

1 Justian Jusuf – State Bar No. 201507
2 Email: jjusuf@jusuf-law.com
3 **LAW OFFICE OF JUSTIAN JUSUF, APC**
4 17011 Beach Blvd., Suite 900
5 Huntington Beach, California 92647
6 Phone: (714) 274-9815

7 Sahag Majarian II – State Bar No. 146621
8 Email: sahagii@aol.com
9 **MAJARIAN LAW GROUP, APC**
10 18250 Ventura Blvd.
11 Tarzana, California 91356
12 Phone: (818) 609-0807 / Fax: (818) 609-0892

13 Attorneys for Plaintiff ADOLFO GUADARRAMA DIAZ,
14 individually and on behalf of others similarly situated

15 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

16 **FOR THE COUNTY OF LOS ANGELES**

17 ADOLFO GUADARRAMA DIAZ,
18 individually and on behalf of others similarly
19 situated,

20 Plaintiff,

21 vs.

22 REPUBLIC NATIONAL SECURITY,
23 THOMAS W. KEMP, ADELA KEMP, and
24 DOES 1 through 50,

25 Defendants.

26 CASE NO.: 23STCV03317

27 CLASS ACTION

28 Assigned For All Purposes To:
Judge: Hon. Stuart M. Rice
Dept.: 1

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

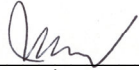
Complaint Filed: February 15, 2023

1 To each party and counsel for each party, and to the California Labor and Workforce
2 Development Agency:

3 Please take notice that on October 15, 2024, the Court has entered an Order Granting
4 Preliminary Approval of Class Action and PAGA Settlement and Setting of Final Approval
5 Hearing, a copy of which is attached hereto and incorporated fully herein by this reference.

6 Dated: October 15, 2024

LAW OFFICE OF JUSTIAN JUSUF, APC

7 By: 
8 Justian Jusuf

9 Attorney for Plaintiff ADOLFO
10 GUADARRAMA DIAZ, individually and on
11 behalf of others similarly situated
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Justian Jusuf – State Bar No. 201507
Email: jjusuf@jusuf-law.com
LAW OFFICE OF JUSTIAN JUSUF, APC
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Huntington Beach, California 92647
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Fax: (818) 609-0892

Attorneys for Plaintiff ADOLFO GUADARRAMA DIAZ,
individually and on behalf of others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES
(SPRING STREET COURTHOUSE)

ADOLFO GUADARRAMA DIAZ,
individually and on behalf of others similarly
situated,

Plaintiff,

vs.

REPUBLIC NATIONAL SECURITY,
THOMAS W. KEMP, ADELA KEMP, and
DOES 1 through 50,

Defendants.

) CASE NO.: 23STCV03317

) CLASS ACTION

) Assigned For All Purposes To:

) Judge: Hon. Stuart M. Rice

) Dept.: 1

) **~~PROPOSED~~ ORDER GRANTING**
) **PRELIMINARY APPROVAL OF CLASS**
) **ACTION AND PAGA SETTLEMENT**
) **AND SETTING OF FINAL APPROVAL**
) **HEARING**

) Preliminary Approval Hearing:

) Date: October 15, 2024

) Time: 10:30 a.m.

) Dept.: 1

) Complaint Filed: February 15, 2023

1 Plaintiff Adolfo Guadarrama Diaz (“Plaintiff”) and Defendants Republic National
2 Security, Thomas W. Kemp, and Adela Kemp (“Defendants”) (“Plaintiff” and “Defendants” are
3 referred to collectively as the “Parties”) have reached a settlement of class action and claims for
4 civil penalties under the Labor Code Private Attorneys General Act (“PAGA”) upon the terms and
5 conditions set forth in the Settlement Agreement (“Agreement”), a copy of which was submitted
6 as Exhibit 1 to the Declaration of Justian Jusuf in support of Plaintiff’s motion for preliminary
7 approval of the settlement. The settlement is subject to Court approval, pursuant to Rule 3.769 of
8 the California Rules of Court and Labor Code section 2699(l).

9 After reviewing Plaintiff’s motion for preliminary approval of the settlement, the
10 Settlement Agreement, the proposed Notice of Class and PAGA Settlement, and other related
11 documents, and having heard the argument of Counsel for respective parties,

12 IT IS HEREBY ORDERED:

13 1. The Court hereby GRANTS preliminary approval of the class action settlement
14 upon the terms and conditions set forth in the Agreement. The Court preliminary finds that the
15 terms of the proposed class action settlement are fair, reasonable, and adequate. A summary of the
16 monetary terms of the settlement is as follows:

17	Gross Settlement Amount	\$115,000.00
18	Class Counsel Fees Payment	\$38,333.33
19	Class Counsel Litigation Expenses Payment	\$14,000.00
20	PAGA Penalties (75% will be paid to the Labor and Workforce Development Agency, and the remaining 25% to Aggrieved Employees)	\$20,000.00
21	Administrator Expenses Payment	\$4,500.00
22	Class Representative Service Payment	\$5,000.00
23	Net Settlement Amount (before deduction for employer’s share of payroll taxes)	\$33,166.67
24	Estimated employer’s share of payroll taxes	\$1,268.62
25	Net Settlement Amount (after deduction for employer’s share of payroll taxes) for Distribution to Class Members	\$31,898.05

26 2. The Court hereby certifies a Class, for settlement purposes, defined as follows:

27 **Any and all persons employed by Republic National Security in California and**
28 **classified as a non-exempt employees during the Class Period, from February 15,**
2019 to February 15, 2024.

