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6 Attorneys for Plaintiffs
7 JULIE NORDMAN and LINDA PEPPARS

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF SAN MATEO**

11 JULIE NORDMAN and LINDA PEPPARS,
12 individually and on behalf of others similarly
situated,

13 Plaintiffs,

14 vs.

15 BON APPETIT MANAGEMENT CO., a
16 California corporation; COMPASS GROUP
17 USA, INC., a Delaware corporation; and DOES
18 1 through 50, inclusive,

19 Defendants.

Case No.: 23-CIV-00188

*Assigned for all purposes to the Honorable
Nina Shapirshteyn, Dept. 11*

**NOTICE OF ENTRY OF FINAL
APPROVAL ORDER AND JUDGMENT**

Complaint Filed: January 17, 2023
FAC Filed: April 25, 2024
SAC Filed: June 27, 2024
Trial Date: Not set

1 **TO ALL PARTIES AND THEIR COUNSEL OF RECORD:**

2 **PLEASE TAKE NOTICE** that on November 20, 2025, the Court in the above-entitled matter
3 granted Plaintiffs Julie Nordman and Linda Peppers' unopposed Motion for Final Approval of Class
4 Action and PAGA Settlement, and entered the Final Approval Order and Judgment thereon.

5 A true and correct copy of a Final Approval Order and Judgment entered by the Court on
6 November 20, 2025 is attached hereto as Exhibit 1.

7
8 Dated: November 24, 2025

PARKER & MINNE, LLP

9
10 By:



S. Emi Minne

Attorneys for Plaintiffs

EXHIBIT 1

1 S. Emi Minne (SBN 253179)
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6 Attorneys for Plaintiffs
7 JULIE NORDMAN and LINDA PEPPARS

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9/24/2025

CLERK OF THE SUPERIOR COURT
SAN MATEO COUNTY

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
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10 **FOR THE COUNTY OF SAN MATEO**

11 JULIE NORDMAN and LINDA PEPPARS,
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17 California corporation; COMPASS GROUP
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18 1 through 50, inclusive,

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Case No.: 23-CIV-00188

*Assigned for all purposes to the Honorable
Nina Shapirshteyn, Dept. 11*

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

Date: November 20, 2025

Time: 3:00 p.m.

Dept.: 11

Complaint Filed: January 17, 2023

FAC Filed: April 25, 2024

SAC Filed: June 27, 2024

Trial Date: Not set

21
22 **FILED**
23 SAN MATEO COUNTY

24 NOV 20 2025

25 Clerk of the Superior Court

26 By  DEPUTY CLERK
27
28

[PROPOSED] FINAL APPROVAL ORDER AND JUDGMENT

1 Plaintiffs Julie Nordman and Linda Peppers's unopposed Motion for Final Approval of Class
2 Action and PAGA Settlement ("Motion") in the above-captioned matter came for hearing on
3 November 20, 2025, before the Honorable Nina Shapirshteyn in Department 11 of the above-entitled
4 Court located at 1050 Mission Road, South San Francisco, California 94080.

5 On April 7, 2025, the Court entered an Order Granting Preliminary Approval of Class Action
6 and PAGA Settlement ("Preliminary Approval Order"), thereby preliminarily approving the
7 settlement of the above-entitled action in accordance with the Joint Stipulation of Class Action and
8 PAGA Settlement (hereinafter, "Agreement" or "Settlement") which, together with the exhibits
9 thereto, set forth the terms and conditions for settlement of this Action.

10 Due and adequate notice having been given to all Class Members as required in the Preliminary
11 Approval Order, and the Court having considered the Agreement, Plaintiffs' Motion and all documents
12 submitted in support thereof, all papers filed and proceedings had herein, and otherwise being fully
13 informed and good cause appearing therefore, **IT IS HEREBY ORDERED, ADJUDGED AND**
14 **DECREED AS FOLLOWS:**

15 1. Pursuant to California law, this Court hereby grants final approval of the Agreement.
16 The Agreement is hereby deemed incorporated into this Final Order and Judgment. All terms used
17 herein shall have the same meaning as defined in the Agreement.

