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FILED
Superior Court of California
County of Los Angeles
02/02/2026

David W. Slayton, Executive Officer / Clerk of Court
By: N. Quispe Deputy

Attorneys for Plaintiff ARMEN BARSEGYAN,
individually and on behalf of all other Aggrieved Employees

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Attorneys for Defendant MUSIC EXPRESS INC., a California Corporation

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES – BURBANK COURTHOUSE

ARMEN BARSEGYAN, individually
and on behalf of all other Aggrieved
Employees;

Plaintiff,

vs.

MUSIC EXPRESS, INC., a California
Corporation; and DOES 1 through 50,
inclusive

Defendant.

Case No.: 23BBCV00915

*[Assigned for all purposes to Hon. Lee S. Arian,
Dept. B]*

**JOINT STIPULATION AND ~~[PROPOSED]~~
ORDER GRANTING APPROVAL OF
REPRESENTATIVE PAGA SETTLEMENT
AND ENTERING JUDGMENT THEREON**

*[Filed concurrently with Declaration of Haig B.
Kazandjian in Support Thereof]*

Complaint Filed: April 26, 2023

WHEREAS, “Action” refers to the civil action filed by Plaintiff Armen Barsegyan
 (“Plaintiff”), initially filed on April 26, 2023, against Music Express, Inc. (“Music Express”),

(“Defendant”); and DOES 1 through 50, inclusive, in the Superior Court of the State of California for the County of Los Angeles, Case No. 23BBCV00915.

WHEREAS, the Action is a representative action under the Private Attorneys General Act of 2004 (“PAGA”), as codified in California Labor Code section 2698 *et seq.*;

WHEREAS, Plaintiff and Defendant (collectively, “the Parties”) recognize that, in accordance with Labor Code section 2699(l), court approval is required in the event of a settlement of a PAGA action on a representative basis;

WHEREAS, as explained in *Arias v. Superior Court* (2009) 46 Cal.4th 969, the Parties are not obligated to follow the class action procedural rules in PAGA cases and therefore need not obtain approval of a settlement through a motion for preliminary or final approval. *See also Mendoza vs. Nordstrom, Inc.* (2017) 2 Cal.5th 1074, 1079 (“[The] PAGA authorizes a representative action without the need for class certification.”); *Baumann v. Chase Inv. Servs. Corp.* (9th Cir. 2014) 747 F.3d 1117, 1122–1123 (“[A] PAGA suit is fundamentally different than a class action” in that “PAGA has no notice requirements for unnamed aggrieved employees, nor may such employees opt out of a PAGA action.”); *Williams v. Sup. Ct.* (2017) 3 Cal.5th 531, 546–547 (“[The] PAGA does not make other potentially aggrieved employees parties or clients of plaintiff’s counsel, does not impose on a plaintiff or counsel any express fiduciary obligations, and does not subject a plaintiff or counsel to scrutiny with respect to the ability to represent a large class.”);

WHEREAS, the Parties seek to obtain the Court’s approval of the Settlement Agreement and Release of PAGA Claim (“Settlement Agreement”) and resolve this matter in the most efficient manner possible;

WHEREAS, nothing contained herein, nor in effectuating settlement of the Action, shall be construed or deemed an admission of liability, culpability, negligence, or wrongdoing on the part of Defendant or any of the Releasees to the Settlement Agreement. Indeed, Defendant denies and disputes each and every allegation of wrongdoing, including the allegations described herein;

WHEREAS, on February 16, 2023, Plaintiff sent the California Labor and Workforce Development Agency (“LWDA”) and Defendant notice of his intent to pursue a representative

1 action against Defendant pursuant to the PAGA, on behalf of himself and the State of California,
2 as well as on behalf of a group of allegedly aggrieved employees (“PAGA Notice”). *See Exhibit*
3 **2** to Declaration of Haig B. Kazandjian (“Kazandjian Decl.”) filed concurrently herewith;

4 WHEREAS, after a minimum of 65 days passed without a response from the LWDA
5 regarding the PAGA Notice, on April 26, 2023, Plaintiff commenced a representative action under
6 the PAGA for alleged Labor Code violations (as further explained herein) on behalf of himself and
7 other allegedly aggrieved employees;

