

Arby Aiwazian (SBN269827)
arby@calljustice.com
Joanna Ghosh (SBN 272479)
joanna@calljustice.com
Selena Matavosian (SBN 348044)
selena@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@parkerminne.com
Jill J. Parker (SBN 274230)
jill@parkerminne.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 JUDGMENT

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

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

2 **PLEASE TAKE NOTICE** that on July 16, 2026, the Court in the above-entitled action
3 entered an order granting Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement
4 and entering judgment thereon. The Court also set a post-approval final accounting hearing date for
5 February 9, 2027, at 9:00 a.m. in Department 302 of the above-entitled Court. A true and correct copy
6 of the Judgment entered by the Court on July 16, 2026, is attached hereto as Exhibit 1.

7
8 Dated: July 22, 2026

PARKER & MINNE, LLP

9
10 By:



S. Emi Minne

Attorneys for Plaintiff Maria Hicks

EXHIBIT 1

1 Arby Aiwarzian (SBN269827)
arby@calljustice.com
2 Joanna Ghosh (SBN 272479)
joanna@calljustice.com
3 Selena Matavosian (SBN 348044)
selena@calljustice.com
4 Maria Halwadjian (SBN 358015)
maria@calljustice.com
5 **LAWYERS for JUSTICE, PC**
6 450 N. Brand Boulevard, Suite 900
7 Glendale, California 91203
Telephone (818) 265-1020 / Fax: (818) 265-1021

8 S. Emi Minne (SBN 253179)
emi@parkerminne.com
9 Jill J. Parker (SBN 274230)
jill@parkerminne.com
10 **PARKER & MINNE, LLP**
11 700 South Flower Street, Suite 1000
12 Los Angeles, California 90017
Telephone: (310) 882-6833 / Fax: (310) 889-0822

13 Attorneys for Plaintiff MARIAH HICKS

14 [Additional counsel listed on next page]

15
16 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
17 **FOR THE COUNTY OF SAN FRANCISCO**

18 MARIAH HICKS, individually, and on behalf of
19 other members of the general public similarly
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21 Plaintiff,

22 vs.

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

27 Defendants.
28

FILED
San Francisco County Superior Court

JUL 16 2026

CLERK OF THE COURT

BY:  Deputy Clerk

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

~~PROPOSED~~ **FINAL APPROVAL ORDER**
AND JUDGMENT

Date: May 18, 2026
Time: 9:00 a.m.
Dept.: 302

Complaint Filed: May 23, 2023
Trial Date: Not yet set

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
6 Attorneys for Plaintiff KENDRA STAEDLER
7
8
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1 Plaintiffs Mariah Hicks and Kendra Staedler's ("Plaintiffs") unopposed Motion for Final
2 Approval of Class Action and PAGA Settlement ("Motion") in the above-captioned matter came for
3 hearing on July 13, 2026, before the Honorable Harold E. Kahn in Department 302 of the above-
4 entitled Court located at 400 McAllister Street, San Francisco, California 94102.

5 On December 19, 2025, the Court entered an Order Granting Preliminary Approval of Class
6 Action and PAGA Settlement ("Preliminary Approval Order"), thereby preliminarily approving the
7 settlement of the above-entitled action in accordance with the Class Action and PAGA Settlement
8 (hereinafter, "Agreement" or "Settlement") which, together with the exhibits thereto, set forth the
9 terms and conditions for settlement of the Actions.

10 Due and adequate notice having been given to all Class Members as required in the Preliminary
11 Approval Order, and the Court having considered the Agreement, Plaintiffs' Motion and all documents
12 submitted in support thereof, all papers filed and proceedings had herein, and otherwise being fully
13 informed and good cause appearing therefore, **IT IS HEREBY ORDERED, ADJUDGED AND**
14 **DECREED AS FOLLOWS:**

15 1. Pursuant to California law, this Court hereby grants final approval of the Agreement.
16 The Agreement is hereby deemed incorporated into this Final Order and Judgment. All terms used
17 herein shall have the same meaning as defined in the Agreement.

18 2. This Court has jurisdiction over the subject matter of the Actions and over all Parties
19 to the Actions, including all Class Members.

