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*Attorneys for Plaintiff
and the Class*

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

KEVIN WALTERS, on behalf of himself and all
others similarly situated,

Plaintiff,

vs.

UFP THORNTON, LLC, a limited liability
company; and DOES 1 through 100, inclusive,

Defendants.

SEP 24 2024
Filed
STEPHANIE BOHRER, CLERK
By *[Signature]*
DEPUTY

Case No.: STK-CV-UOE-2022-0012249

CLASS ACTION

*[Assigned for all purposes to the
Hon. Robert T. Waters, Dept. 11B]*

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

Date: September 24, 2024
Time: 9:00 a.m.
Dept.: 11B

Action Filed: December 29, 2022
Trial Date: None Set

11B
9/24

1 The Motion of Plaintiff Kevin Walters ("Plaintiff") for Final Approval of Class Action
2 Settlement (the "Motion") came on regularly for hearing before this Court on September 24, 2024
3 at 9:00 a.m., pursuant to California Rule of Court 3.769 and this Court's earlier Order Granting
4 Preliminary Approval of Class Action Settlement. Having considered the proposed Settlement
5 Agreement (the "Settlement") and the documents and evidence presented in support thereof; and
6 recognizing the sharply disputed factual and legal issues involved in this litigation, the risks of
7 further prosecution, and the substantial benefits to be received by the Settlement Class pursuant
8 to the Settlement, the Court hereby makes a final ruling that the Settlement is fair, reasonable,
9 and adequate, and is the product of good faith, arm's-length negotiations between the parties.
10 Good cause appearing therefor, the Court hereby GRANTS Plaintiff's Motion and hereby
11 ORDERS the following:

12 1. Final judgment is hereby entered in conformity with the Settlement and this Final
13 Approval Order.

14 2. The Court finds that the Settlement Class is ascertainable, and that there is a
15 sufficiently well-defined community of interest among the members of the Settlement Class in
16 questions of law and fact. Therefore, the conditional certification is hereby made final, and the
17 Court certifies, for purposes of the Settlement, the following Settlement Class:

18 All current and former non-exempt employees employed by UFP
19 Thornton, LLC ("UFP") in California at any time from December 29,
20 2018 until December 11, 2023 (the "Class Period").

21 3. The Court hereby confirms Plaintiff as Class Representative, and confirms
22 Abramson Labor Group as Class Counsel.

23 4. The Court finds that notice was provided to Settlement Class members as set forth
24 in the Settlement, which was approved by the Court on April 16, 2024, and the notice process
25 has been completed in conformity with the Settlement. The Court finds that said notice was the
26 best notice practicable under the circumstances. The Class Notice provided due and adequate
27 notice of the proceedings and matters set forth therein, informed Settlement Class members of
28 their rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e),
California Rule of Court 3.769, and due process.

1 5. The Court finds that no Settlement Class member objected to the Settlement, that
2 one Settlement Class member opted out of the Settlement, and that the 99.78% participation rate
3 in the Settlement supports final approval.

4 6. The Court hereby approves the settlement as set forth in the Settlement as fair,
5 reasonable, and adequate, and directs the parties to effectuate the Settlement according to its
6 terms.

7 7. For purposes of settlement only, the Court finds that: (a) the members of the
8 Settlement Class are ascertainable and so numerous that joinder of all members is impracticable;
9 (b) there are questions of law or fact common to the Settlement Class, and there is a well-defined
10 community of interest among members of the Settlement Class with respect to the subject matter
11 of the litigation; (c) the claims of the Class Representative are typical of the claims of the
12 members of the Settlement Class; (d) the Class Representative has fairly and adequately protected
13 the interests of the Settlement Class members; (e) a class action is superior to other available
14 methods for an efficient adjudication of this controversy; and (f) Class Counsel are qualified to
15 serve as counsel for the Class Representative and the Settlement Class.

16 8. The Court orders that UFP shall deposit the Gross Settlement Amount into an
17 account established by Phoenix Settlement Administrators ("Settlement Administrator"), in
18 accordance with the schedule outlined in the Settlement.

19 9. The Court finds that the individual Settlement Awards, as provided for in the
20 Settlement, are fair, reasonable, and adequate, and orders the Settlement Administrator to
21 distribute the individual Settlement Awards in conformity with the terms of the Settlement.

22 10. The Court finds that a Class Representative Service Payment in the amount of
23 \$10,000 to Plaintiff is appropriate for his risks undertaken and his service to the Settlement Class.
24 The Court finds this award is fair, reasonable, and adequate, and orders that the Settlement
25 Administrator make this payment in conformity with the terms of the Settlement.

26 11. The Court orders that the Settlement Administrator shall be paid \$10,000.00 from
27 the Gross Settlement Amount for all of its work done and to be done until the completion of this
28 matter, and finds that sum appropriate.

1 12. The Court finds that attorneys' fees in the amount of \$248,333.33 for Class
2 Counsel, and litigation costs of \$14,854.00, are fair, reasonable, and adequate in light of the
3 common fund created by this litigation, and orders that the Settlement Administrator distribute
4 these payments in conformity with the terms of the Settlement.

5 13. The Court finds that the payment to the California Labor & Workforce
6 Development Agency ("LWDA") in the amount of \$60,000.00 for its share of the settlement of
7 Plaintiff's representative claims under the California Labor Code Private Attorneys General Act
8 ("PAGA") is fair, reasonable, and adequate, and orders the Settlement Administrator to distribute
9 this payment to the LWDA in conformity with the terms of the Settlement.

10 14. The Court finds and determines that upon satisfaction of all obligations under the
11 Settlement and this Order and Judgment, all Participating Class Members will be bound by the
12 Settlement, and will have released their claims as set forth in the Settlement. Specifically, upon
13 satisfaction of all obligations under the Settlement and this Order and Judgment, all Participating
14 Class Members will have released UFP from all of the California Released Claims, as that term
15 is defined in the Settlement, for the duration of the Class Period. In addition, all Settlement Class
16 members who worked for UFP in California at any time from December 29, 2021 to December
17 11, 2023 (the "PAGA Period"), will have released UFP from the PAGA Released Claims, as that
18 term is defined in the Settlement, for the duration of the PAGA Period.

19 15. This document shall constitute a final judgment pursuant to Cal. Rule of Court
20 3,769(h), which provides, "If the Court approves the settlement agreement after the final approval
21 hearing, the court must make and enter judgment. The judgment must include a provision for the
22 retention of the court's jurisdiction over the parties to enforce the terms of the judgment. The
23 court may not enter an order dismissing the action at the same time as, or after, entry of
24 judgment." The Court will retain jurisdiction to enforce the Settlement and this Final Approval
25 Order and Judgment.

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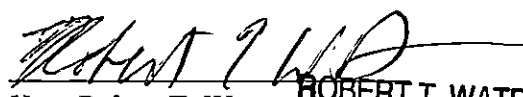
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1 16. The Court orders Plaintiff to file a report of disbursement on or before July 30,
2 2025.

3 **IT IS SO ORDERED.**

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5 Dated: Sept 29, 2024


Hon. Robert T. Waters **ROBERT T. WATERS**
Judge of the Superior Court

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