8 WHEREAS, Plaintiff’s complaint (“Complaint”) alleged the following claims for PAGA
9 penalties for alleged: (i) failure to provide employment records in violation of Labor Code sections
10 226, 432, and 1198.5; (ii) failure to pay overtime and double time in violation of Labor Code
11 sections 510 and the applicable Wage Orders; (iii) failure to provide rest and meal periods in
12 violation of Labor Code sections 226.7, 512(a), and the applicable Wage Orders; (iv) failure to
13 pay minimum wage in violation of Labor Code sections 1182.2, 1194, 1197, 1197.1, and the
14 applicable Wage Orders; (v) failure to keep accurate payroll records and provide itemized wage
15 statements in violation of Labor Code sections 226(a), 1174(d), 1198, and the applicable Wage
16 Orders; (vi) failure to pay reporting time wages in violation of California Code of Regulations,
17 Title 8, section 11050(5)(A); (vii) failure to pay split shift wages in violation of California Code
18 of Regulations 11050(4)(C); (viii) failure to pay all wages earned on time in violation of Labor
19 Code section 204; (ix) failure to pay all wages earned upon discharge or resignation in violation
20 of Labor Code sections 201, 202, and 203; (x) failure to reimburse necessary, business-related
21 expenses in violation of Labor Code sections 2800 and 2802; (xi) failure to provide notice of paid
22 sick time and accrual in violation of Labor Code section 246; (xii) employers, and individuals
23 acting on behalf of employers, violating or causing to be violated a section of the Labor Code or
24 any Wage Order in violation of Labor Code section 558(a).

25 WHEREAS, the Parties engaged in both formal and informal discovery and engaged in
26 informal arm’s length settlement discussions. Through the exchange of information and
27 discussions between the Parties, Plaintiff learned that the number of “Aggrieved Employees,”
28 defined as all current and former non-exempt employees employed by Defendant in the State of

California for at least one pay period from February 16, 2022 through the date the Court approves the Settlement (the “PAGA Period”), was 117 and the Parties agreed to participate in mediation. The Parties engaged in informal discovery for mediation purposes—and agreed to extend Defendant’s discovery responses to formal discovery to 30-days after the mediation, in the event the mediation was not successful—and Plaintiff, by and through his counsel of record, reviewed time and wage records and relevant policies that applied to Defendant’s employees.

WHEREAS, Defendant denies that it has engaged in any unlawful activity, or that it has failed to comply with the law in any material respect, or that it has any liability to anyone under the claims asserted in the Action;

WHEREAS, the Parties engaged in a full day of mediation on March 12, 2025, with a respected wage and hour mediator, Mark A. Lemke, Esq. After lengthy negotiations during which Plaintiff, represented by his counsel, and Defendant, represented by its counsel, recognized the risks and burdens of continuing with the litigation, the Parties agreed to settle the Action on the terms set out in the Settlement Agreement. *See Exhibit 1* to the Kazandjian Decl.;

WHEREAS, after the filing of the Complaint, the Parties engaged in extensive investigation and informal discovery, and the information exchanged included, but was not limited to, information and documents, inter alia: (1) a representative sampling of time and wage records for the Aggrieved Employees; (2) PAGA (and wage statement penalty) group data points, including, for both current and formerly-employed Aggrieved Employees between the start of the PAGA Period (February 16, 2022) and the date of mediation (March 12, 2025), the total numbers of Defendant’s Aggrieved Employees and pay periods at issue. At mediation, the Parties reached an agreement to settle in light of all known facts and circumstances, including Plaintiff and Plaintiff’s Counsel’s recognition of the expense and length of continued proceedings necessary to litigate the case through trial and through any possible appeals. Plaintiff also considered the uncertainty and risk of the outcome of further litigation, and the difficulty and delays inherent in such litigation;

WHEREAS, Plaintiff and Plaintiff’s Counsel also considered the burdens of proof necessary to establish liability of the claims asserted in the case, both generally and in response to

Defendant's defenses, including but not limited to, manageability issues due to the different locations, job titles, and job duties of Aggrieved Employees, and the difficulties in establishing penalties, and other relief sought in the case, particularly where, as here, Plaintiff may face difficulty obtaining the cooperation of Aggrieved Employees who are current employees of Defendant, given their likely reluctance to aid in the prosecution of a lawsuit against their employer. Plaintiff also considered the existence of the arbitration agreement. Based on the foregoing, Plaintiff and Plaintiff's Counsel determined that the Settlement set forth in the Agreement is fair, adequate, and reasonable and is in the best interests of the State of California and of the PAGA Members;