20 3. The Court finds that the requirements of California Code of Civil Procedure section
21 382 and Rule 3.769 of the California Rules of Court have been satisfied with respect to the Class and
22 the Settlement. The Court hereby makes its earlier provisional certification of the Class for settlement
23 purposes, as set forth in the Preliminary Approval Order, final. The Class is hereby defined to include:

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

26 4. The Court hereby confirms Parker & Minne, LLP, Lawyers *for* Justice, PC, and Potter
27 Handy, LLP as Class Counsel in the Actions.

28 5. The Court concludes that distribution of the Notice directed to the Class Members as

1 set forth in the Agreement and the other matters set forth therein have been completed in conformity
2 with the Preliminary Approval Order and constituted the best notice practicable under the
3 circumstances. The Court concludes that the Administrator, Phoenix Settlement Administrators, took
4 all reasonable and necessary steps to locate and notify each Class Member of the Agreement, as
5 required in the Preliminary Approval Order. The notice given to the Class fully and accurately
6 informed the Class of all material elements of the Settlement and their opportunity to object or
7 comment thereon; was the best notice practicable under the circumstances; was valid, due and
8 sufficient notice to all Class Members; and complied fully with the laws of the State of California,
9 Federal Rules of Civil Procedure, the United States Constitution, due process, and other applicable
10 law. The notice fairly and adequately described the Settlement and provided Class Members adequate
11 instructions and a variety of means to obtain additional information.

12 6. The Court hereby finds the Agreement was entered into in good faith pursuant to and
13 within the meaning of California Code of Civil Procedure section 877.6. For the reasons set forth in
14 the Preliminary Approval Order, and in the proceedings at the Final Approval hearing, which are
15 adopted and incorporated herein by reference, the Court further finds that Plaintiffs have satisfied the
16 standards and applicable requirements for final approval of this class action settlement under
17 California law, including the provisions of California Code of Civil Procedure section 382 and Federal
18 Rule of Civil Procedure 23, approved for use by the California state courts in *Vasquez v. Superior*
19 *Court*, 4 Cal.3d 800, 821 (1971).

20 7. The Court finds that the Settlement is, in all respects, fair, adequate and reasonable,
21 and in the best interests of the Class as a whole. More specifically, the Court finds that the Settlement
22 was reached following meaningful informal discovery and investigation by Class Counsel; that the
23 Settlement is the product of intensive, serious and non-collusive arms-length negotiations between the
24 parties; and that the terms of the Settlement are in all respects fair, adequate, and reasonable. In so
25 finding, the Court has considered all of the evidence presented, including evidence regarding the
26 strength of Plaintiffs' claims, Defendant's potential exposure; the risk, expense, complexity, and delay
27 associated with further litigation; the risk of maintaining Plaintiffs' claims through class certification,
28 trial, and appeals; the amount offered in the Settlement and the benefit provided to Class Members;

1 the extent of investigation and informal discovery completed; the experience and views of Class
2 Counsel; and the absence of objections to the Settlement, as well as other relevant factors.
3 Accordingly, the Court hereby directs that the Settlement be affected in accordance with the
4 Agreement and the terms and conditions set forth in this Judgment.

5 8. A full opportunity has been afforded to Class Members to participate in this hearing,
6 and all persons wishing to be heard have been heard. Accordingly, the Court determines that all Class
7 Members who did not timely and properly request exclusion from the Settlement ("Participating Class
8 Members") are bound by the Settlement and by this Judgment.

9 9. The Court hereby finds that there have been zero (0) objections to the Agreement. The
10 deadline for Class Members to submit written objections to the Agreement was April 18, 2026. The
11 Court also finds that there were zero (0) objections at the hearing on Final Approval.

12 10. The Court hereby finds that zero (0) Class Members have requested to be excluded
13 from the Settlement. The deadline for Class Members to request to be excluded from the Agreement
14 was April 18, 2026. Accordingly, 2,312 Participating Class Members are bound by this Judgment.

