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14 Attorneys for Plaintiffs FRANCISCO SALDANA and ABRAHAM GONZALEZ,
15 on behalf of themselves and current and former aggrieved employees

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

13 FRANCISCO A. SALDANA and ABRAHAM
14 GONZALEZ, on behalf of themselves and others
15 similarly situated

16 Plaintiff,

17 vs.

18 NATIONWIDE LEGAL, LLC; and DOES 1 to
19 100, inclusive,

20 Defendants.

FILED
Superior Court of California
County of Los Angeles
01/27/2026
David W. Slayton, Executive Officer / Clerk of Court
By: T. Lewis Deputy

Case No.: 22STCV37132
Related Case: 23STCV01925

[Hon. David S. Cunningham III, Dept. 11]

PAGA ACTION

**~~[PROPOSED]~~ ORDER GRANTING
PLAINTIFF'S MOTION FOR APPROVAL
OF A PRIVATE ATTORNEYS GENERAL
ACT SETTLEMENT AND JUDGMENT
THEREON**

*[Filed concurrently with the Notice of Motion
and Motion for Approval of Private Attorneys
General Act Settlement; Declaration of Stephen
M. Sloane in Support Thereof; Declaration of
Francisco A. Saldana in Support Thereof;
Declaration of Abraham Gonzalez in Support
Thereof]*

Hearing Information:
Date: January 13, 2026
Time: 10:00 a.m.
Dept.: 11

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2 The Court, having reviewed and considered Plaintiffs FRANCISCO SALDANA and
3 ABRAHAM GONZALEZ (“Plaintiffs”) Motion for Approval of the Private Attorneys General Act
4 (“PAGA”) Settlement and all documents submitted in support of the motion, **HEREBY ORDERS**
5 **AND ENTERS JUDGMENT AS FOLLOWS:**

6 1. The Court hereby grants Plaintiffs’ Motion for Approval of PAGA Settlement. For
7 purposes of this Final Order and Judgment (“Order”), the Court adopts all defined terms as used in
8 the Settlement Agreement. A copy of the Settlement Agreement is attached as **Exhibit 1** to the
9 Declaration of Stephen M. Sloane in Support of Plaintiffs’ Motion for Approval of PAGA Settlement
10 and is made part of this Order.

11 2. The Court has jurisdiction over all claims asserted in the Action, Plaintiffs, the Aggrieved
12 Employees, and Defendant. The Aggrieved Employees consist of all current and former hourly non-
13 exempt employees who worked in California for Defendant at any time from November 23, 2021
14 through the date on which the Court enters an Order Approving the PAGA Settlement. (the “PAGA
15 Period”).

16 3. Pursuant to the California Private Attorneys General Act of 2004 (“PAGA”), Labor Code
17 section 2699, *et seq.*, the Court approves the Settlement and finds that it is fair and reasonable and provides
18 genuine and meaningful relief consistent with the underlying purpose of PAGA to benefit the public.

19 4. The Court finds that notice of the Settlement was provided to the Labor and Workforce
20 Development Agency (“LWDA”), as required by Labor Code § 2699(1)(2).

21 5. The Court approves the terms set forth in the Settlement Agreement and finds that the
22 Settlement Agreement is, in all respects, fair, adequate, and reasonable and directs the Parties to
23 effectuate the Settlement Agreement according to its terms. The Court finds that the Settlement
24 Agreement has been reached as a result of informed and non-collusive arm’s-length negotiations.
25 The Court further finds that the Parties were able to reasonably evaluate their respective positions.
26 The Court also finds that settlement now will avoid additional and potentially substantial litigation
27 costs, as well as delay and risks if the Parties were to continue to litigate the case.

28 6. The Settlement Agreement is not an admission by Defendants or by any other of the

Released Parties, nor is this Order a finding of the validity of any allegations or of any wrongdoing by any Defendants or any other Released Parties. Neither this Order, the Settlement Agreement, nor any document referred to herein, nor any action taken to carry out the Settlement Agreement, may be construed as, or may be used as, an admission of any fault, wrongdoing, omission, concession, or liability whatsoever by or against Defendant or any of the other Released Parties.

7. Defendant NATIONWIDE LEGAL, LLC shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator as follows: \$87,500.00 to be paid 60 days after Court approval of the PAGA Settlement; and \$87,500.00 to be paid 6 months after the first payment. Defendant will provide a declaration explaining the need for this installment payment plan in connection with the PAGA Settlement approval motion, to the extent required by the Court. Defendant shall fully fund the Gross Settlement Amount by transmitting the funds to the Administrator no later than thirty (30) days after the Effective Date of the Settlement.