WHEREAS, Plaintiff now seeks approval of the Settlement Agreement, which involves 117 Aggrieved Employees during the PAGA Period of February 16, 2022 through the date the Court approves the Settlement;

WHEREAS, the Parties have documented the settlement of the Action in the Settlement Agreement. *See Exhibit 1* to the Kazandjian Decl.;

WHEREAS, upon the entry of the final judgment in this case and effective on the date when Defendant fully funds the Gross Settlement Amount, all Aggrieved Employees will release and discharge Music Express, Inc. together with any of its respective predecessors, current and former parents, subsidiaries, and affiliated entities and, with respect to each such entity, each of their respective officers, directors, employees, shareholders, owners, members, contractors, joint venturers, partners, insurers, brokers, attorneys, representatives, agents, successors, and assigns (the "Released Parties") from any and all liability for all claims for PAGA penalties during the PAGA Period of February 16, 2022 through the date of settlement approval that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint in the Action and Plaintiffs' PAGA Notice to the LWDA including, e.g., (1) failure to provide employment records in violation of Labor Code section 226, 432, and 1198.5; (2) failure to provide overtime and double time wages in violation of Labor Code section 510 and any applicable Wage Orders issued by the California Industrial Welfare Commission; (3) failure to authorize, permit, and provide rest and meal periods in violation of Labor Code sections 226.7, 512(a) and any

1 applicable Wage Orders; (4) failure pay minimum wages in violation of Labor Code section
2 1182.2, 1194, 1197, and 1197.1; (5) failure to keep accurate payroll records and provide itemized
3 wage statements in violation of Labor Code sections 226(a), 1174(d), 1198, and any applicable
4 Wage Orders; (6) failure to pay reporting time and split shift wages in violation of California Code
5 of Regulations, Title 8, section 11050; (7) failure to pay all wages on a timely basis in violation of
6 Labor Code section 204; (8) failure to pay all wages earned at discharge in violation of Labor Code
7 sections 201-203; (9) failure to reimburse necessary business expenses in violation of Labor Code
8 sections 2800 and 2802; (10) failure to provide notice of paid sick time in violation of Labor Code
9 section 246; and (11) any claims pursuant to Labor Code section 558.

10 WHEREAS, counsel for the Parties conducted a thorough investigation of both the factual
11 and legal issues affecting the strengths and weaknesses of Plaintiff's claims and potential recovery.
12 Defendant produced information about, among other things, the number of Aggrieved Employees
13 (117), the number of pay periods at issue (5,175) sample time and pay records, and relevant wage
14 and hour policies. The Parties also had substantial discussions regarding the core factual and legal
15 issues of the case. This allowed the Parties to reach a reasoned and informed resolution of this
16 matter;

17 WHEREAS, based on their own independent investigations and evaluations, Plaintiff and
18 Plaintiff's Counsel are of the opinion that the settlement for the consideration and on the terms set
19 forth in the attached Settlement Agreement is fair, reasonable, and adequate and is in the best
20 interests of the Plaintiff, the Aggrieved Employees, and the State of California in light of all known
21 facts and circumstances and the risks inherent in litigation, including the potential appellate issues.
22 Plaintiff's Counsel believes that the settlement entered into is in the best interests of the State of
23 California, and that the settlement for each Aggrieved Employee is fair, reasonable, and adequate,
24 given the inherent risk of litigation;

25 WHEREAS, Plaintiff and Plaintiff's Counsel recognize the risks inherent in PAGA
26 actions, including courts' discretion to reduce the amount of civil penalties. See *Thurman v.*
27 *Bayshore Transit Mgmt., Inc.* (2012) 203 Cal.App.4th 1112, 1135 ("[U]nder section 2699,
28 subdivision (e)(2)[,] a trial court may exercise its discretion to award lesser penalties based on the

enumerated considerations.”) (emphasis in original) (internal quotation marks and citations omitted). Specifically, a trial court may reduce the civil penalty if declining to do so “would result in an award that is unjust, arbitrary, oppressive, or confiscatory based on the facts and circumstances of [the] case.” *Id.* Courts routinely exercise this discretion in the rare PAGA cases that proceed to trial and obtain a successful verdict. *See, e.g., Fleming v. Covidien Inc.*, 2011 WL 7563047, at *4 (C.D. Cal. Aug. 12, 2011) (awarding PAGA penalties of \$500,000.00 instead of maximum recovery of \$2.8 million); *cf. Aguirre v. Genesis Logistics*, 2013 WL 10936035, at *2-*3 (C.D. Cal. Dec. 30, 2013) (after granting summary judgment, awarding PAGA penalty of \$500,000 instead of maximum recovery of \$1.8 million);