15 11. Upon entry of this Judgment and the complete funding of the Gross Settlement Amount
16 and all applicable employer-side payroll taxes by Defendant to the Administrator, Plaintiffs and all
17 Participating Class Members, shall waive and release the Released Parties from any and all causes of
18 action, claims, rights, damages, punitive or statutory damages, penalties of any kind, liabilities,
19 expenses, and losses including but not limited to the causes of action described in any of the complaints
20 filed with the Court in the *Hicks* Action, any violation of any other statute, ordinance, rule, or
21 regulation, whether federal, state, or administrative, or any other causes of action that any Class
22 Member has or might have, in law or in equity, of any kind whatsoever, arising at any time during the
23 Class Period that was alleged or that reasonably could have been alleged based on the factual
24 allegations in any of the complaints filed with the Court in the *Hicks* Action, along with all related
25 claims and all associated penalties including but not limited to the following claims: (1) Violation of
26 California Labor Code §§ 510 and 1198 (Unpaid Overtime); (2) Violation of California Labor Code
27 §§ 226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor Code § 226.7
28 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code §§ 1194, 1197, and 11971.

(Unpaid Minimum Wages); (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid); (6) Violation of California Labor Code § 204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements); (8) Violation of California Labor Code § 1174(d) (Failure to Keep Requisite Payroll Records); (9) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses); and (10) claims for unfair or unlawful business practices under California Business & Professions Code sections 17200, et seq. which are predicated on violations of Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802. This release is limited to claims arising during the Class Period

12. Upon entry of this Judgment and remittance of the Gross Settlement Amount by Defendant to the Administrator, Plaintiffs, all Aggrieved Employees, and the State of California shall release and forever be barred from seeking civil penalties against Released Parties for any and all claims under PAGA that were alleged or that reasonably could have been alleged based on the factual allegations described in any of the PAGA complaints filed with the Court in the *Staedler* Action or PAGA Notice that arose during the PAGA Period, including but not limited to claims under PAGA that are predicated on Defendant's alleged failure to pay overtime compensation, failure to pay minimum wages, failure to provide compliant meal and rest breaks, failure to pay meal and rest period premiums, failure to pay all wages owed at discharge or resignation; failure to timely pay wages during employment; failure to provide complete and accurate wage statements; failure to reimburse necessary business-related expenses; and violations of Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 558, 558.1, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2802, and the applicable IWC Wage Orders. This release is limited to claims arising during the PAGA Period.

13. Upon entry of this Judgment and remittance of the Gross Settlement Amount by Defendant to the Administrator, in consideration for their Class Representative Service Payments, Plaintiffs Mariah Hicks and Kendra Staedler, for themselves only, generally, release and discharge Released Parties from any and all claims, from all claims, demands, obligations, causes of action, rights, or liabilities of any kind which have been or could have been asserted against the Released Parties arising out of or relating to their employment by Defendant or termination thereof, including

1 but not limited to claims for wages, restitution, penalties, retaliation, defamation, discrimination,
2 harassment or wrongful termination of employment. This release specifically includes any and all
3 claims, demands, obligations and/or causes of action for damages, restitution, penalties, interest, and
4 attorneys' fees and costs (except as provided by this Agreement) relating to or in any way connected
5 with the matters referred to herein, whether or not known or suspected to exist, and whether or not
6 specifically or particularly described herein. Specifically, Plaintiffs waive all rights and benefits
7 afforded by California Civil Code Section 1542, which provides:

8 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
9 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST
10 IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND
11 THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED
12 HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

13 Notwithstanding the foregoing, the release of claims by Plaintiffs specifically exclude: (1) any
14 claims or actions to enforce the Agreement; and (2) any claims Plaintiffs have or may have that are
15 not waivable by law, including claims for vested benefits, unemployment insurance, disability, social
16 security, workers compensation, and the right to receive benefits under any retirement plans.

17 14. The Court finds the settlement payments provided for under the Agreement to be fair
18 and reasonable in light of all of the circumstances. Pursuant to the terms of the Agreement, the Court
19 orders Defendant to fund the Gross Settlement Amount of \$2,900,000.00 within thirty (30) calendar
20 days after of the date of service of this Judgment on Defendant to provide payments for all Individual
21 Class Payments, all Individual PAGA Payments, the LWDA PAGA Payment, the Administration
22 Expenses Payment, the Class Counsel's Fees Payment, the Class Counsel Litigation Expenses
23 Payment, and the Class Representative Service Payments. The Court further orders Defendant to
24 separately pay any and all employer payroll taxes owed on the wage portion of the Individual Class
25 Payments. Defendant shall fund and the Settlement Administrator shall distribute these amounts in
26 accordance with the terms of the Agreement.

