

MESSRELIAN LAW INC.

Harout Messrelian, Esq. (SB# 272020)

hm@messrelianlaw.com

Maralle Messrelian, Esq., Of Counsel (SB#316974)

maralle@messrelianlaw.com

101 N. Brand Blvd., Suite 1450

Glendale, CA 91203

Telephone: (818) 484-6531

Facsimile: (818) 956-1983

Attorneys for Plaintiff JUAN ANTONIO JUAREZ-NARANJO

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF MONTEREY

(UNLIMITED JURISDICTION)

JUAN ANTONIO JUAREZ-NARANJO,

Plaintiff,

vs.

SUR AT THE BARNYARD, INC.;
ASHLEY DUDLEY; and DOES 1 to 25,
inclusive,

Defendants.

Case No.: 23CV001428

**[PROPOSED] ORDER AND JUDGMENT
APPROVING PAGA SETTLEMENT**

Action filed: May 4, 2023
Hearing Date: October 3, 2025
Hearing Time: 8:30 a.m.
Hearing Dept: 14, Hon. Carrie M. Panetta

1 Under Labor Code section 2699(1)(2) of the Private Attorneys General Act of 2004
2 ("PAGA"), the Motion of Plaintiff Juan Antonio Juarez-Naranjo ("Plaintiff") for Approval of
3 Settlement under PAGA came before this Court on October 3, 2025.

4 Plaintiff's Complaint seeks civil penalties on behalf of the State of California and
5 similarly situated aggrieved employees, as authorized by PAGA under Labor Code § 2699, in
6 relation to alleged violations of the predicate statutes set forth in Plaintiff's Complaint and the
7 letter to the Labor Workforce and Development Agency ("LWDA") dated January 18, 2023
8 (the "LWDA Letter"), on behalf of all persons within the State of California who are or were
9 employed by Defendants Sur at the Barnyard, Inc. and Dudley Ashley and ("Defendants" or
10 "SUR AT THE BARNYARD") during the PAGA Period of January 18, 2022 to September 3,
11 2024 (the "Aggrieved Employees").

12 Under PAGA, in any action brought by an aggrieved employee, the Court "shall review
13 and approve any settlement of any civil action filed pursuant to this part." Lab. Code §
14 2699(1)(2). Accordingly, the Court, having considered the proposed settlement set forth in the
15 Settlement Agreement, including the proposed PAGA penalties, under Labor Code §
16 2699(1)(2), having considered the papers filed in support of the proposed settlement and the
17 arguments of counsel, and good cause appearing, HEREBY ORDERS AS FOLLOWS:

- 18 1. The Court finds the instant Action presents a good faith dispute of the claims alleged;
- 19 2. The Court finds in favor of settlement approval, and therefore approves the Settlement
20 of the above-captioned action, as set forth in the Settlement Agreement and each of the releases and
21 other terms, as fair, just, reasonable, and adequate;
- 22 3. The Court finds further that Plaintiff, acting on behalf of himself and the State of
23 California, by operation of this Order and Judgment hereby releases and forever discharges
24 Defendants and the Released Parties (as defined in the Settlement Agreement) from any and all
25 Released PAGA Claims (as defined in the Settlement Agreement) including penalties asserted in
26 Plaintiff's Complaint, including any and all known and unknown claims for civil penalties under the
27 Private Attorneys General Act, California Labor Code §§ 2698, *et seq.*, that arise;
28

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

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

6 6. Under the Settlement Agreement, Defendant agrees to pay a maximum sum of Three
7 Hundred Thirty Thousand Dollars (\$330,000.00) (the "Gross Settlement Amount") to be made in
8 monthly installments until the entire Gross Settlement Amount has been fulfilled. The installment
9 payments shall be made to the Administrator to be held in trust. "Legal Aid at Work" shall be the
10 recipient of any interest accrued on the installment payments made and held by the Administrator prior
11 to distribution. The Gross Settlement Amount is inclusive of the Individual PAGA Payments, the
12 LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses
13 Payment, and the Administration Expenses Payment. No portion of the Gross Settlement Amount will
14 revert to Defendant. Plaintiff's Counsel requests an award of attorneys' fees of One Hundred Ten
15 Thousand dollars (\$110,000) and litigation costs of Eleven Thousand One Hundred Eleven Dollars and
16 Seventy Six Cents (\$11,111.76). The settlement administrator Simpluris, Inc., requests administration
17 costs of Two Thousand Five Hundred Dollars (\$2,500). Defendant does not oppose these requests. The
18 Court finds the Gross Settlement Amount is fair, reasonable and adequate, and approves each of these
19 payments, and directs the Settlement Administrator to make the above payments to payments from the
20 Gross Settlement Amount as follows:

- 21 a. \$110,000 in attorneys' fees to Messrelian Law Inc.;
- 22 b. \$11,111.76 in litigation costs to Messrelian Law Inc.;
- 23 c. \$2,500.00 in administration costs to Simpluris, Inc.; and
- 24 d. After deducting the foregoing payments, the estimated remainder of approximately
25 \$206,388.24 shall form the Net Settlement Amount. Pursuant to Labor Code section 2699(i), the
26 Net Settlement Amount will then be distributed 75 percent (\$154,791.18) to the LWDA, and the
27 remaining 25 percent (\$51,597.06) to the Aggrieved Employees on a pro rata basis, as set forth
28 in the Settlement Agreement. The Court approves these payments, and directs the Settlement
Administrator to issue checks to the LWDA and Aggrieved Employees, along with the PAGA

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Group Notice, as set forth in the Settlement Agreement, and to otherwise carry out its duties as set forth in the Settlement Agreement.

7. The Court reserves exclusive and continuing jurisdiction over the Action and the Parties under Code of Civil Procedure§ 664.6 for the purpose of supervising implementation, enforcement, construction, administration, and interpretation of the Settlement Agreement.

IT IS SO ORDERED, ADJUDGED AND DECREED.

DATED:_____

HON. CARRIE M. PANETTA
JUDGE OF THE SUPERIOR COURT