WHEREAS, on October 31, 2025, Plaintiff provided notice of the proposed settlement to the LWDA as required by PAGA. *See Exhibit 6* to the Kazandjian Decl., which contains a true and correct copy of the confirmation that Plaintiff submitted the proposed Settlement Agreement to the LWDA;

WHEREAS, prior to the submission of this Stipulation, the Parties met and conferred and agreed upon a Proposed Order and Final Judgment pursuant to this Stipulation;

WHEREAS, for the reasons set forth in the Support Declaration of Haig Kazandjian, the PAGA settlement obtained here, including a gross PAGA settlement amount of \$260,000.00, is fair and reasonable.

IT IS HEREBY STIPULATED AND PROPOSED BY THE PARTIES HERETO AS FOLLOWS:

The Parties stipulate and jointly propose that the Court approve the fully executed Settlement Agreement, which includes the following key terms:

A. As consideration for the settlement described herein and the release contained in the Settlement Agreement, Defendant agrees to make a payment of \$260,000.00 (the “Gross Settlement Amount”) based on 5,175 pay periods. The Gross Settlement Amount shall include all individual settlement payments to Aggrieved Employees, payment to the LWDA, attorneys’ fees and costs awarded to Plaintiff’s Counsel, Plaintiff’s general release and representative enhancement award, and administration costs. No portion of the PAGA Gross Settlement Amount

will revert to Defendant.

B. The Gross Settlement Amount will be allocated as follows: (a) Plaintiff's Counsel's attorneys' fees up to the requested amount of 40% of the Gross Settlement Amount of \$260,000.00, which amounts to \$104,000.00; (b) Plaintiff's Counsel's request for reimbursement of litigation costs actually incurred in the amount of \$9,468.10 (up to \$15,000.00 allocated in agreement); (c) Plaintiff's general release and representative enhancement award in the amount of \$10,000.00; (d) PAGA Settlement Administration costs not to exceed \$2,900.00, to be paid to the Settlement Administrator; and (e) the remainder of the Gross Settlement Amount after deducting the items (a) through (d) herein shall be designated as the PAGA Penalty Fund, which is estimated to be \$133,631.90 and will be allocated between the LWDA and the Aggrieved Employees pursuant to Labor Code section 2699(i), with seventy-five percent (75%) paid to the LWDA (\$100,223.93) and twenty-five percent (25%) paid to the Aggrieved Employees (\$33,407.98) on a pro-rata basis, which is further explained below. Each Aggrieved Employee's pro-rata share of the PAGA Penalty Fund represents their Individual Settlement Payment.

C. Plaintiff and the Aggrieved Employees shall receive a pro rata share of the twenty-five percent (25%) of the PAGA Penalty Fund allocated to Aggrieved Employees (estimated to be \$33,407.98). Plaintiff and each Aggrieved Employee's Individual Settlement Payment shall be determined by multiplying the percentage of the PAGA Penalty Fund allocated to Aggrieved Employees by the ratio of (a) the number of PAGA Pay Periods worked by that employee to (b) the total number of PAGA Pay Periods worked by all Aggrieved Employees (including Plaintiff). All Individual Settlement Payments made to Aggrieved Employees will be reported on an IRS Form 1099.

D. "Effective Date" means the date by when both of the following have occurred: (a) the Court enters an order approving the PAGA Settlement and (b) the order is final. The order is final on the day it is entered by the Court.

