

Arby Aiwazian (SBN269827)
arby@calljustice.com
Joanna Ghosh (SBN 272479)
joanna@calljustice.com
Brian St. John (SBN 304112)
brian@calljustice.com
Maria Halwadjian (SBN 358015)
maria@calljustice.com
LAWYERS for JUSTICE, PC
450 N. Brand Boulevard, Suite 900
Glendale, California 91203
Telephone (818) 265-1020 / Fax: (818) 265-1021

S. Emi Minne (SBN 253179)
emi@parkeminne.com
Jill J. Parker (SBN 274230)
jill@parkeminne.com
PARKER & MINNE, LLP
700 South Flower Street, Suite 1000
Los Angeles, California 90017
Telephone: (310) 882-6833 / Fax: (310) 889-0822

Attorneys for Plaintiff MARIAH HICKS

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

MARIAH HICKS, individually, and on behalf of
other members of the general public similarly
situated,

Plaintiff,

vs.

SSA GROUP, LLC, a Colorado limited liability
company; THE SSA GROUP, an unknown
business entity; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: CGC-25-626988 (Lead Case)
Consolidated with Case No.: CGC-23-605725
(*Kendra Staedler v. SSA Group, LLC*)

**NOTICE OF ENTRY OF ORDER
GRANTING PRELIMINARY APPROVAL
OF CLASS ACTION AND PAGA
SETTLEMENT**

Complaint Filed: May 23, 2023
Trial Date: Not Set

1 **TO ALL PARTIES AND THEIR COUNSEL OF RECORD:**

2 **PLEASE TAKE NOTICE** that on December 19, 2025, the Court in the above-entitled action
3 entered an order granting preliminary approval of the Parties' Joint Stipulation of Class Action and
4 PAGA Settlement. A true and correct copy of the minute order entered by the Court on December 19,
5 2025 is attached hereto as Exhibit 1.

6
7 Dated: December 19, 2025

PARKER & MINNE, LLP

8
9 By:



S. Emi Minne

Attorneys for Plaintiff Maria Hicks

EXHIBIT 1

Arby Aiwarzian (SBN269827)
arby@calljustice.com
Joanna Ghosh (SBN 272479)
joanna@calljustice.com
Brian St. John (SBN 304112)
brian@calljustice.com
Maria Halwadjian (SBN 358015)
maria@calljustice.com
LAWYERS for JUSTICE, PC
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Glendale, California 91203
Telephone (818) 265-1020 / Fax: (818) 265-1021

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PARKER & MINNE, LLP
700 South Flower Street, Suite 1000
Los Angeles, California 90017
Telephone: (310) 882-6833 / Fax: (310) 889-0822

Attorneys for Plaintiff MARIAH HICKS

[Additional counsel listed on next page]

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Defendants.

Case No.: CGC-25-626988 (Lead Case)
Consolidated with Case No.: CGC-23-605725
(Kendra Staedler v. SSA Group, LLC)

**[PROPOSED] ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: December 19, 2025
Time: 9:00 a.m.
Dept.: 302

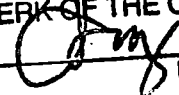
Complaint Filed: May 23, 2023
Trial Date: Not Set

FILED

Superior Court of California
County of San Francisco

DEC 19 2025

CLERK OF THE COURT

BY:  Deputy Clerk

1 Mark D. Potter (SBN 166317)
mark@potterhandy.com
2 James M. Treglio (SBN 228077)
jimt@potterhandy.com
3 **POTTER HANDY LLP**
4 100 Pine St., Suite 1250
San Francisco, California 94111
5 Telephone: (858) 375-7385 / Fax: (888) 422-5191
Emails: mark@potterhandy.com; jimt@potterhandy.com; JasonM@potterhandy.com;
6 trinam@potterhandy.com

