

Carolyn H. Cottrell (SBN 166977)
Ori Edelstein (SBN 268145)
Philippe M. Gaudard (SBN 331744)
**SCHNEIDER WALLACE
COTTRELL KIM LLP**
2000 Powell Street, Suite 1400
Emeryville, California 94608
Telephone: (415) 421-7100
Facsimile: (415) 421-7105
ccottrell@schneiderwallace.com
oedelstein@schneiderwallace.com
pgaudard@schneiderwallace.com

David D. Bibiyan (SBN 287811)
BIBIYAN LAW GROUP, P.C.
8484 Wilshire Boulevard, Suite 500
Beverly Hills, California 90211
Telephone: (310) 438-5555;
Facsimile: (310) 300-1705
david@tomorrowlaw.com

*Attorneys for Plaintiffs, on behalf of the Class,
the State of California and Aggrieved Employees*

**SUPERIOR COURT OF CALIFORNIA
COUNTY OF SACRAMENTO**

RAMIRO LAMAS and SELIN DABOUB
on behalf of themselves, all similarly
situated, the State of California and
Aggrieved Employees,

Plaintiffs,

vs.

CENTERRA GROUP LLC; CENTERRA
INTEGRATED FLEET SERVICES LLC;
CONSTELLIS HOLDINGS LLC,

Defendants,

Case No. 23CV000854

Hon. Lauri A. Damrell

~~[REVISED PROPOSED]~~ **ORDER GRANTING
MOTION FOR FINAL APPROVAL OF
CLASS ACTION AND PAGA SETTLEMENT**

Date: October 10, 2025

Time: 9:00 a.m.

Dept.: 22

Action Filed: May 1, 2023

1 The Motion for Final Approval of Class and PAGA Action Settlement came on regularly
2 for hearing before this Court on October 10, 2025 at 9:00 a.m. Consistent with the Court’s Order
3 Granting Preliminary Approval of Class and PAGA Action Settlement (“Preliminary Approval
4 Order”), and the parties’ Amended Joint Stipulation Re: Class Action and Representative Action
5 Settlement (“Settlement”), due and adequate notice having been given to all Class Members, and
6 the Court having considered all papers filed and proceedings had herein and otherwise being fully
7 informed and good cause appearing therefore, it is hereby **ORDERED, ADJUDGED, AND**
8 **DECREED AS FOLLOWS:**

9 1. All terms used herein shall have the same meanings as set forth in the Settlement
10 filed as **Exhibit A** to the Declaration of Carolyn H. Cottrell in Support of Plaintiffs’ Motion for
11 Final Approval of Class and PAGA Action Settlement.

12 2. This Court has continuing jurisdiction over the subject matter of this Action and over
13 all parties to this Action, including all Participating Class Members and PAGA Members, until the
14 Settlement is fully administered. (*See* Cal. R. Ct., rule 3.769(h)).

15 3. The Court hereby finds that the Settlement is fair, reasonable, and adequate and that
16 Plaintiffs have satisfied the standards and applicable requirements for final approval of this class
17 and PAGA action settlement under California law, including the provisions of California Code of
18 Civil Procedure § 382.

19 4. The Court finds that the Settlement has been reached as a result of intensive, serious
20 and non-collusive arm’s-length negotiations. The Court further finds that the parties have
21 conducted extensive investigation and research, and counsel for the parties are able to reasonably
22 evaluate their respective positions. The Court also finds that Settlement will avoid additional
23 substantial costs, as well as avoid the delay and risks that would be presented by the further
24 prosecution of the Action. The Court has reviewed the benefits that are being granted as part of the
25 Settlement and recognizes the significant value to the Participating Class Members and PAGA
26 Members.

27 5. Distribution of the Settlement Notice directed to the Participating Class Members as
28

1 set forth in the Settlement has been completed in conformity with the Preliminary Approval Order,
2 including individual notice to all Participating Class Members who could be identified through
3 reasonable effort, and constituted the best notice practicable under the circumstances. The
4 Settlement Notice provided due and adequate notice of the proceedings and of the matters set forth
5 therein, including the proposed Settlement, to all persons entitled to such notice, and the Settlement
6 Notice and its distribution fully satisfied the requirements of due process.

7 6. The Court finds that no Participating Class Members have objected to the
8 Settlement, and one Participating Class Members have requested exclusion from the Settlement.

9 7. Jose Esteban Andrade is excluded from the Settlement.

10 8. The Court hereby approves the Settlement and directs the parties to effectuate the
11 Settlement according to its terms.

12 9. Upon final approval of the Settlement and payment of the amounts set forth therein,
13 each and every Released Claim of each and every respective Participating Class Member and
14 PAGA Members is and shall be deemed to be conclusively released as against the Released Parties.

15 10. The Court finds and orders that the Settlement is and constitutes a fair, reasonable
16 and adequate compromise of the Released Claims against Defendants and the Released Parties.