E. Subject to the Court approval of the Settlement, the payment of the settlement amounts shall be disbursed as follows:

- 1 • No later than fifteen (15) business days after the Effective Date, Defendant will deliver the
2 Aggrieved Employee Data to the Administrator in the form of a confidential Microsoft
3 Excel spreadsheet.
- 4 • Within 15 business days of the Effective Date, Defendant shall fund the Gross Settlement
5 Amount by transmitting an initial payment of \$116,000.00 to the Administrator (“Initial
6 Payment”). Thereafter, Defendant will further fund the Gross Settlement Amount at an
7 amount of \$16,000.00 a month for nine (9) months. Payments to fund the Gross Settlement
8 Amount will be made on the first of day of each subsequent month after the Initial Payment
9 is due (or in the event the first of the month falls on a Saturday, Sunday, or California or
10 Federal Holiday, the next regular business day). Should any subsequent payments be
11 delayed, Defendant will be entitled to a five-day (5) “grace period” (Saturdays, Sundays,
12 and California and federal holidays excluded). After the expiration of the five-day (5) grace
13 period, a late payment penalty of 10% of the amount due for that month’s payment will
14 accrue. Any such late payment penalties will increase the Gross Settlement Amount and,
15 accordingly, increase the final PAGA Counsel Fees Payment and final Net Payment
16 Settlement Amount accordingly, provided, however, that any such late payment penalties
17 shall not increase the amount of any Administration Expenses Payment.
- 18 • Within fifteen (15) business days after Defendant fully funds the Gross Settlement Amount,
19 the Administrator will mail checks for all Individual PAGA Payments to the Aggrieved
20 Employees, the LWDA PAGA Payment to the LWDA, and the PAGA Counsel Fees
21 Payment, the PAGA Counsel Litigation Expenses Payment, and any general release and
22 incentive award for Plaintiff to Plaintiff’s Counsel. Disbursement of the PAGA Counsel
23 Fees Payment/PAGA Counsel Litigation Expenses Payment shall not precede
24 disbursement of Individual PAGA Payments.
- 25 • The Administrator will issue checks for the Individual PAGA Payments and send them to
26 the Aggrieved Employees via First Class U.S. Mail, postage prepaid. The face of each
27 check shall prominently state the date (not less than 180 days after the date of mailing)
28 when the check will be voided. The Administrator will cancel all checks not cashed by the

void date. Before mailing any checks, the Administrator must update the recipients' mailing addresses using the National Change of Address Database. Concurrently with sending each Aggrieved Employee their share of the Settlement Amount, the Claims Administrator will include a "Notice of Settlement" along with each Aggrieved Employee's check. (See **Exhibit 4** to Kazandjian Decl.).

- The Administrator must conduct an address search for all Aggrieved Employees whose checks are returned undelivered without USPS forwarding address. Within seven (7) days of receiving a returned check, the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the prior address search. The Administrator need not take further steps to deliver checks to Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send a replacement check to any Aggrieved Employee whose original check was lost or misplaced, if requested by the Aggrieved Employee prior to the void date.
- For any Aggrieved Employee whose Individual Settlement Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Aggrieved Employee.

If there is a conflict between the language of this Stipulation and the language of the Settlement Agreement attached to the Kazandjian Decl. as **Exhibit 1**, the language of the Settlement Agreement shall control.

Dated: January 27, 2026

HAIG B. KAZANDJIAN LAWYERS, APC

By:

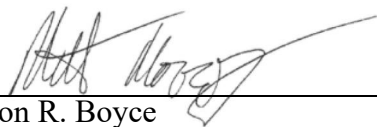


Haig B. Kazandjian
Cathy Gonzalez
Attorneys for Plaintiff Armen Barsegyan,
individually and on behalf of all other
Aggrieved Employees

1 Dated: January 27, 2026

LITTLER MENDELSON P.C.

2
3 By:


Shannon R. Boyce

Matt Morris

Attorneys for Defendant Music Express, Inc.

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1 **[PROPOSED] ORDER AND JUDGMENT**

2 The Court, having reviewed the Parties' Joint Stipulation for Approval of Representative
3 PAGA Settlement and Declaration of Haig B. Kazandjian and exhibits thereto, hereby FINDS,
4 ORDERS and ADJUDGES:

5 (a) All terms used herein shall have the same meaning as defined in the PAGA
6 Settlement Agreement attached as **Exhibit 1** to the Declaration of Haig B. Kazandjian.

