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individually and on behalf of all others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO**

LOUIS AMES AND JAMES GUIFFRIDA,
individually and on behalf of all others similarly
situated,

Plaintiffs,

v.

SAN ANTONIO REGIONAL HOSPITAL, a
California corporation; and DOES 1 through 20,
inclusive,

Defendants.

Case No. CIVDS2018953

Assigned for All Purposes to:
Hon. Christian Towns
Department S-26

NOTICE OF ENTRY OF JUDGMENT

**TO ALL INTERESTED PARTIES AND THEIR RESPECTIVE ATTORNEYS OF
RECORD:**

PLEASE TAKE NOTICE that on May 5, 2025, the above-entitled Court granted final approval of the Parties' class action and representative PAGA settlement and entered final judgment. A true and correct copy of the Order Granting Final Approval is attached hereto as Exhibit A. Please take further notice, Plaintiff Louis Ames uploaded the final order to the LWDA on May 12, 2025.

Dated: May 12, 2025

AEGIS LAW FIRM, PC

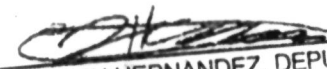
By: /s/ Jessica L. Campbell
 Jessica L. Campbell
 Attorneys for Plaintiff

EXHIBIT A

ORIGINAL

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

MAY 05 2025

BY 
JOSEPH HERNANDEZ, DEPUTY

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11 individually and on behalf of all others similarly situated

12
13 SUPERIOR COURT OF THE STATE OF CALIFORNIA
14 FOR THE COUNTY OF SAN BERNARDINO
15
16

17 LOUIS AMES AND JAMES
18 GUIFFRIDA, individually and on behalf
19 of all others similarly situated,

20 Plaintiffs,

21 vs.

22 SAN ANTONIO REGIONAL
23 HOSPITAL, a California corporation; and
24 DOES 1 through 20, inclusive,

25 Defendants.

Case No. CIVDS2018953

*Assigned for all purposes to
Hon. Christian Towns
Dept. S-26*

**~~PROPOSED~~ ORDER AND JUDGMENT
GRANTING FINAL APPROVAL OF CLASS
AND PAGA ACTION SETTLEMENT**

Date: April 16, 2025
Time: 8:30 a.m.
Dept: S-26

**~~PROPOSED~~ ORDER AND JUDGMENT GRANTING FINAL APPROVAL OF CLASS AND PAGA
ACTION SETTLEMENT**

FILED

1 This matter came on for hearing on April 16, 2025, at 8:30 a.m., in Department S-26 of
2 the above-captioned Court on the Motion for Final Approval of Class and PAGA Action
3 Settlement pursuant to California Rule of Court 3.769, this Court's Order Granting Preliminary
4 Approval, and the Class and PAGA Action Settlement and Release ("Settlement Agreement"), a
5 copy of which was filed in conjunction with the Plaintiffs' Motion for Final Approval of Class
6 Action Settlement.

7 Having received and considered the Settlement Agreement, the supporting papers filed by
8 the Parties, and the evidence and argument received by the Court in conjunction with the
9 unopposed Motion for Preliminary Approval of Class Action Settlement and the instant Motion
10 for Final Approval, the Court grants final approval of the Settlement and HEREBY ORDERS
11 AND MAKES THE FOLLOWING DETERMINATIONS:

12 1. This Order hereby incorporates by reference the definitions of the Parties'
13 Settlement Agreement as though fully set forth herein, and all terms used herein shall have the
14 same meaning as set forth in the Settlement Agreement.

15 2. Pursuant to the Order Granting Preliminary Approval, a Class Notice was sent to
16 each Class Member by first-class mail. The Class Notice informed the Class Members of the
17 terms of the Settlement, their right to receive an individual settlement payments, their right (a) to
18 comment on or object to the Settlement, (b) to request exclusion from the Settlement and pursue
19 their own remedies, and (c) of their right to appear in person or by counsel at the Final Approval
20 Hearing and to be heard regarding approval of the Settlement. Adequate periods of time were
21 provided by each of these procedures. No Class Member filed written objection to the proposed
22 Settlement as part of this notice process or stated an intention to appear at the Final Approval
23 Hearing.

24 3. The Court finds and determines that this notice procedure afforded adequate
25 protections to Class Members and provides the basis for the Court to make an informed decision
26 regarding approval of the Settlement based on the responses of the Class Members. The Court
27 finds and determines that the Class Notice provided in this case was the best notice practicable,
28 which satisfied the requirements of law and due process.