18 2. This Court has jurisdiction over the subject matter of this Action and over all Parties to
19 this Action, including all Class Members.

20 3. The Court finds that the requirements of California Code of Civil Procedure section
21 382 and Rule 3.769 of the California Rules of Court have been satisfied with respect to the Class and
22 the Settlement. The Court hereby makes its earlier provisional certification of the Class for settlement
23 purposes, as set forth in the Preliminary Approval Order, final. The Class is hereby defined to include:

24 All current and former unionized non-exempt employees of Defendant Bon Appetit
25 Management Co. who performed work at Oracle Park and/or Chase Center at any time
during the period commencing on January 17, 2019, and ending on April 18, 2024.

26 4. The Court hereby confirms S. Emi Minne and Jill J. Parker of Parker & Minne, LLP as
27 Class Counsel in the Action.

28 5. The Court concludes that distribution of the Notice directed to the Class Members as

1 set forth in the Agreement and the other matters set forth therein have been completed in conformity
2 with the Preliminary Approval Order and constituted the best notice practicable under the
3 circumstances. The Court concludes that the Administrator, Phoenix Settlement Administrators, took
4 all reasonable and necessary steps to locate and notify each Class Member of the Agreement, as
5 required in the Preliminary Approval Order. The notice given to the Class fully and accurately
6 informed the Class of all material elements of the Settlement and their opportunity to object or
7 comment thereon; was the best notice practicable under the circumstances; was valid, due and
8 sufficient notice to all Class Members; and complied fully with the laws of the State of California,
9 Federal Rules of Civil Procedure, the United States Constitution, due process, and other applicable
10 law. The notice fairly and adequately described the Settlement and provided Class Members adequate
11 instructions and a variety of means to obtain additional information.

12 6. The Court hereby finds the Agreement was entered into in good faith pursuant to and
13 within the meaning of California Code of Civil Procedure section 877.6. For the reasons set forth in
14 the Preliminary Approval Order, and in the proceedings at the Final Approval hearing, which are
15 adopted and incorporated herein by reference, the Court further finds that Plaintiffs have satisfied the
16 standards and applicable requirements for final approval of this class action settlement under
17 California law, including the provisions of California Code of Civil Procedure section 382 and Federal
18 Rule of Civil Procedure 23, approved for use by the California state courts in *Vasquez v. Superior*
19 *Court*, 4 Cal.3d 800, 821 (1971).

20 7. The Court finds that the Settlement is, in all respects, fair, adequate and reasonable,
21 and in the best interests of the Class as a whole. More specifically, the Court finds that the Settlement
22 was reached following meaningful informal discovery and investigation by Class Counsel; that the
23 Settlement is the product of intensive, serious and non-collusive arms-length negotiations between the
24 parties; and that the terms of the Settlement are in all respects fair, adequate, and reasonable. In so
25 finding, the Court has considered all of the evidence presented, including evidence regarding the
26 strength of Plaintiff's claims, Defendant's potential exposure; the risk, expense, complexity, and delay
27 associated with further litigation; the risk of maintaining Plaintiff's claims through class certification,
28 trial, and appeals; the amount offered in the Settlement and the benefit provided to Class Members;

1 the extent of investigation and informal discovery completed; the experience and views of Class
2 Counsel; and the absence of objections to the Settlement, as well as other relevant factors.
3 Accordingly, the Court hereby directs that the Settlement be affected in accordance with the
4 Agreement and the terms and conditions set forth in this Judgment.

5 8. A full opportunity has been afforded to Class Members to participate in this hearing,
6 and all persons wishing to be heard have been heard. Accordingly, the Court determines that all Class
7 Members who did not timely and properly request exclusion from the Settlement ("Participating Class
8 Members") are bound by the Settlement and by this Judgment.