7 (b) The Court hereby approves the terms set forth in the PAGA Settlement Agreement
8 and finds that the PAGA Settlement Agreement is, in all respects, fair, adequate, and reasonable
9 and directs the Parties to effectuate the PAGA Settlement Agreement according to its terms. The
10 Court finds that the PAGA Settlement Agreement has been reached as a result of informed and
11 non-collusive arm's-length negotiations. The Court further finds that the Parties were able to
12 reasonably evaluate their respective positions. The Court also finds that settlement now will avoid
13 additional and potentially substantial litigation costs, as well as delay and risks if the Parties were
14 to continue to litigate the case. The Court has reviewed the monetary recovery being provided as
15 part of the Settlement and recognizes the value accorded to the state of California and Aggrieved
16 Employees.

17 (c) The PAGA Settlement Agreement is not an admission by Defendant or by any other
18 Released Party, nor is this Order and Judgment a finding of the validity of any allegations or of
19 any wrongdoing by Defendant. Neither this Order and Judgment, the PAGA Settlement
20 Agreement, nor any document referred to herein, nor any action taken to carry out the PAGA
21 Settlement Agreement, may be construed as, or may be used as, an admission of any fault,
22 wrongdoing, omission, concession or liability whatsoever by or against Defendant or any of the
23 other Released Parties.

24 (d). Defendant shall pay the Aggrieved Employees pursuant to the procedure described
25 in the PAGA Settlement Agreement attached to the Declaration of Haig B. Kazandjian as Exhibit
26 1.

27 (e) The payments to the Aggrieved Employees shall be mailed to the Aggrieved Employees
28 with the Notice of Settled Representative Action, that is attached to the Declaration of Haig B.

Kazandjian as **Exhibit 5**.

(f) After reviewing the proposed PAGA Settlement Agreement, the Declaration of Haig B. Kazandjian in Support of Approval of Representative PAGA Action Settlement, and the Exhibits attached thereto, the Court finds that the PAGA penalties awarded in this matter are fair and reasonable and therefore approves it pursuant to Labor Code 2699(s)(2).

(g) The Court hereby confirms Haig B. Kazandjian Lawyers, APC as PAGA Counsel.

(h) The Court hereby awards attorneys' fees in the amount of 40% of the Gross PAGA Settlement amount, which is \$104,000.00 in attorneys' fees and litigation costs in the amount of \$9,468.10 (up \$15,000.00 allocated in the Settlement Agreement – actual litigation costs incurred are \$9,468.10). The Court finds that the PAGA attorneys' fees and costs requested were reasonable in light of the amount recovered and the relevant factors under California law. The payment of fees to PAGA Counsel shall be made in accordance with the terms of the Settlement Agreement.

(i) The Court appoints ILYM Group, Inc. as the Settlement Administrator and directs that the PAGA penalty payments be distributed as set forth in the PAGA Settlement Agreement. The Court approves Settlement Administration Fees of \$2,900.00 for its services in this matter and to be paid as set forth in the Settlement Agreement.

(j) The Court approves the payment to Plaintiff ARMEN BARSEGYAN in the amount of \$10,000.00 to be paid as set forth in the Settlement Agreement. Effective on the date when Defendant fully funds the entire Gross Settlement Amount, Plaintiff fully and unconditionally forever releases and discharges the Releases from Plaintiff's Released Claims as defined in ¶ 5.1 of the Settlement Agreement.

(k) The Court further orders, adjudges and decrees that upon funding of the entire Gross Settlement Amount, each Aggrieved Employee (including Plaintiff) will release and discharge Music Express, Inc. together with any of its respective predecessors, current and former parents, subsidiaries, and affiliated entities and, with respect to each such entity, each of their respective officers, directors, employees, shareholders, owners, members, contractors, joint venturers, partners, insurers, brokers, attorneys, representatives, agents, successors, and assigns (the "Released Parties") from any and all liability for all claims for PAGA penalties during the PAGA

Period of February 16, 2022 through the date of settlement approval that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint in the Action and Plaintiffs' PAGA Notice to the LWDA including, e.g., (1) failure to provide employment records in violation of Labor Code section 226, 432, and 1198.5; (2) failure to provide overtime and double time wages in violation of Labor Code section 510 and any applicable Wage Orders issued by the California Industrial Welfare Commission; (3) failure to authorize, permit, and provide rest and meal periods in violation of Labor Code sections 226.7, 512(a) and any applicable Wage Orders; (4) failure pay minimum wages in violation of Labor Code section 1182.2, 1194, 1197, and 1197.1; (5) failure to keep accurate payroll records and provide itemized wage statements in violation of Labor Code sections 226(a), 1174(d), 1198, and any applicable Wage Orders; (6) failure to pay reporting time and split shift wages in violation of California Code of Regulations, Title 8, section 11050; (7) failure to pay all wages on a timely basis in violation of Labor Code section 204; (8) failure to pay all wages earned at discharge in violation of Labor Code sections 201-203; (9) failure to reimburse necessary business expenses in violation of Labor Code sections 2800 and 2802; (10) failure to provide notice of paid sick time in violation of Labor Code section 246; and (11) any claims pursuant to Labor Code section 558.