1 4. With respect to the class and for purposes of approving this Settlement only, this
2 Court finds and concludes that: (a) the Class Members are ascertainable and so numerous that
3 joinder of all Class Members is impracticable; (b) there are questions of law or fact common to
4 the Class Members , and there is a well-defined community of interest among Class Members
5 with respect to the subject matter of the Action; (c) the claims of the Plaintiffs are typical of the
6 claims of the Class Members; (d) the Plaintiffs have fairly and adequately protected the interests
7 of the Class Members; (e) a class action is superior to other available methods for an efficient
8 adjudication of this controversy; and (f) the counsel of record for the Plaintiffs, i.e., Class Counsel,
9 are qualified to serve as counsel for Plaintiffs in their individual and representative capacities for
10 the class.

11 5. Solely for purposes of effectuating the Settlement, the Court conditionally certified
12 a class, as all current and former non-exempt employees of Defendant who worked in California
13 at any time during the Class Period of January 25, 2018 through December 31, 2023, and the
14 Court deems this definition sufficient for purposes of California Rule of Court 3.765(a).

15 6. The Court finds the disputed opt out request sent by email is valid.

16 7. The Court hereby confirms Aegis Law Firm, PC; Cohelan Khoury & Singer;
17 James Hawkins APLC; and Sahag Majarian II as Class Counsel.

18 8. The Court hereby confirms Plaintiffs, Louis Ames, James Guiffrida, Maritza
19 Mora, and Linda D. Richardson as the class representatives in this Action.

20 9. The Court finds and determines that the terms set forth in the Settlement
21 Agreement are fair, reasonable, and adequate, including each of the releases (Released Class
22 Claims, Released PAGA Claims and Plaintiffs' Released Claims) as to all Class Members, PAGA
23 Employees, Plaintiffs and Defendant, and directs the Parties to effectuate the Settlement
24 according to its terms having found that the Settlement was reached as a result of informed and
25 non-collusive arm's-length negotiations facilitated by a neutral mediator. The Court further finds
26 that the Parties conducted extensive investigation and that their attorneys were able to reasonably
27 evaluate their respective positions. The Court also finds that the Settlement will enable the Parties
28 to avoid additional and potentially substantial litigation costs, as well as delay and risks if the

1 Parties were to continue to litigate the case. The Court has reviewed the monetary recovery
2 provided as part of the Settlement and recognizes the significant value accorded to the
3 Participating Settlement Employees.

4 10. The Court further finds and determines that the terms of the Settlement are fair,
5 reasonable and adequate as to the Class Claims, Released Class Claims and to each Participating
6 Class Member and that the Settlement is ordered finally approved, and that all terms and
7 provisions of the Settlement should be and hereby are ordered to be consummated.

8 11. By this Final Order and Judgment, as of the Effective Date of the Settlement, the
9 Released Parties, as defined in the Settlement Agreement, are released from the Released Class
10 Claims, Released PAGA Claims, and Plaintiffs' Released Claims as defined in the Settlement
11 Agreement.

12 12. The Court hereby approves the Gross Settlement Amount of \$5,000,000.00.

13 13. The Court finds and determines that the individual settlement payments to be paid
14 to Participating Class Members as provided for by the Settlement are fair and reasonable. The
15 Court hereby gives final approval to and orders the payment of those amounts be made to the
16 Participating Class Members in accordance with the Settlement Agreement.

17 14. The Court approves the PAGA portions of the Settlement as providing genuine
18 and meaningful relief, consistent with the underlying purpose of the PAGA to benefit the public.

19 15. The Court finds and determines that payment to the California Labor and
20 Workforce Development Agency of \$150,000.00 as its share of the PAGA Payment in this case
21 is fair, reasonable, and appropriate. The Court hereby gives final approval to and orders that the
22 payment of that amount be paid in accordance with the Settlement Agreement.

23 16. The Court finds and determines that the PAGA Employee Payment of \$50,000.00
24 as their share of the PAGA Payment, which will be paid to the PAGA Employees on a pro rata
25 basis based on the number of Pay Periods that PAGA Employees worked during the PAGA
26 Period, is fair, reasonable, and appropriate. The Court hereby gives final approval to and orders
27 that the payment of that amount be paid in accordance with the Settlement Agreement.

1 17. The Court finds and determines that Plaintiffs provided adequate notice to the
2 LWDA of the PAGA portions of the Settlement.