1 3. The Court hereby appoints Plaintiff Adolfo Guadarrama Diaz as Class
2 Representative for settlement purposes.

3 4. The Court hereby appoints Justian Jusuf of the Law Office of Justian Jusuf APC
4 and Sahag Majarian II of the Majarian Law Group, APC as Class Counsel for settlement purposes.

5 5. The Court hereby preliminary finds the Agreement was the product of serious,
6 informed, non-collusive negotiations conducted at arms' length by the Parties. In making these
7 preliminary findings, the Court considered the estimate of the Class Members' total recovery,
8 Defendants' potential liability, the disputed factual and legal issues involved in this case, the
9 allocation of settlement proceeds among Class Members, and the fact that a settlement represents a
10 compromise of the Parties' respective positions rather than the result of a finding of liability at
11 trial. The Court further preliminary finds that the terms of the Settlement Agreement have no
12 obvious deficiencies and do not improperly grant preferential treatment to any individual Class
13 member.

14 6. The Court hereby approves the Notice of Class Action and PAGA Settlement
15 attached to the Settlement Agreement.

16 7. The Court finds that the Notice of Class and PAGA Settlement constitutes the best
17 notice practicable under the circumstances and is in full compliance with the laws of the State of
18 California and, to the extent applicable, the United States Constitution and the requirements of due
19 process. The Court further finds that the Notice of Settlement fully and accurately informs Class
20 members of all material elements of the proposed class action settlement, of each Class member's
21 right to be excluded from the Class, and each Class member's right and opportunity to object to
22 the proposed class action settlement.

23 8. The Court approves Phoenix Settlement Administrators to serve as the Settlement
24 Administrator.

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

26 10. Any Class Member requesting to be excluded from the Settlement Class must
27 submit his or her written request for exclusion no later than 60 (sixty) days after the original date
28 of the Settlement Administrator's mailing of the Notice of Class and PAGA Settlement, which

1 shall be extended for any returned mails, as provided in the Settlement Agreement. Any Class
2 Member who submits a valid and timely request to be excluded from the Settlement shall no
3 longer be a member of the Settlement Class, shall not be bound by the terms of the Settlement as
4 provided in the Agreement, shall have no right to object to this Settlement, and shall receive no
5 benefit from this Settlement.

6 11. The Court further orders that each Class Member shall be given full opportunity to
7 object to the proposed class action settlement and to participate at a Final Approval hearing. Any
8 Class member objecting to the proposed class action settlement shall mail such objection to the
9 Settlement Administrator no later than 60 (sixty) calendar days after the date the Settlement
10 Administrator mails the Notice of Class and PAGA Settlement to Class Members, which shall be
11 extended for any returned mails, as provided in the Settlement Agreement. Plaintiff's Counsel
12 shall submit any such objections to the Court. Plaintiff's Counsel and Counsel for Defendant shall
13 file all written responses to any written objections filed by Class Members at least 14 (fourteen)
14 calendar days before the Final Approval hearing, provided, however, that failure to file a written
15 response shall not bar Plaintiff or Defendants from presenting oral argument or evidence
16 concerning such objection at the Final Approval hearing.

17 12. The **Final Approval Hearing** is set for March 21, 2025 at 10:30 AM in
18 Department 1.

19 13. Plaintiff shall file the motion for final approval of the settlement, award of
20 attorneys' fees and costs, award of enhancement awards for Plaintiff, and approval of the
21 Settlement Administrator's fee and costs no later than sixteen (16) court days before the final
22 approval hearing. A declaration by the Settlement Administrator of due diligence and proof of
23 mailing with regard to the mailing of the notice shall accompany the motion for final approval of
24 the settlement.

25 **IT IS SO ORDERED.**

26 Dated: October 15, 2024



A handwritten signature in black ink, appearing to read "Stuart M. Rice".

Stuart M. Rice / Judge

Hon. Stuart M. Rice
Judge of the Superior Court

1 **PROOF OF SERVICE**

2 I am over 18 years of age and not a party to this action. I am employed in the County of
3 Orange. My business address is Law Office of Justian Jusuf, 17011 Beach Blvd., Suite 900,
4 Huntington Beach, CA 92647. On the date stated below, I electronically served a copy of the
5 following document(s):

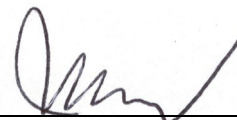
6 **NOTICE OF ENTRY OF ORDER GRANTING PRELIMINARY APPROVAL OF**
7 **CLASS ACTION AND PAGA SETTLEMENT**

8 [X] (BY ON-LINE SUBMISSION) submitting a PDF copy of the document(s) to the LABOR
9 AND WORKFORCE DEVELOPMENT AGENCY via its website PAGA cases:
10 <https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

11 [X] (BY CASE ANYWHERE) uploading a PDF copy of the document(s) to electronic service
12 provider Case Anywhere. PLEASE SEE ATTACHED SERVICE LIST.

13 I declare under penalty of perjury under the laws of the State of California that the
14 foregoing is true and correct.

15 Date: October 15, 2024



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Justian Jusuf