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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

BENJAMIN EDWARD SEILHAMER and
TREVOR WEST, individually and on behalf of
all others similarly situated,

Plaintiffs,

v.

GUITAR CENTER STORES, INC.; and
DOES 1 through 20, inclusive,

Defendants.

Case No. 23STCV00544

Assigned for all purposes to:
Hon. Elihu M. Berle
Dept. 6

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

Date: August 18, 2025
Time: 10:00 a.m.
Dept: 6

1 WHEREAS, the above-entitled action is pending before this Court as a putative class
2 action (the “Action”);

3 WHEREAS, Plaintiffs Benjamin Edward Seilhamer and Trevor West (“Plaintiffs”),
4 individually and on behalf of all others similarly situated and on behalf of the general public, have
5 applied to this Court for an order preliminarily approving the settlement of this Action in
6 accordance with the Class and PAGA Settlement Agreement (“the “Settlement” or “Agreement”)
7 entered into by Plaintiffs and Defendant Guitar Center Stores, Inc. (“Defendant”), which sets forth
8 the terms and conditions for a proposed settlement upon the terms and conditions set forth therein;
9 and

10 WHEREAS, the Court has read and considered Plaintiffs’ Motion for Preliminary
11 Approval of Class And Representative PAGA Settlement.

12 NOW, THEREFORE, IT IS HEREBY ORDERED, ADJUDGED, AND DECREED
13 THAT:

14 1. This Order incorporates by reference the definitions in the Settlement attached as
15 Exhibit 1 to the Declaration of Kristy R. Connolly in Support of Plaintiffs’ Motion for Preliminary
16 Approval of Class And Representative PAGA Settlement and all terms defined therein shall have
17 the same meaning in this Order.

18 2. It appears to the Court on a preliminary basis that (a) the Settlement is fair,
19 adequate and reasonable; (b) the Gross Settlement Amount and Net Settlement Amount are fair,
20 adequate and reasonable when balanced against the probable outcome of further litigation relating
21 to liability and damages issues; (c) sufficient investigation and research have been conducted such
22 that counsel for the Parties at this time are able to reasonably evaluate their respective positions;
23 (d) settlement at this time will avoid additional costs by all Parties, as well as avoid the delay and
24 risks that would be presented by the further prosecution of the Action; and (e) the Settlement has
25 been reached as the result of non-collusive, arms-length negotiations.

26 3. With respect to the Class and for purposes of proceeding pursuant to California
27 Code of Civil Procedure section 382 for approval of the settlement only, the Court finds on a
28 preliminary basis that (a) Class Members are ascertainable and so numerous that joinder of all

1 Class Members is impracticable; (b) there are questions of law and fact common to the Class that
2 predominate over any questions affecting only individual Class Members; (c) Plaintiffs' claims
3 are typical of the Class's claims; (d) class certification is a superior method for implementing the
4 Settlement and adjudicating this Action in a fair and efficient manner; (e) the Class
5 Representatives can fairly and adequately protect the Class's interests; and (f) Class Counsel are
6 qualified to serve as counsel for the Class.

7 4. Accordingly, solely for purposes of effectuating this Settlement, this Court hereby
8 conditionally certifies the class for settlement purposes only. The Class is defined as all persons
9 currently or formerly employed by Defendant as a non-exempt employee in the State of California
10 at any time during the Class Period. The Class Period is defined as January 11, 2020 through the
11 earlier of Preliminary Approval or July 11, 2025.

12 5. Plaintiffs Benjamin Edward Seilhamer and Trevor West are hereby preliminarily
13 appointed and designated, for all purposes, as the Class Representatives. Kashif Haque, Samuel
14 Wong, Jessica L. Campbell and Kristy R. Connolly of Aegis Law Firm, PC are hereby preliminarily
15 appointed and designated as counsel for the Class ("Class Counsel"). Class Counsel is authorized
16 to act on behalf of the Class Members with respect to all acts or consents required by, or which may
17 be given pursuant to, the Settlement, and such other acts reasonably necessary to consummate the
18 Settlement. Any Class Member may enter an appearance either personally or through counsel of
19 such individual's own choosing and at such individual's own expense. Any Class Member who
20 does not enter an appearance or appear on his or her own will be represented by Class Counsel.