9 9. The Court hereby finds that there have been zero (0) objections to the Agreement. The
10 deadline for Class Members to submit written objections to the Agreement was August 8, 2025. The
11 Court also finds that there were zero (0) objections at the hearing on Final Approval.

12 10. The Court hereby finds that zero (0) Class Members have requested to be excluded
13 from the Settlement. The deadline for Class Members to request to be excluded from the Agreement
14 was August 8, 2025. Accordingly, 2,630 Participating Class Members are bound by this Judgment.

15 11. Upon entry of this Judgment and remittance of the Gross Settlement Amount and all
16 applicable employer-side payroll taxes by Defendants to the Administrator, Participating Class
17 Members, shall fully release and discharge Released Parties from all claims, rights, demands,
18 liabilities and causes of action that are alleged, or reasonably could have been alleged based on the
19 factual allegations and claims asserted in the Second Amended Complaint arising during the Class
20 Period, including the following claims: (1) Failure to Pay Wages for All Time Worked (Cal. Labor
21 Code §§ 510, 1194, 1197, and 1198); (2) Failure to Provide Meal Periods and Pay Meal Period
22 Premiums (Cal. Labor Code §§ 226.7 and 512(a)); (3) Failure to Provide Rest Periods and Pay Rest
23 Period Premiums (Cal. Labor Code 226.7); (4) Failure to Timely Pay Final Wages (Cal. Labor Code
24 §§ 201, 202, and 203); (5) Failure to Provide Accurate Itemized Wage Statements (Cal. Labor Code
25 § 226(a)); (6) Failure to Reimburse Necessary Business Expenses (Cal. Labor Code §§ 2800 and
26 2802); (7) Failure to Timely Pay Wages During Employment (Cal. Labor Code §§ 204 and 201); (8)
27 Failure to Maintain Required Payroll Records (Cal. Labor Code § 1174); and (9) claims for unfair or
28 unlawful business practices under California Business & Professions Code sections 17200, et seq.

1 which are predicated on violations of Labor Code sections 201, 202, 203, 204, 210, 226(a), 226.3,
2 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802. The Released Class Claims
3 expressly excludes any claims for conversion or claims related to the payment of tips and gratuities.

4 12. Upon entry of this Judgment and remittance of the Gross Settlement Amount by
5 Defendants to the Administrator, all PAGA Members, the LWDA, and the State of California shall
6 fully release and discharge the Released Parties from any and all claims for the recovery for civil
7 penalties, attorneys' fees and costs permissible under PAGA which Plaintiffs, the LWDA, the State
8 of California, and/or the PAGA Members had, or may claim to have, against Released Parties, arising
9 out of the violations alleged in the Second Amended Complaint and/or the PAGA Notice during the
10 PAGA Period, including failure to pay overtime compensation, failure to pay minimum wages, failure
11 to provide compliant meal and rest breaks, failure to pay meal and rest period premiums, failure to
12 pay all wages owed at discharge or resignation; failure to timely pay wages during employment; failure
13 to provide complete and accurate wage statements; failure to keep complete and accurate payroll
14 records; failure to reimburse necessary business-related expenses; and violations of Labor Code
15 sections 201, 202, 203, 204, 226(a), 226.3, 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198,
16 2698, *et seq.*, 2800, and 2802. The Released PAGA Claims expressly excludes any claims under
17 PAGA related to the payment of tips and gratuities.

18 13. Upon entry of this Judgment and remittance of the Gross Settlement Amount by
19 Defendants to the Administrator, in consideration for her Class Representative Enhancement Payment,
20 Plaintiff Julie Nordman, for herself only, releases Defendants from any and all Released Class Claims
21 and Released PAGA Claims, and also generally releases and discharges the Defendants from any and
22 all claims, demands, obligations, causes of action, rights, or liabilities of any kind which have been or
23 could have been asserted against the Defendants arising out of or relating to her employment by
24 Defendants or termination thereof, including but not limited to claims for wages, restitution, penalties,
25 retaliation, defamation, discrimination, harassment or wrongful termination of employment. This
26 release specifically includes any and all claims, demands, obligations and/or causes of action for
27 damages, restitution, penalties, interest, and attorneys' fees and costs (except provided by the
28 Settlement Agreement) relating to or in any way connected with the matters referred to herein, whether

