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) Complaint Filed: 3/6/2023

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Hearing Date: July 31, 2026

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) Dept: 11

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- 2) The requirements of California Rules of Court, Rule 3.769, for preliminary settlement approval have been satisfied, and the Court preliminarily approves the settlement of the action referenced in the Settlement Agreement as being fair, just, reasonable, and adequate to the Class and its members, subject to further consideration at the Final Approval Hearing described below;
- 3) Appointing the Simpluris, Inc. as the Settlement Administrator;
- 4) Approving the proposed Class Notice, including the proposed opt-out and objection procedures, as provided for in the Settlement Agreement;
- 5) Ordering Defendant to provide the Settlement Administrator the list of Class Members containing date of birth information for members of the Class as provided for in the Settlement Agreement;
- 6) Directing the Settlement Administrator to disseminate Class Notice to the Class as provided for in the Settlement Agreement within twenty (20) days of the Court's Order granting Preliminary Approval; and
- 7) Setting a Final Approval Hearing in this Court.

Having reviewed and considered the parties' proposed Settlement Agreement and the unopposed Motion for Preliminary Approval of the Class Action Settlement and having heard and considered the oral argument of counsel, the Court makes the findings and grants the relief set forth below, preliminarily approving the settlement outlined in the Settlement Agreement upon the terms and conditions set forth in this Order. All terms and phrases in this Order shall have the same meaning as they are defined in the Settlement Agreement.

NOW, THEREFORE, IT IS HEREBY ORDERED:

1. The Court, pursuant to California Code of Civil Procedure section 382 and California Rules of Court, Rule 3.769(d), hereby (a) conditionally certifies, for purposes of implementing the Settlement Agreement only, a class consisting of defined as "All former exempt employees of Defendant who worked in California and who received their final pay after the time limits set by Labor Code section 201-202 during the Class Period. The "Class" shall not include any person who has signed a release of their final pay claim including, without limitation, a Pick-up Stix release"; (b) appoints Plaintiff as the representatives of the Class; and (c) finds Class Counsel will fairly and adequately protect the interests of the Class and appoints Mark D. Potter and James M. Treglio of Potter & Handy, LLP as lead counsel for the Class ("Class Counsel").
2. The Court also finds that the requirements of California Rules of Court, Rule 3.769, for preliminary settlement approval have been satisfied, and the Court preliminarily approves the

1 Settlement of the action set forth in the Settlement Agreement as being fair, just, reasonable, and
2 adequate to the Class and its members, subject to further consideration at the Final Approval
3 Hearing.

4 3. The Court appoints Simpluris, Inc. as the Settlement Administrator.

5 4. Defendant is ordered to provide the Settlement Administrator the list of Class Members
6 containing date of birth information for members of the Class as provided for in the Settlement
7 Agreement.

8 5. The Court approves, as to form and content, the Class Notice, attached as Exhibit 1 to the
9 Settlement Agreement. The Court finds that distribution of the Notice of Settlement, in the manner
10 set forth in this Order and the Settlement Agreement, is reasonably calculated to apprise the Class
11 members, constitutes the best notice practicable under the circumstances, and constitutes valid, due
12 and sufficient notice to all members of the Class, complying fully with the requirements of section
13 382 of the California Code of Civil Procedure, California Rules of Court, Rules 3.766 and 3.769,
14 and any other applicable laws.

15 6. The Class Notice, attached as Exhibit 1 to the Settlement Agreement, shall be disseminated
16 by the Settlement Administrator in the manner and form approved by this Court within twenty (20)
17 days of this Order granting Preliminary Approval of the Settlement.

18 7. A hearing (the "Final Approval Hearing") shall be scheduled to be held before this Court on
19 _____, 2026 at __: __ a.m. in Department __ of this Court. At the Final Approval Hearing,
20 the Court shall determine:

21 a) Whether the terms of the Settlement, set forth in the Settlement Agreement, are fair,
22 reasonable, adequate, and in the best interests of the Class;

23 b) Whether Judgment, as provided for in the Settlement Agreement, should be entered
24 granting final approval of the Settlement; and

25 c) Whether and in what amounts of Class Counsels' Fees and Expenses and Class
26 Representative's Service Awards, as provided for in the Settlement Agreement, shall be paid
27 from the Settlement Fund.

28 8. Any member of the Class who desires to be excluded from the Class, and therefore not
bound by the terms of the Settlement Agreement, may request exclusion from the settlement in this
Action by mailing a request in writing to the Settlement Administrator at the address set forth in the
Class Notice, personally signed, stating the Class Member's full name and current address and
stating unequivocally that he/she wishes to be excluded from this class action settlement. Any
request for exclusion must be mailed to the Settlement Administrator and postmarked in the

1 time set forth in the Class Notice, which shall be no later than forty-five (45) days after the Class
2 Notice Date. Any member of the Settlement Class who chooses to be excluded and who provides
3 the required information will not be bound by any judgment entered in connection with this
4 Settlement. A list of persons who requested exclusion shall be filed with the Court before the date
of the Final Approval Hearing.