21 6. Should, for whatever reason, the Settlement not become final, the fact that the
22 Parties were willing to stipulate to certification of the Class as part of the Settlement shall have no
23 bearing on, nor be admissible in connection with, the issue of whether a class should be certified in
24 a non-settlement context.

25 7. The Court hereby preliminarily approves the definition and disposition of the Gross
26 Settlement Amount and Net Settlement Amount and related matters provided for in the Settlement,
27 subject to modification at final approval.
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1 8. The Court hereby preliminarily approves the Gross Settlement Amount, Class
2 Counsel attorneys' fees of up to 35% of the Gross Settlement Amount, Class Counsel litigation
3 expenses not to exceed \$35,000.00, Service Awards of up to \$10,000.00 to each Plaintiff/Class
4 Representative, PAGA penalties in the amount of \$200,000.00, and costs of administration not to
5 exceed \$26,000.00, subject to final approval.

6 9. The Court hereby approves, as to form and content, the Class Notice, to be
7 distributed to Class Members. The Court finds that distribution of the Class Notice, substantially in
8 the manner and form set forth in the Settlement and this Order, meets the requirements of due
9 process, is the best notice practicable under the circumstances, and shall constitute due and
10 sufficient notice to all persons entitled thereto.

11 10. The Court hereby appoints Atticus Administration, LLC as Settlement
12 Administrator and hereby directs the Settlement Administrator to mail or cause to be mailed to
13 Class Members the Class Notice using the procedures set forth in the Settlement Agreement. Class
14 Members who wish to participate in the settlement provided for by the Settlement Agreement do
15 not need to respond to the Class Notice.

16 11. Defendant shall deliver the Class Data to the Settlement Administrator within 10
17 business days of this Order as provided in the Settlement. The Settlement Administrator shall mail
18 the Class Notice, in English and Spanish, within 14 days of receipt of the Class Data as provided
19 in the Settlement.

20 12. All costs of mailing of the Class Notice, whether foreseen or not, shall be paid
21 from the Gross Settlement Amount, including the cost of searching for Class Members' addresses
22 as provided in the Settlement, and all other reasonable costs of the Settlement Administrator up
23 to \$26,000.00 as provided in the Settlement.

24 13. Any Class Member may choose to opt-out of and be excluded from the Class as
25 provided in the Class Notice. Any such person who chooses to opt-out of and be excluded from the
26 Class will not be entitled to any recovery under the Settlement and will not be bound by the
27 Settlement or have any right to object, appeal or comment thereon. Class Members who have not
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requested exclusion/opted-out shall be deemed Participating Class Members and bound by all determinations of the Court, the Settlement, and the Final Judgment.

14. A Final Fairness and Approval Hearing shall be held before this Court on _____ at _____ in Department 6 of the Superior Court of California, County of Los Angeles, located at 312 North Spring Street, Los Angeles, CA 90012. All papers in support of final approval and related awards for fees, costs, and Plaintiffs' service awards must be filed and served at least 16 court days before the final approval hearing.

15. Any Participating Class Member must object to the Settlement by following the instructions that are set forth in the Settlement Agreement and Class Notice, and may appear at the Final Fairness and Approval Hearing. The Court shall retain final authority with respect to the consideration and admissibility of any objections. Any Participating Class Member who objects to the Settlement shall be bound by the order of the Court.

16. Pending the Final Approval and Fairness Hearing, all proceedings in this Action, other than proceedings necessary to carry out or enforce the terms of the Settlement and this Order, are hereby stayed.

17. Jurisdiction is hereby retained over this Action, the Parties to the Action, and each of the Class Members for all matters relating to this Action, and this Settlement, including (without limitation) all matters relating to the administration, interpretation, effectuation, and/or enforcement of this Settlement and this Order.

18. The Court reserves the right to adjourn or continue the date of any hearing and all dates provided for in the Settlement without further notice to Class Members, and retains jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

DATED: _____

Honorable Elihu M. Berle
JUDGE OF THE SUPERIOR COURT