1 or not known or suspected to exist, and whether or not specifically or particularly described herein.
2 Specifically, Plaintiff Julie Nordman waives all rights and benefits afforded by California Civil Code
3 Section 1542, which provides:

4 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
5 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST
6 IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND
7 THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED
8 HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

9 This release specifically excludes any claims Plaintiff Julie Nordman has or may have that are not
10 waivable by law, including claims for unemployment insurance, disability, social security, workers
11 compensation, and the right to receive benefits under any retirement plan. Additionally, Plaintiff Julie
12 Nordman shall retain her right to pursue any claims against Defendants related to tips and gratuities
13 through UNITE HERE Local 2, including utilizing the union's grievance and arbitration process and
14 participating in ongoing union negotiations and discussions related to tips and gratuities. However,
15 Plaintiff Julie Nordman has agreed that that she will not file a separate civil action against Defendants
16 for claims pertaining to tips and gratuities.

17 14. Upon entry of this Judgment and remittance of the Gross Settlement Amount by
18 Defendants to the Administrator, in consideration for her Class Representative Enhancement Payment,
19 Plaintiff Linda Peppers, for herself only, releases Defendants from any and all wage and hour claims
20 that she has or may have against Defendants, whether or not known or suspected to exist, and whether
21 or not specifically or particularly described herein. Specifically, Plaintiff Linda waives all rights and
22 benefits afforded by California Civil Code Section 1542 with respect to any and all wage and hour
23 claims she has or may have against Defendants, which provides:

24 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
25 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST
26 IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND
27 THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED
28 HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

1 This release is expressly limited to wage and hour claims, and excludes any other claims
2 Plaintiff Linda Peppers may have against Defendants including, without limitation, claims for
3 unemployment insurance, disability, social security, workers compensation, and the right to receive
4 benefits under any retirement plan, retaliation, harassment, discrimination, defamation, and/or claims
5 arising under the California Fair Employment and Housing Act.

6 15. The Court finds the settlement payments provided for under the Agreement to be fair
7 and reasonable in light of all of the circumstances. Pursuant to the terms of the Agreement, the Court
8 orders Defendants to fund the Gross Settlement Amount of \$1,288,987.94 within thirty (30) calendar
9 days after of the date of entry of this Judgment to provide payments for Individual Class Member
10 Payments, Individual PAGA Payments, the Class Representative Enhancement Payments, Class
11 Counsel's Fees and Costs, Settlement Administration Costs, and PAGA Penalties to the LWDA. The
12 Court further orders Defendants to separately pay any and all employer payroll taxes owed on the
13 wage portion of the Individual Class Payments. Defendants shall fund and the Settlement
14 Administrator shall distribute these amounts in accordance with the terms of the Agreement.

15 16. Pursuant to the terms of the Agreement, and the authorities, evidence and argument
16 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the amount of
17 \$429,662.65, and awards reimbursement of costs and expenses incurred by Class Counsel in the
18 amount of \$15,213.09 from the Gross Settlement Amount. The award of attorneys' fees and costs is
19 the final payment for and complete satisfaction of any and all attorneys' fees and costs incurred by
20 and/or owed to Class Counsel and any other person or entity related to the Action. The Court further
21 orders that the award of attorneys' fees and costs set forth in this Paragraph shall be administered
22 pursuant to the terms of the Agreement.

23 17. The Court hereby approves and orders Class Representative Enhancement Payments of
24 \$10,000.00 to Plaintiff Julie Nordman and \$10,000.00 to Plaintiff Linda Peppers from the Gross
25 Settlement Amount in accordance with the terms of the Agreement.