7 Attorneys for Plaintiff KENDRA STAEDLER
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[PROPOSED] ORDER

Plaintiffs Mariah Hicks and Kendra Staedler's ("Plaintiffs") Motion for Preliminary Approval of Class Action and PAGA Settlement ("Motion") came regularly for hearing on December 19, 2025, in Department 302 of the above-entitled Court, the Honorable ~~Joseph M. Quinn~~ *C. Mayfield* presiding. The Court, having considered Plaintiffs' Motion, memorandum of points and authorities in support thereof, and supporting declarations filed therewith, and good cause appearing, HEREBY ORDERS THE FOLLOWING:

1. The Court GRANTS preliminary approval of the Class Action and PAGA Settlement Agreement attached as Exhibit 1 to the Declaration of S. Emi Minne in Support of Plaintiffs' Motion for Preliminary Approval of Class Action and PAGA Settlement ("Agreement"). The Court finds the Agreement to be within the range of reasonableness of a settlement that ultimately could be granted approval by the Court at a final fairness hearing. All capitalized terms used herein shall have the same meaning as defined in the Agreement.

2. It appears to the Court on a preliminary basis that the Agreement is fair, adequate and reasonable. It appears to the Court that adequate investigation and research have been conducted such that counsel for the parties at this time are able to reasonably evaluate their respective positions. It further appears to the Court that the Agreement, at this time, will avoid substantial additional costs by all parties, as well as avoid the delay and risks that would be presented by the further prosecution of the case. It further appears that the Agreement has been reached as the result of intensive, serious and non-collusive, arms-length negotiations, and was entered into in good faith.

3. The Court preliminarily finds that the Agreement, including the allocations for the Class Counsel Fees Payment, Class Counsel Expenses Payment, Class Representative Service Payments, Administration Expenses Payment, PAGA Penalties, and payments to the Class Members and Aggrieved Employees provided thereby, appear to be within the range of reasonableness of a settlement that could ultimately be given final approval by this Court. Indeed, the Court has reviewed the monetary recovery that is being granted as part of the Agreement and preliminarily finds that the monetary settlement awards made available to the Class Members and Aggrieved Employees are fair,

adequate, and reasonable when balanced against the probable outcome of further litigation relating to certification, liability, and damages issues.

4. The Court concludes that, for settlement purposes only, the proposed Class meets the requirements for certification under section 382 of the California Code of Civil Procedure in that: (a) the Class is ascertainable and so numerous that joinder of all members of the Class is impracticable; (b) common questions of law and fact predominate, and there is a well-defined community of interest amongst the members of the Class with respect to the subject matter of the litigation; (c) Plaintiffs' claims are typical of the claims of the members of the Class; (d) Plaintiffs will fairly and adequately protect the interests of the members of the Class; (e) a class action is superior to other available methods for the efficient adjudication of the controversy; and (f) Class Counsel are qualified to act as counsel for Plaintiffs in their individual capacity and as the representatives of the Class.

5. The Court conditionally certifies, for settlement purposes only, the Class, defined as follows:

All current and former hourly-paid or non-exempt employees of Defendant SSA Group, LLC who worked for Defendant SSA Group, LLC within the State of California at any time during the time period commencing on May 23, 2019, and ending on December 3, 2024.

6. For purposes of settlement only, the Court designates Plaintiffs Mariah Hicks and Kendra Staedler as the Class Representatives.

7. For purposes of settlement only, the Court designates Parker & Minne, LLP, Lawyers for Justice, PC, and Potter Handy LLP as Class Counsel.

8. The Court designates Phoenix Settlement Administrators as the third-party Settlement Administrator.

9. The Parties are ordered to implement the Agreement according to the terms of the Agreement.

10. Within fourteen (14) calendar days of service of this Preliminary Approval Order on Defendant's counsel, Defendant SSA Group, LLC ("Defendant") shall provide the Settlement Administrator with the Class Data consisting of the following information for each Class Member: full name, last known address, last known telephone number, social security number, start and end

1 dates of active employment as a non-exempt employee of Defendant in the State of California, total
2 workweeks during the Class Period, and total pay periods during the PAGA Period. The Class Data
3 shall be provided to the Administrator in Excel format.