8. The entire Net Settlement Amount (the remainder of the Settlement Amount after deducting Plaintiff's Counsel's fees (\$58,333.33) and costs (not to exceed \$23,000.00), the costs of administration (not to exceed \$6,200.00), and Plaintiffs' service awards (\$2,000) from the \$175,000.00 Settlement Sum) shall be allocated for payment of civil penalties and shall be distributed 75% (\$64,100.00) to the LWDA and 25% (\$21,367.00) to the Aggrieved Employees.

9. The Net Settlement Amount shall be distributed to Aggrieved Employees pro rata based on the number of Pay Periods worked by each Aggrieved Employee for Defendant during the PAGA Period, according to the terms of the Settlement Agreement. "Aggrieved Employee" means all current and former hourly non-exempt employees who worked in California for Defendant during the PAGA Period. "PAGA Period" means the period from November 23, 2021 through the date on which the Court enters an Order Approving the PAGA Settlement. (the "PAGA Period").

10. To the extent that there is any remainder in the Net Settlement Amount, such remainder shall be distributed to Aggrieved Employees pro rata based on the number of Pay Periods worked by each Aggrieved Employee for Defendant during the PAGA Period.

11. The Settlement Administrator shall distribute funds pursuant to the procedure described in the Settlement Agreement.

1 12. The Court hereby confirms Lavi & Ebrahimian, LLP as PAGA Counsel.

2 13. The Court hereby confirms Rust Consulting, Inc. as the Settlement Administrator and
3 confirms that costs in the amount of no more than \$6,200.00 for administration of the settlement are
4 reasonable.

5 14. The Court hereby awards to PAGA Counsel attorneys' fees in the amount of one-third
6 (1/3) of the Settlement Amount. The payment of fees and costs to PAGA Counsel shall be made in
7 accordance with the terms of the Settlement.

8 15. The Court hereby approves a PAGA Representative Service Payment of \$1,000.00 to
9 each of the named Plaintiffs from the Gross Settlement Amount, for Plaintiffs' efforts in bringing
10 these actions.

11 16. All settlement checks will remain valid for 180 days. Those funds represented by un-
12 cashed checks which remain outstanding 180 days after mailing of the Settlement checks by the
13 Settlement Administrator will be voided. The Administrator will cancel all the checks not cashed by
14 the void date.

15 17. The Court approves the Notice of PAGA Settlement attached as **Exhibit A** to the
16 Settlement Agreement.

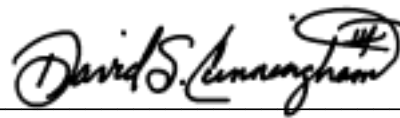
17 18. The Court further orders, adjudges and decrees that upon Approval by the Court of
18 this Settlement and Defendant's full funding of the entire Gross Settlement Amount, Plaintiffs, on
19 behalf of themselves and the State of California, release, and all other Aggrieved Employees are
20 deemed to release and discharge, on behalf of themselves and their respective former and present
21 spouses, representatives, agents, attorneys, heirs, administrators, successors, and assigns, the
22 Released Parties from all known and unknown claims for civil penalties under PAGA that were
23 alleged, or reasonably could have been alleged, in the Action and/or in the PAGA Notice based on
24 the facts alleged in the Operative Complaint and PAGA Notice included, but not limited to, (1) failure
25 to pay wages for overtime hours worked at the overtime rate of pay; (2) failure to pay wages to hourly
26 non-exempt employees for workdays that Defendant failed to provide legally required and compliant
27 meal periods; (3) failure to pay wages to hourly non-exempt employees for workdays that Defendant
28 failed to provide legally required and compliant rest periods; (4) failure to indemnify for losses and

1 expenditures incurred as part of employment; (5) failure to timely pay earned wages during
2 employment; and (6) failure to provide complete and accurate wage statements.

3 19. The Settlement Administrator shall file a final report by January 8, 2027, indicating the
4 total amount paid to the LWDA and the Aggrieved Employees and confirming that uncashed funds
5 have been distributed.

6 20. Pursuant to Code of Civil Procedure section 664.6, the Court shall retain jurisdiction
7 with respect to the interpretation, implementation, and enforcement of the Settlement and all order
8 and judgment entered in connection therewith.

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10 Dated: 01/27/2026



11 Hon. David S. Cunningham III,
12 Los Angeles County Superior Court Judge
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