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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF CONTRA COSTA**

ERIC NELSON, individually, and on behalf of all
others similarly situated,

Plaintiff,

v.

PCT ENTERPRISES, INC. DBA PRECISION
CABINETS AND TRIM, a California
corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: C23-00453

*[Assigned for All Purposes to the Honorable
Benjamin T. Reyes, II, Dept. 16]*

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Preliminary Approval Hearing:

Date: April 21, 2027

Time: 9:00 a.m.

Dept.: 16

Complaint filed: February 28, 2023

FAC filed: July 12, 2023

Trial date: Not Set

1 **[PROPOSED] ORDER**

2 Having reviewed Plaintiff Eric Nelson's ("Plaintiff") Motion for Preliminary Approval of
3 Class Action and PAGA Settlement ("Motion"), the Declaration of Benjamin H. Haber, Plaintiff's
4 Declaration, and the Class Action and PAGA Settlement Agreement ("Settlement Agreement"), and
5 good cause appearing, the Court finds and orders as follows:

6 1. The Court finds on a preliminary basis that the Settlement Agreement appears to be
7 fair, adequate, and reasonable and therefore meets the requirements for preliminary approval. The
8 Court grants preliminary approval of the Settlement and the Settlement Class based on the terms set
9 forth in the Settlement Agreement between Plaintiff and Defendant PCT Enterprises, Inc. dba
10 Precision Cabinets and Trim ("Defendant"), attached to the Declaration of Benjamin H. Haber in
11 Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement as
12 **Exhibit 2.**

13 2. The Settlement falls within the range of reasonableness of a settlement which could
14 ultimately be given final approval by this Court, and appears to be presumptively valid, subject only
15 to any objections that may be raised at the Final Approval Hearing and final approval by this Court.
16 The Court notes that Defendant has agreed to create a common fund of \$1,400,000.00 to cover (a)
17 settlement payments to Class Members who do not validly opt out; (b) a \$70,000.00 allocation
18 toward civil penalties under the Labor Code Private Attorneys General Act of 2004 ("PAGA"), 75%
19 of which (\$52,500.00) will be paid to California's Labor and Workforce Development Agency and
20 25% of which (\$17,500.00) will be paid to Aggrieved Employees; (c) a Class Representative Service
21 Payment of up to \$15,000.00 to Plaintiff; (d) Class Counsel's attorneys' fees, not to exceed one third
22 (1/3) of the Gross Settlement Amount (currently estimated to be \$462,000.00), and up to \$65,000.00
23 in costs for actual litigation expenses incurred by Class Counsel; and (e) Settlement Administration
24 Costs of up to \$15,000.00.

25 3. The Court preliminarily finds that the terms of the Settlement appear to be within the
26 range of possible approval, pursuant to California Code of Civil Procedure section 382 and applicable
27 law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair and reasonable to
28 the Class Members when balanced against the probable outcome of further litigation relating to class

1 certification, liability and damages issues, and potential appeals; (2) significant informal discovery,
2 investigation, research, and litigation have been conducted such that counsel for the Parties at this
3 time are able to reasonably evaluate their respective positions; (3) settlement at this time will avoid
4 substantial costs, delay, and risks that would be presented by the further prosecution of the litigation;
5 and (4) the proposed Settlement has been reached as the result of intensive, serious, and non-collusive
6 negotiations between the Parties with the assistance of a well-respected class action mediator.
7 Accordingly, the Court preliminarily finds that the Settlement Agreement was entered into in good
8 faith.

9 4. A final approval hearing on the question of whether the proposed Settlement,
10 attorneys' fees and costs to Class Counsel, payment to the LWDA and Aggrieved Employees for
11 their share of the settlement of claims for penalties under PAGA, and the Class Representative
12 Service Payment should be finally approved as fair, reasonable and adequate as to the members of
13 the Class is hereby set in accordance with the Implementation Schedule set forth below.

14 5. The Court provisionally certifies for settlement purposes only the following class (the
15 "Class"): "all persons who were employed by Defendant in California as hourly-paid or non-exempt
16 employees at any point during the Class Period, including current and former employees ("Class
17 Member(s)")."

18 6. "Class Period" means the period from August 14, 2019, through the date on which
19 the Court issues an order granting preliminary approval of this Settlement, inclusive.

20 7. "Aggrieved Employees" means all persons who have been employed by Defendant
21 in California as hourly-paid or non-exempt employees at any point during the PAGA Period, as more
22 fully defined in Labor Code section 2775, et seq., including current and former employees
23 ("Aggrieved Employee(s)").

24 8. "PAGA Period" means the period from March 9, 2022, through the date on which the
25 Court issues an order granting preliminary approval of this Settlement, inclusive.

26 9. The Court finds, for settlement purposes only, that the Class meets the for certification
27 under California Code of Civil Procedure § 382 in that: (1) the Class Members are so numerous that
28 joinder is impractical; (2) there are questions of law and fact that are common, or of general interest,

to all Class Members, which predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect the interests of the Class Members; and (5) a class action is superior to other available methods for the fair and efficient adjudication of the controversy.

10. The Court appoints as Class Representative, for settlement purposes only, Plaintiff Eric Nelson. The Court further preliminarily approves Plaintiff's ability to request a Class Representative Service Payment of up to \$15,000.00.

11. The Court appoints, for settlement purposes only, Benjamin H. Haber, Talar DerOhannessian, Kareen Shatikian, and Trenten N. Bilodeaux of Wilshire Law Firm, PLC, as Class Counsel. The Court further preliminarily approves Class Counsel's ability to request attorneys' fees of up to one third (1/3) of the Gross Settlement Amount (currently estimated to be \$462,000.00), and costs not to exceed \$65,000.00.

12. The Court appoints ILYM Group, Inc. as the Administrator with reasonable administration costs not to exceed \$15,000.00.

13. The Court approves, as to form and content the Class Notice attached to the Settlement Agreement as **Exhibit A**. The Court finds on a preliminary basis that plan for distribution of the Class Notice to Class Members satisfies due process, provides the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto.

14. The Parties and the Administrator are ordered to carry out the Settlement according to the terms of the Settlement Agreement.

15. Any Class Member who does not timely and validly request exclusion from the Settlement may object to the Settlement Agreement.

16. The Court orders the following Implementation Schedule:

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	30 days after the Court grants Preliminary Approval of the Settlement

Class Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class Data
Response Deadline: Last day for Class Members to submit Requests for Exclusion, Objections to the Settlement, and challenges to Workweeks and/or Pay Periods	45 days after Class Notice is mailed out by the Administrator (with an additional 14 days for Class Members whose Class Notice was remailed)
Filing Deadline: Last day to file Motion for Final Approval, Request for Attorneys' Fees and Costs, and Class Representative Service Payment to Plaintiff	16 court days before the Final Approval Hearing
Final Approval Hearing	_____, 2026, at _____ a.m./p.m. in Dept. 16 of the above-referenced Court

17. The Court further ORDERS that, pending further order of this Court, all proceedings in this lawsuit, except those contemplated herein and in the settlement, are stayed.

IT IS SO ORDERED.

DATED: _____

HON. BENJAMIN T. REYES, II
JUDGE OF THE SUPERIOR COURT