26 18. The Court find that the settlement of the Released PAGA Claims for \$50,000.00 which
27 is designated and allocated as penalties under the California Labor Code Private Attorneys General
28 Act of 2004, is fair, reasonable, and appropriate, and is hereby approved. The Court further approves

1 allocation and payment of the PAGA Penalties as follows: \$37,500.00 (75% of \$50,000.00) to the
2 California Labor Workforce Development Agency, and \$12,500.00 (25% of \$50,000.00) to PAGA
3 Members on a *pro rata* basis as set forth in the Agreement. 100% of the amounts distributed to PAGA
4 Members as penalties under PAGA shall be reported on an IRS Form-1099.

5 19. The Court also hereby approves and orders payment from the Gross Settlement Amount
6 for actual settlement administration expenses incurred by the Administrator, Phoenix Settlement
7 Administrators, in the amount of \$19,000.00.

8 20. The Court hereby approves and orders payment of Individual Class Payments from the
9 Net Settlement Amount to the Participating Class Members and payment of Individual PAGA
10 Payments to PAGA Members on a *pro rata* basis as set forth in the Agreement.

11 21. Provided the Settlement becomes effective under the terms of the Agreement, the Court
12 also hereby orders that the Administrator distribute the Individual Class Member Payments,
13 Individual PAGA Payments, the Class Representative Enhancement Payments, Class Counsel's Fees
14 and Costs payment, Settlement Administration Costs payment, and PAGA Penalties to the LWDA
15 within fourteen (14) calendar days of receipt of the Gross Settlement Amount.

16 22. The Court also hereby approves and orders that any checks distributed from the Gross
17 Settlement Amount that remain un-cashed after one hundred and eighty (180) calendar days after
18 being issued shall be void. All uncashed settlement checks shall be transferred to the Controller of
19 the State of California to be held pursuant to the Unclaimed Property Law, California Civil Code §
20 1500, *et seq.* for the benefit of the Class Member or Aggrieved Employee who did not cash their
21 checks until such time that they claim their property, or the property is otherwise disposed of pursuant
22 to the Unclaimed Property Law.

23 23. Without affecting the finality of this Judgment, the Court shall retain continuing
24 jurisdiction over this Action and the Parties, including all Class Members, and over all matters
25 pertaining to the implementation and enforcement of the terms of the Agreement pursuant to
26 California Rule of Court 3.769(h) and California Code of Civil Procedure section 664.6. Except as
27 provided to the contrary herein, any disputes or controversies arising with or with respect to the
28 interpretation, enforcement, or implementation of the Agreement shall be presented to the Court for

1 resolution.

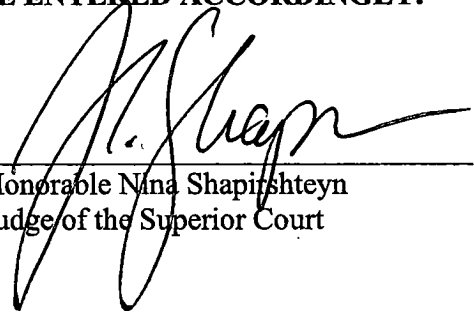
2 24. A post-approval final accounting hearing shall be held on
3 October 15, 2026 at 3:00 a.m. in Dept. 7 of the above-
4 entitled court, located at 1050 Mission Road, South San Francisco, California 94080. Class Counsel
5 shall submit a final compliance status report by no later than 10 days before the hearing.

6 25. Notice of this Order and Judgment shall be posted by the Administrator, Phoenix
7 Settlement Administrators, on its website for a period of at least sixty (60) days.

8 26. Plaintiffs shall submit a notice of entry of this Judgment to the California Labor and
9 Workforce Development Agency (LWDA).

10 **IT IS SO ORDERED. LET JUDGMENT BE ENTERED ACCORDINGLY.**

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12 Dated: 11/20/2025

13 
14 Honorable Nina Shapirshteyn
15 Judge of the Superior Court
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