation of \$10,000.00 as
- 13 payment for PAGA penalties and further approves payment of \$7,500.00 to the Labor and Workforce
- 14 Development Agency for its portion of the PAGA penalties, and \$2,500.00 to the Aggrieved Employees
- 15 as their share of PAGA penalties;
- 16          g.     Approves payment of \$8,950.00 to ILYM as costs of settlement administration;
- 17 and
- 18          h.     Approves the payment from the Net Settlement Amount to Class Members, as
- 19 specified in the Settlement Agreement.
- 20        6.     The Court retains exclusive and continuing jurisdiction over the litigation for purposes of
- 21 supervising, implementing, interpreting, and enforcing this Final Approval Order and Judgment, and the
- 22 Settlement Agreement.

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1           7.     The Court orders a non-appearance case review regarding distribution of settlement funds  
2 for 1/29/27 at 1:30pm A Report re Disbursement of Settlement Funds is to be  
3 filed by 1/22/27.

4  
5  
6 **IT IS SO ORDERED AND ADJUDGED.**

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8  
9 Date: August 11, 2026

10   
11 Hon. Michael T. Smyth  
12 Judge of the Superior Court  
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