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CARLOS PEREZ-GARCIA, et al.

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN DIEGO – NORTH COUNTY
(*UNLIMITED JURISDICTION*)

CARLOS PEREZ-GARCIA, SAUL RAMIREZ, ADELA ROBLES, MARGARITA ROBLES, MARIA REYES, and MARIO LOPEZ, on behalf of themselves and all others similarly situated, and the general public, and as "Aggrieved Employees" on behalf of other "Aggrieved Employees" under the Private Attorneys General Act of 2004,

Plaintiffs,

vs.

SYSTEMS MACHINES AUTOMATION COMPONENTS CORPORATION; EDWARD NEFF, an individual; and DOES 1 to 25, inclusive,

Defendants.

Case No.: 25CU050624N

[PROPOSED] ORDER AND JUDGMENT APPROVING PAGA SETTLEMENT

Action filed:	09/22/2025
Hearing Date:	11/06/2026
Hearing Time:	1:30 p.m.
Hearing Dept:	N-31, Hon. Victor M. Torres

Under Labor Code section 2699(s)(2) of the California Private Attorneys General Act of 2004 ("PAGA"), the Motion of Plaintiffs Carlos Perez-Garcia and Margarita Robles ("Plaintiffs") for Approval of Settlement under PAGA came before this Court on November 6, 2026.

Plaintiffs' Complaint seeks civil penalties on behalf of the State of California and similarly situated aggrieved employees, as authorized by PAGA under Labor Code § 2699, in relation to alleged violations of the predicate statutes set forth in Plaintiffs' Complaint and the PAGA notice letters to the California Labor Workforce and Development Agency ("LWDA"), dated July 16, 2025 and November 3, 2025 (the "LWDA Letters"), on behalf of all individuals who worked as non-exempt employees for Defendants Systems Machines Automation Components Corporation ("SMAC") and Edward Neff ("Defendants") in California between July 16, 2024 and September 21, 2026 (the "Aggrieved Employees").

Under PAGA, in any action brought by an Aggrieved Employee, the Court "shall review and approve any settlement of any civil action filed pursuant to this part." Lab. Code, § 2699, subd. (s)(2). Accordingly, the Court, having considered the proposed settlement set forth in the Settlement Agreement, including the proposed PAGA penalties, under Labor Code section 2699, subdivision (s)(2), having considered the papers filed in support of the proposed settlement and the arguments of counsel, and good cause appearing, HEREBY ORDERS AS FOLLOWS:

1. The Court finds the instant Action presents a good faith dispute of the claims alleged;

2. The Court finds in favor of settlement approval, and therefore approves the Settlement of the above-captioned action, as set forth in the PAGA Settlement Agreement between the Parties and each of the releases and other terms, as fair, just, reasonable, and adequate;

3. The Court finds further that Plaintiffs, acting on behalf of themselves and the State of California, by operation of this Order and Judgment hereby release and forever discharge Defendants and the Released Parties (as defined in the Settlement Agreement) from any and all Released PAGA Claims (as defined in the Settlement Agreement) including penalties asserted in Plaintiffs' Complaint, including any and all known and unknown claims for civil penalties under PAGA that arise;

4. The Court finds further that the foregoing release shall be binding on Plaintiffs and the State of California, and shall bar any claim under PAGA brought by any person, including the Aggrieved Employees, on behalf of the State of California, as to the Released PAGA Claims and Released Parties;

5. The Parties are directed to comply with all terms of the Settlement Agreement, and Defendants are directed to make all payments required by the Settlement Agreement;

6. Under the Settlement Agreement, Defendants agree to pay a maximum sum of Sixty Thousand Dollars ($60,000.00) (the "Gross Settlement Amount"). The Gross Settlement Amount is inclusive of payments to the LWDA and Aggrieved Employees, PAGA Counsel's Fees Payment and Litigation Expenses Payment, and the Administration Expenses Payment. No portion of the Gross Settlement Amount will revert to Defendants. PAGA Counsel requests an award of attorney's fees of Twenty Thousand Dollars ($20,000.00) and litigation expenses of Eleven Thousand One Hundred Eighty-Eight Dollars and Ninety-Eight Cents ($11,188.98). The settlement administrator, Phoenix Settlement Administrators, requests administration costs of Three Thousand One Hundred Fifty-Eight Dollars and Fifty-Two Cents ($3,158.52). Defendants do not oppose these requests. The Court finds the Gross Settlement Amount is fair, reasonable and adequate, and approves each of these payments, and directs the Settlement Administrator to make the above payments from the Gross Settlement Amount as follows:

a. $20,000.00 in attorney's fees to MM Law, APC;
b. $11,188.98 in litigation costs to MM Law, APC;
c. $3,158.52 in administration costs to Phoenix Settlement Administrators; and

After deducting the foregoing payments, the estimated remainder of approximately $25,652.50 shall form the Net Settlement Amount. Pursuant to Labor Code section 2699(m), the Net Settlement Amount will then be distributed 65 percent ($16,674.13) to the LWDA, and the remaining 35 percent ($8,978.37) to the Aggrieved Employees on a pro rata basis, as set forth in the Settlement Agreement. The Court approves these payments, and directs the Settlement Administrator to issue checks to the LWDA and Aggrieved Employees as set forth in the Settlement Agreement, and to otherwise carry out its duties as set forth in the Settlement Agreement.

7. The eighth cause of action is hereby DISMISSED WITH PREJUDICE and the entire Action is hereby DISMISSED. The Court reserves exclusive and continuing jurisdiction over the Action and the Parties pursuant to Code of Civil Procedure section 664.6 for the purpose of supervising implementation, enforcement, construction, administration, and interpretation of the Settlement Agreement.

8. The Court sets a Compliance Hearing re: Distribution on _____, 2027, at _____ a.m./p.m. in Department N-31 of the San Diego County Superior Court. At least 10 calendar days prior to the hearing, Plaintiffs shall submit a declaration from the Settlement Administrator including the actual amounts paid to Aggrieved Employees, the other amounts distributed under the Settlement, and the amounts tendered to the California State Controller's Office for Unclaimed Property Division.

IT IS SO ORDERED, ADJUDGED AND DECREED.

DATED: _____

_____
HON. VICTOR M. TORRES
JUDGE OF THE SUPERIOR COURT