5 9. Any member of the Settlement Class who elects to be excluded shall not be entitled to
6 receive any of the benefits of the Settlement Agreement, shall not be bound by the release of any
7 claims pursuant to the Settlement Agreement, and shall not be entitled to object to the Settlement
8 Agreement or appear at the Final Approval Hearing. The names of all persons timely submitting
9 valid Requests for Exclusion shall be provided to the Court.

10 10. Any member of the Settlement Class who desires to object to the Settlement must file any
11 objections and all papers in support of such objections with the Court in the time set forth in the
12 Class Notice, which shall be no later than forty-five (45) days after the Class Notice Date. All such
13 written objections shall be mail to the designate member of Class Counsel, Defendant's counsel and
14 the Settlement Administrator at their addresses set forth in the Class Notice. The filing of any
15 objection will not extend the time within which a member of the Settlement Class may file a request
16 or exclusion from the Settlement. To state a valid objection to the Settlement, an objecting Class
17 Member must provide to the Settlement Administrator the following information in his or her
18 written objection: (i) the objector's full name, current address, and current telephone number; (ii)
19 documentation sufficient to establish membership in the Class; (iii) a statement of the position(s)
20 the objector wishes to assert, including the factual and legal grounds for the position; (iv) provide
21 copies of any other documents that the objector wishes to submit in support of his/her position; (v)
22 whether the objecting Class Member intends to appear at the Final Approval Hearing; and (vi) the
name and contact information for all counsel representing the objector; and (vii) the objector's
signature under the penalty of perjury.

23 11. Any objection not submitted as described in section 7.7 of the Settlement Agreement, or any
24 objection otherwise not properly or timely filed, will be invalid and the objector will be deemed to
25 have waived any objections, will be foreclosed from making subsequent objections, and the objector
shall be bound by the final determination of the Court.

26 12. Service of all papers on counsel for the parties shall be made as follows:

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28 **To Class Counsel:**

James M. Treglio

Potter Handy LLP
100 Pine St., Ste. 1250
San Francisco CA 94111

To Defendant's Counsel:

Aaron H. Cole
Ogletree Deakins
400 South Hope Street, Suite 1200
Los Angeles, CA 90071

13. Subject to approval of the Court, only a Class Member who has filed and served valid and timely notice of intention to appear at the Final Approval Hearing ("Notice of Intention to Appear") at least fifteen days prior to the Final Approval Hearing or such other date set by the Court and do not request exclusion, may be heard at the Final Approval Hearing.

14. Any Class Member who does not make an objection in the time and manner provided shall be deemed to have waived such objection and forever shall be foreclosed from making any objection, and shall be bound by the final determination of the Court regarding the fairness or adequacy of the proposed Settlement as incorporated in the Settlement Agreement, adequacy of notice, the payment of Class Counsels' Fees and Expenses and Class Representative's Service Award, and/or the Judgment.

15. In the event that the proposed Settlement is not approved by the Court, this Order and all orders entered in connection therewith shall become null and void, shall be of no further force and effect, and shall not be used or referred to for any purposes whatsoever in this civil action or in any other case or controversy; in such even the Settlement Agreement and all negotiations and proceedings directly related thereto shall be deemed to be without prejudice as of the date and time immediately preceding the execution of the Settlement Agreement.

16. The Court reserves the right to adjourn the date of the final approval hearing and any adjournment thereof without further notice to the members of the Class, and retains jurisdiction to consider all further applications arising out of or connected with the settlement. The Court may approve the settlement, with such modifications as may be agreed to by the parties to the Settlement Agreement, if appropriate, without further notice to the Class.

17. The Court retains continuing and exclusive jurisdiction over the action to consider all further matters arising out of or connected with the Settlement, including the administration and enforcement of the Settlement Agreement.

1 18. Pending final determination of whether the Settlement Agreement should be approved,
2 neither Plaintiffs nor any Class Member may either directly, representatively, or in any other
3 capacity, commence or prosecute against Defendants any action or proceeding in any court or
4 tribunal asserting any of the claims alleged in the Action filed herein.

5 19. The case shall proceed pursuant to the following schedule:

Event	Deadline	Date
Last day for Settlement Administrator to mail Settlement Notice to Class Members	20 days after entry of this Order	_____, 2026
Last day for Class Members to submit claim forms, file objections to settlement or to opt-out of the Class	45 days after the Class Notice Date	_____, 2026
Last day for Class Counsel to file motion for final approval of Settlement and application for the payment of Class Counsels' Fees and Expenses and Class Representatives' Incentive Awards, and Settlement administration expenses	45 days after the Class Notice Date	_____, 2026
Last day for the Parties to reply to any objections filed by Class Members	10 days before the Final Approval Hearing	_____, 2026
Hearing on motion for final approval of Settlement and application for the payment of Class	75 days after entry of this Order	_____, 2026 at __:___.m. in Department __ of this Court

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Counsels’ Fees and Expenses and Class Representatives’ Incentive Awards, and Settlement administration expenses		
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IT IS SO ORDERED.

JUDGE OF THE SUPERIOR COURT