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10 Attorneys for Plaintiff,
11 ALDO MARQUEZ on behalf of
himself, all aggrieved employees, and the State
12 of California as a Private Attorneys General

13 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
14 **COUNTY OF SAN BERNARDINO**

15 ALDO MARQUEZ, an individual, on behalf of)
16 himself, all aggrieved employees, and the State)
of California as a Private Attorneys General,)

17 Plaintiff,)

18 vs.)

19 CHANGING LIVES STAFFING, INC., a)
20 California Corporation, NONGSHIM)
21 AMERICA, INC. a California corporation, and)
DOES 1-50, inclusive,)

22 Defendant,)
23)
24)
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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

JAN 23 2026

BY Jessica Garcez
JESSICA GARCEZ, DEPUTY

Case No.: CIVSB2315656

Assigned for all Purposes to Hon. Joseph T.
Ortiz, Dept. S17 - SBJC

**[PROPOSED] ORDER GRANTING
APPROVAL OF PAGA SETTLEMENT
AND ENTERING JUDGMENT**

[PROPOSED] ORDER

The Court has received and considered the PAGA Settlement Agreement ("Settlement Agreement") entered into between Plaintiff ALDO MARQUEZ, an individual, on behalf of the State of California as a private attorney general under the California Labor Code Private Attorneys General Act ("PAGA"), and the Defendant CHANGING LIVES STAFFING, INC. ("Defendant").

The Court having considered all papers filed and proceedings herein and otherwise being fully informed, and having made this Judgment which constitutes a final adjudication of this matter on the merits, and good cause appearing,

IT IS HEREBY ORDERED, ADJUDGED, AND DECREED THAT:

1. All terms used for purposes of this Order and Judgment, not otherwise defined, shall have the same meaning as given in the Settlement Agreement.

2. The California Labor Workforce and Development Agency ("LWDA") has been provided notice of the Settlement in accordance with PAGA, California Labor Code § 2699(1)(2), (1)(4). In particular, on the date Plaintiff filed the motion seeking approval of the Settlement with the Court, Plaintiff submitted to the LWDA a notice of the Settlement including a copy of the Settlement Agreement. Plaintiff's notice of the Settlement to the LWDA complied with the notice requirements of PAGA.

a. The Court confirms approval of the Settlement as to the following group of individuals, collectively referred to as "Settlement Group Members;"

All current and former employees who worked for Defendant as non-exempt, hourly employees in California from August 29, 2022, to the date the Court signs the order approving the PAGA settlement.
(the "PAGA Period").

3. The Court has jurisdiction over the subject matter of this litigation, over all Settlement Group Members, and over those persons undertaking affirmative obligations under the Settlement.

1 4. The Court finds that the Settlement is, in all respects, fair, reasonable, and adequate.
2 Accordingly, the Court hereby finally and unconditionally approves the Settlement.

3 5. The Court approves the Notice of Settlement (Exhibit A to the Settlement
4 Agreement) to be mailed to Settlement Group Members.

5 6. The Court finds that each Settlement Group Member, in accordance with the
6 Settlement Agreement, releases the following "Released PAGA Claims" against Defendant and the
7 other Released Parties, as follows:

8 In consideration for their awarded portions of the Settlement Group
9 Allocation, as of the date the Settlement becomes Final and is fully
10 funded as set forth in Paragraph 4.3 of the Settlement Agreement, the
11 State of California and all Settlement Group Members release any and
12 all claims under PAGA for civil penalties against Defendant and the
13 other Released Parties that arise out of or reasonably relate to the
14 allegations asserted in the Operative Complaint and the LWDA Notice
15 pursuant to PAGA that, during the PAGA Period, Defendant is liable
16 for failure to: (1) failing to pay for all hours worked, including
17 overtime hours worked; (2) failing to include nondiscretionary
18 bonuses and shift differential pay in regular rate of pay to calculate
19 overtime; (3) failing to pay sick leave wages; (4) failing to pay all
20 wages owed twice per month; (5) failing to pay wages due upon
21 termination; (6) failing to provide rest breaks; (7) failing to provide
22 uninterrupted meal breaks; and (8) failing to provide accurate itemized
23 wage statements; including claims for violation of the following
24 California Labor Code Provisions: 200-204, 206, 206.5, 207, 210,
25 216, 218, 218.6, 221, 223, 226, 226.7, 246, 248, 256, 351, 510, 512,
26 558, 1174, 1174.5, 1194, 1197, 1197.1, 1198, 2698, 2699 (the
27 "Released PAGA Claims"). All Settlement Group Members will
28 release the Released PAGA Claims and receive a Settlement Share.

23 7. The Total Settlement Amount of \$610,000, and the methodology used to calculate
24 the Individual PAGA Payments in accordance with the Settlement is approved.