17 11. The Court finds and orders that the Settlement is and constitutes a fair, reasonable
18 and adequate compromise of the Released PAGA Claims against Defendants and the Released
19 Parties.

20 12. The parties entered into the Settlement to resolve the dispute that has arisen between
21 them and to avoid the burden, expense and risk of continued litigation. In entering into the
22 Settlement, Defendants do not admit, and specifically deny, they have violated any state, federal,
23 or local law; violated any regulations or guidelines promulgated pursuant to any statute or any
24 other applicable laws, regulations or legal requirements; or engaged in any other unlawful conduct
25 with respect to its employees. Neither this Final Approval Order and Judgment, the Settlement,
26 nor any document referred to herein, nor any action taken to carry out the Settlement, shall be
27 construed as an admission by Defendants to any such violations or failure to comply with any

1 applicable law.

2 13. The Court hereby finds the Individual Settlement Payments provided for under the
3 Settlement to be fair and reasonable in light of all the circumstances. The Court, therefore, orders
4 the calculations and the payments to be made and administered in accordance with the terms of the
5 Settlement.

6 14. The Court hereby approves and orders payment in the amount of \$73,920.00 from
7 the Gross Settlement Amount, from which \$55,440.00 will be paid to the Labor and Workforce
8 Development Agency (“LWDA”) and \$18,480.00 will be distributed to the Aggrieved Employees,
9 as set forth in the Settlement.

10 15. The Court hereby confirms Plaintiff Ramiro Lamas, Plaintiff Selin Daboub, and
11 Plaintiff Aerick Barnes as Class Representatives, and Schneider Wallace Cottrell Kim LLP and
12 Bibiyan Law Group, P.C., as Class Counsel.

13 16. The Court hereby approves and orders a Class Representative Service Award to
14 Plaintiff Lamas, Plaintiff Daboub, and Plaintiff Barnes in the amount of \$10,000.00 each from the
15 Gross Settlement Amount for their efforts on behalf of the Class Members.

16 17. Pursuant to the terms of the Settlement and the authorities, evidence and argument
17 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys’ fees in the amount
18 of \$352,000.00, and litigation expenses of \$20,999.39, from the Gross Settlement Amount as final
19 payment for and complete satisfaction of any and all attorneys’ fees and costs incurred by and/or
20 owed to Class Counsel.

21 18. The Court also hereby approves and orders payment from the Gross Settlement
22 Amount for actual claims administration expenses incurred by the Settlement Administrator,
23 Phoenix Class Action Administration Solutions, in the amount of \$9,950.00.

24 19. The Court orders that the deadline for making the Court-approved individual
25 settlement awards, payment to the LWDA, attorneys’ fees and costs payment, service award, and
26 Settlement Administrator Costs payment is as set forth in the implementation schedule set forth
27 below.

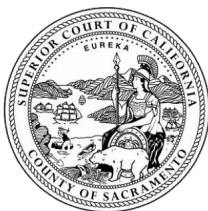
20. The Court hereby enters judgment in the entire Action as of the filing date of this Final Approval Order and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the finality of this Final Approval Order and Judgment in any way, the Court hereby retains continuing jurisdiction over the interpretation, implementation and enforcement of the Settlement and all orders entered in connection therewith pursuant to California Code of Civil Procedure § 664.6.

21. The Court approves the following implementation schedule:

Event	Deadline
Final Approval Hearing	October 10, 2025
Effective Date of Settlement (Settlement, ¶ 1.H.)	(i) In the event that the Settlement has received Final Approval by the Court, and regardless of whether any timely objections thereto have been filed or withdrawn, then sixty-five (65) calendar days after the Court's issuance of the Final Approval Order without a timely appeal being filed; or, (ii) in the event that a timely appeal of the Court's Final Approval Order has been filed, then the Settlement Agreement shall be final when the applicable appellate court has rendered a final decision or opinion affirming the Court's Final Approval Order without material modification, and the applicable date for seeking further appellate review has passed without further appellate review being sought.
Defendants shall remit Gross Settlement Amount and Employer Taxes to Settlement Administrator (Settlement, ¶ 11.B.)	Within ten (10) business days of the Effective Date.
Settlement Administrator's Payment to Named Plaintiff, Class Counsel, LWDA, Settlement Administrator, Aggrieved Employees, and Participating Class Members (Settlement, ¶ 11.C.)	No later than seven (7) calendar days after the full funding of the Gross Settlement Amount and Employer Taxes by Defendants.
Check cashing deadline (Settlement, ¶ 11.A.)	180 calendar days after the checks' issuance.
Settlement Administrator to tender uncashed check funds to the California State Controller Unclaimed Property Fund under the names of the Settlement Class Members (Settlement, ¶ 11.A.)	After the Check Cashing Deadline.

1
2 **IT IS SO ORDERED. LET JUDGMENT BE ENTERED ACCORDINGLY.**

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5 Dated: 10/31/2025



A handwritten signature in cursive script, appearing to read "L. Damrell".

6 HON. LAURI A. DAMRELL
Superior Court Judge