27 15. Pursuant to the terms of the Agreement, and the authorities, evidence and argument
28 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the amount of

1 30% of the Gross Settlement Amount (i.e., \$870,000.00), and awards reimbursement of costs and
2 expenses incurred by Class Counsel in the amount of \$22,585.46 from the Gross Settlement Amount.
3 The award of attorneys' fees and costs is the final payment for and complete satisfaction of any and
4 all attorneys' fees and costs incurred by and/or owed to Class Counsel and any other person or entity
5 related to the Actions. The Court further orders that the award of attorneys' fees and costs set forth
6 in this Paragraph shall be administered pursuant to the terms of the Agreement. Any allocation of
7 attorneys' fees and costs between and among Class Counsel shall be made by the Administrator
8 pursuant to the separate and independent agreement between Class Counsel.

9 16. The Court hereby approves and orders Class Representative Service Payments of
10 \$10,000.00 each (for a total of \$20,000.00), to Plaintiffs Mariah Hicks and Kendra Staedler from
11 the Gross Settlement Amount in accordance with the terms of the Agreement.

12 17. The Court finds that the settlement of the Released PAGA Claims for \$290,000.00,
13 which is designated and allocated as penalties under the California Labor Code Private Attorneys
14 General Act of 2004, is fair, reasonable, and appropriate, and is hereby approved. The Court further
15 approves allocation and payment of the PAGA Penalties as follows: \$217,500.00 (75% of
16 \$290,000.00) to the California Labor Workforce Development Agency, and \$72,500.00 (25% of
17 \$290,000.00) to Aggrieved Employees on a *pro rata* basis as set forth in the Agreement. 100% of the
18 amounts distributed to PAGA Members as penalties under PAGA shall be reported on an IRS Form-
19 1099.

20 18. The Court also hereby approves and orders payment from the Gross Settlement Amount
21 for actual settlement administration expenses incurred by the Administrator, Phoenix Settlement
22 Administrators, in the amount of \$19,900.00.

23 19. The Court hereby approves and orders payment of Individual Class Payments from the
24 Net Settlement Amount to the Participating Class Members and payment of Individual PAGA
25 Payments to PAGA Members on a *pro rata* basis as set forth in the Agreement.

26 20. Provided the Settlement becomes effective under the terms of the Agreement, the Court
27 also hereby orders that the Administrator distribute the Individual Class Payments, Individual PAGA
28 Payments, the Class Representative Service Payments, Class Counsel's Fees Payment, Class

Counsel's Litigation Expenses Payment, Settlement Administration Expenses payment, and PAGA Penalties to the LWDA within fourteen (14) calendar days of receipt of the Gross Settlement Amount.

21. The Court also hereby approves and orders that checks distributed from the Gross Settlement Amount that remain un-cashed after one hundred and eighty (180) calendar days after being issued shall be void. All uncashed settlement checks shall be transferred to the Controller of the State of California to be held pursuant to the Unclaimed Property Law, California Civil Code § 1500, et seq. for the benefit of the Class Member or Aggrieved Employee who did not cash their checks until such time that they claim their property, or the property is otherwise disposed of pursuant to the Unclaimed Property Law.

22. Without affecting the finality of this Judgment, the Court shall retain continuing jurisdiction over the Actions and the Parties, including all Class Members, and over all matters pertaining to the implementation and enforcement of the terms of the Agreement pursuant to California Rule of Court 3.769(h) and California Code of Civil Procedure section 664.6. Except as provided to the contrary herein, any disputes or controversies arising with or with respect to the interpretation, enforcement, or implementation of the Agreement shall be presented to the Court for resolution.

23. A post-approval final accounting hearing shall be held on February 9, 2021 at ~~9~~ 9 (a.m.) p.m. in Dept. 302 of the above-entitled court, located at 400 McAllister Street, San Francisco, California 94102. Class Counsel shall submit a final compliance status report by no later than February 2, 2021.

24. Notice of this Order and Judgment shall be posted by the Administrator, Phoenix Settlement Administrators, on its website for a period of at least sixty (60) days.

25. Plaintiffs shall submit a notice of entry of this Judgment to the California Labor and Workforce Development Agency (LWDA).

IT IS SO ORDERED. LET JUDGMENT BE ENTERED ACCORDINGLY.

Dated: July 15, 2020


Honorable Harold E. Kahn (ret.)
Judge of the Superior Court