3 18. The Court finds and determines that the Settlement Administration Expenses
4 incurred by CPT Group, Inc. in the amount of \$31,000.00, are fair and reasonable. The Court
5 hereby gives final approval to and orders that the payment of that amount in accordance with the
6 Settlement.

7 19. The Court finds and determines that Plaintiffs' Enhancement payments of \$15,000
8 to Louis Ames, \$15,000 to James Guiffrida, \$15,000 to Maritza Mora, and \$15,000 to Linda D.
9 Richardson as a Plaintiffs' Enhancement payments are fair and reasonable. The Court hereby
10 orders the Settlement Administrator to make this payment to the Plaintiffs in accordance with the
11 terms of the Settlement Agreement.

12 20. Pursuant to the terms of the Settlement, and the authorities, evidence and argument
13 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the sum of
14 \$1,666,666.67 and litigation costs of \$79,108.18 (allocated \$68,009.43 to Aegis Law Firm, PC;
15 \$4,676.54 to Cohelan Khoury & Singer; \$4,325.88 to James Hawkins APLC; and \$2,096.33 to
16 Sahag Majarian II). The Court finds such amounts to be fair and reasonable. The Court hereby
17 orders the Settlement Administrator to make these payments in accordance with the terms of the
18 Settlement Agreement.

19 21. Nothing in this order shall preclude any action to enforce the Parties' obligations
20 under the Settlement or under this order, including the requirement that Defendant make payment
21 to the Participating Class Members in accordance with the Settlement.

22 22. This Final Order and Judgment is intended to be a final disposition in its entirety
23 of the above captioned action. Without affecting the finality of this judgment in any way, the
24 Court retains jurisdiction solely for the purposes of addressing the interpretation and enforcement
25 of the terms of the Settlement, Settlement Administration matters, and such post-Final Judgment
26 matters as may be appropriate under court rules or as otherwise set forth in the Settlement pursuant
27 to C.C.P. § 664.6.

1 23. The Parties will bear their own costs and attorneys' fees except as otherwise
2 provided by this Court's Order awarding Class Counsels' award for Attorneys' Fees and Costs.

3 24. The Court sets a Hearing Re: Distribution of Settlement Funds for **April 16, 2026,**
4 **at 8:30 a.m.** Class Counsel are ordered to file a Final Report Re: Distribution of the Settlement
5 Funds by the Administrator five court days prior.

6
7 DATED: _____

5.5.2025

C. Towns

Honorable Christian Towns
JUDGE OF THE SUPERIOR COURT

1 **CERTIFICATE OF SERVICE**

2 I, the undersigned, am employed in the County of Orange, State of California. I am over
3 the age of 18 and not a party to the within action; am employed with Aegis Law Firm PC and my
business address is 9811 Irvine Center Drive, Suite 100, Irvine, California 92618.

4 On May 12, 2025, I served the foregoing document entitled:

- 5 • NOTICE OF ENTRY OF JUDGMENT

6 on all the appearing and/or interested parties in this action by placing ☐ the
original ☒ a true copy thereof enclosed in sealed envelope(s) addressed as follows:

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8 Sheryl K. Horwitz
9 George Benjamin
Amber Worden
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☐ **(BY MAIL)** I am readily familiar with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with the U.S. Postal Service on that same day with postage thereon fully prepaid at Irvine, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postage cancellation date or postage meter date is more than one day after date of deposit for mailing this affidavit. (*Cal Code Civ. Proc.* § 1013(a); *Fed. R. Civ. Proc.* 5(a); *Fed. R. Civ. Proc.* 5(c).)

☐ **(BY OVERNIGHT MAIL)** I am personally and readily familiar with the business practice of Aegis Law Firm PC for collection and processing correspondence for overnight delivery, and I caused such document(s) described herein to be deposited for delivery to a facility regularly maintained Federal Express for overnight delivery. (*Cal Code Civ. Proc.* § 1013(c); *Fed. R. Civ. Proc.* 5(c).)

☒ **(BY ELECTRONIC TRANSMISSION)** I caused said document(s) to be served via electronic transmission to the addressee(s) listed above on the date below. (*Cal. Code Civ. Proc.* § 1010.6(6); *Fed. R. Civ. Proc.* 5(b)(2)(E); *Fed. R. Civ. Proc.* 5(b)(3).)

☐ **(BY PERSONAL SERVICE)** I delivered the foregoing document by hand delivery to the addressed named above. (*Cal Code Civ. Proc.* § 1011; *Fed. R. Civ. Proc.* 5(b)(2)(A).)

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

Executed on May 12, 2025, at Irvine, California.

Laila Shams
Laila Shams