4 11. The Court approves, as to form and content, the Notice of Class Action Settlement and
5 Hearing Date for Final Court Approval ("Class Notice") attached as **Exhibit A** to the Agreement.

6 12. The Court finds that the form of notice to the Class regarding the pendency of the action
7 and of the Agreement, the dates selected for mailing and distribution, and the methods of giving notice
8 to members of the Class, satisfy the requirements of due process, constitute the best notice practicable
9 under the circumstances, and constitute valid, due, and sufficient notice to all members of the Class.
10 The form and method of giving notice complies fully with the requirements of California Code of
11 Civil Procedure § 382, California Civil Code § 1781, California Rules of Court §§ 3.766 and 3.769,
12 the California and United States Constitutions, and other applicable law.

13 13. The Court further approves the procedures for Class Members to opt-out of or object
14 to the Agreement, as set forth in the Notice and the Agreement. The procedures and requirements for
15 filing objections in connection with the Final Approval hearing are intended to ensure the efficient
16 administration of justice and the orderly presentation of any Class Member's objection to the
17 Agreement, in accordance with the due process rights of all Class Members.

18 14. The Court directs the Settlement Administrator to mail the Class Notice to the members
19 of the Class no later than fourteen (14) calendar days after receiving the Class Data from Defendant,
20 in accordance with the terms of the Agreement.

21 15. The Class Notice shall provide sixty (60) calendar days' notice for Class Members to
22 submit disputes, opt-out of, or object to the Agreement. Class Members whose Notices are re-mailed
23 shall have an additional fourteen (14) calendar days to submit disputes, opt-out of, or object to the
24 Agreement.

25 16. The hearing on Plaintiff's Motion for Final Approval is scheduled in Department 302
26 of this Court, located at 400 McAllister Street, San Francisco, California 94102, on
27 FEB. 17, 2026, at 9:00 a.m. p.m.
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1 17. At the Final Approval hearing, the Court will consider: (a) whether the Agreement
2 should be finally approved as fair, reasonable, and adequate for the Class; (b) whether a judgment
3 granting final approval of the Agreement should be entered; and (c) whether Plaintiffs' application for
4 the proposed Class Representative Service Payments, Class Counsel Fees Payment, Class Counsel
5 Expenses Payment, Class Representative Service Payments, and Administration Expenses Payment
6 should be granted.

7 18. Counsel for the parties shall file memoranda, declarations, or other statements and
8 materials in support of their request for final approval of Plaintiffs' application for the Class
9 Representative Service Payments, Class Counsel Fees Payment, Class Counsel Expenses Payment,
10 and Administration Expenses Payment prior to the hearing on Plaintiffs' Motion for Final Approval
11 of Settlement according to the time limits set by the Code of Civil Procedure and the California Rules
12 of Court.

13 19. The Court orders the following implementation schedule:

Event	Date
Defendant to provide Class Data to the Settlement Administrator no later than:	14 calendar days following service of this Preliminary Approval Order on Defendant's counsel
Settlement Administrator to mail the Class Notice to the Class no later than:	14 calendar days following provision of the Class Data
Deadline for Class Members to submit disputes, request exclusion from, or object to the Agreement:	60 calendar days after mailing of the Class Notice

23 20. Pending the Final Approval hearing, all proceedings in this Action, other than
24 proceedings necessary to carry out or enforce the terms and conditions of the Agreement and this
25 Order, are stayed. The stay on the Action includes, without limitation, a stay on the five-year
26 limitations period to bring the Action to trial under Code of Civil Procedure section 583.310.

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1 21. Counsel for the Parties are hereby authorized to utilize all reasonable procedures in
2 connection with the administration of the Agreement which are not materially inconsistent with either
3 this Order or the terms of the Agreement.

4 **IT IS SO ORDERED.**

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6 DATED: 12/19/25

By: C. Mayfield

JUDGE OF THE SUPERIOR COURT

Hon. Cindee Mayfield