The Court hereby enters FINAL JUDGMENT in favor of Plaintiff and the Aggrieved Employees in the amount of \$260,000.00. The Judgment is awarded and allocated as follows:

(a) Plaintiff's Counsel's attorneys' fees in the amount of 40% of the total Settlement Amount, in the amount of \$104,000.00.

(b) Plaintiffs' Counsel's Litigation Costs in the amount of \$9,468.10.

(c) Settlement Administration Costs of \$2,900.00 to be paid to the Settlement Administrator.

(d) \$10,000.00 to Plaintiff ARMEN BARSEGYAN as his general release and enhancement payment.

(e) the remainder of the Total Settlement Amount after deducting the items (a), (b), (c) and (d) herein shall be designated as the PAGA Payment, which is estimated to be \$133,631.90 and will be allocated between the LWDA and the PAGA Settlement Employees pursuant to the

Labor Code with 75% (\$100,223.93) paid to the LWDA and 25% (\$33,407.98) paid to the PAGA Members pursuant to the formula in the Agreement.

(f) Defendant shall have no further liability for costs, expenses, interests, attorneys' fees, or for any other charge, expense or liability and shall be released from all PAGA Released Claims and Plaintiff's Released Claims, all as set forth in the Agreement.

(g) This Judgment is intended to be a final disposition of the above-captioned action in its entirety, and is intended to be immediately appealable.

(h) The Court hereby dismisses this entire Action with prejudice.

(i) The Court shall have and retain continuing jurisdiction over the Action and the Parties and the State of California as real party in interest for the PAGA Settlement Employees pursuant to California Code of Civil Procedure § 664.6, including after the entry of this Order and Judgment, to the fullest extent necessary to interpret, enforce and effectuate the terms and intent of Agreement and this Order and Judgment.

(j) Pursuant to Labor Code § 2699(s)(3), Plaintiff shall submit a copy of this Order and Judgment to the LWDA within ten (10) days of entry of this Order and Judgment.

This Judgment is intended to be a final disposition of the above-captioned action in its entirety, and it is intended to be immediately appealable.

IT IS SO ORDERED AND ADJUDGED

Dated: 02/02/2026



A handwritten signature in black ink, appearing to read "Lee S. Arian", is written over a horizontal line.

Honorable Lee S. Arian, Dept. B
JUDGE OF THE SUPERIOR COURT
Lee S. Arian/Judge

PROOF OF SERVICE
STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 801 North Brand Boulevard, Suite 1015, Glendale, California 91203.

On January 27, 2026, I served the foregoing document(s) described as:
**JOINT STIPULATION AND [PROPOSED] ORDER GRANTING APPROVAL
OF REPRESENTATIVE PAGA SETTLEMENT AND ENTERING JUDGMENT
THEREON**

on the interested parties in this action by method indicated below:

Shannon R. Boyce, Esq. sboyce@littler.com Matt Morris, Esq. MaMorris@littler.com Mary Ann Gerard mgerard@littler.com LITTLER MENDELSON P.C. 2049 Century Park East, 5th Floor Los Angeles, California 90067-3107 Telephone: (310) 553-0308 Fax No.: (800) 715-1330	Attorneys for Defendant, MUSIC EXPRESS, INC.
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[X] **BY ELECTRONIC SERVICE:** Based on a court order or agreement by the parties to accept service by e-mail or electronic transmission, I transmitted the foregoing document(s) by electronic mail from osbaldo@hbklawyers.com to the electronic mail addresses indicated on the mailing list. The transmission was reported as complete and without error.

[X] (STATE): I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on January 27, 2026, at Glendale, California.

/s/ Osbaldo Bautista

Osbaldo Bautista