25 8. The Court approves the PAGA Representative Payment to named Plaintiff ALDO
26 MARQUEZ in the amount of \$7,500 for his services and in consideration of the execution of a
27 general release as to Defendant, in addition to any payment he may otherwise receive as a PAGA
28 Member pursuant to the Settlement.

1 9. The Court approves ILYM GROUP. INC. to act as the Settlement Administrator.
2 The Court awards the Settlement Administrator in this Action its actual fees and costs in accordance
3 with the terms of the Settlement Agreement, not to exceed \$12,000.

4 10. The Court approves Koul Law Firm, APC and Majarian Law Group, APC, as PAGA
5 Counsel.

6 11. The Court awards PAGA Class Counsel attorney's fees in the amount of \$203,313
7 and actual litigation expenses of \$22,458.92, both of which the Court finds to be fair and reasonable.
8 The Court authorizes the Settlement Administrator to make these payments, in accordance with the
9 terms of the Settlement Agreement.

10 12. The Court authorizes the Settlement Administrator to calculate and pay the
11 Individual PAGA Payments in accordance with the terms of the Settlement Agreement.

12 13. The Court finds that the LWDA Payment of \$260,390.25 as its share of the settlement
13 of civil penalties is fair and reasonable. The Court authorizes the Settlement Administrator to pay
14 the LWDA Payment, in accordance with the terms of the Settlement Agreement.

15 14. Checks for Individual PAGA Payments sent to Settlement Group Members shall be
16 valid for 180 days after issuance. For any Individual PAGA Payment check that is uncashed and
17 canceled after the void date, the Administrator shall transmit the funds represented by such checks
18 to the California Controller's Unclaimed Property Fund in the name of the Settlement Group
19 Member thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil
20 Procedure Section 384, subd. (b).

21 15. The Court retains exclusive and continuing jurisdiction over this Action for purposes
22 of supervising, administering, implementing, interpreting, and enforcing this Order and Judgment,
23 as well as the Settlement.

24 16. The Settlement and this resulting Order and Judgment represent a compromise of
25 disputed allegations. Nothing in this Order and Judgment or the Settlement shall be construed as an
26 admission or concession by any party.

27 17. Upon completion of the Settlement, the Settlement Administrator will provide
28 written certification of the completion to the Court and counsel for the Parties which shall be filed

1 with the Court within 30 days after completion of the Settlement.

2 18. Plaintiff is directed to submit a copy of this Order to the LWDA within 10 days of
3 the date of this Order.

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5 **IT IS SO ORDERED:**

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7 DATED: ~~November 19, 2025~~

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Jan. 23, 2026

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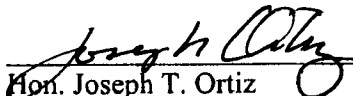
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Hon. Joseph T. Ortiz
Judge of the Superior Court

~~5~~
[PROPOSED] ORDER

PROOF OF SERVICE

Case No. CIVSB2310354
Marquez v. Changing Lives Staffing, Inc.,

I, NADIA CHAVEZ, declare that I am a resident of or employed in the County of Los Angeles, California. I am over the age of 18 years and not a party to the entitled case. The name and address of my residence or business is KOUL LAW FIRM, 217 South Kenwood Street, Glendale, California 91205.

On November 19, 2025, I served the foregoing document described as:

- 1. PLAINTIFF'S NOTICE OF MOTION AND MOTION FOR APPROVAL OF PAGA SETTLEMENT; MEMORANDUM OF POINTS AND AUTHORITIES IN SUPPORT THEREOF;**
- 2. [PROPOSED] ORDER GRANTING APPROVAL OF PAGA SETTLEMENT AND ENTERING JUDGEMENT;**
- 3. DECLARATION OF NAZO KOULLOUKIAN IN SUPPORT OF PAGA SETTLEMENT APPROVAL;**
- 4. DECLARATION OF PLAINTIFF ALDO MARQUEZ IN SUPPORT OF PAGA SETTLEMENT APPROVAL;**
- 5. DECLARATION OF LISA MULLINS**

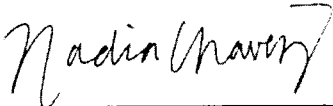
 X **BY E-MAIL:** I hereby certify that this document was served from Glendale, California, by e-mail delivery on the parties listed herein at their most recent known e-mail address from e-mail nadia@koullaw.com pursuant to California Rules of Court. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

on the interested parties in this action by sending [] the original [or] [✓] a true copy thereof [✓] to interested parties as follows [or] [] as stated on the attached service list:

SEE ATTACHED SERVICE LIST

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

Executed on November 19, 2025, in Glendale, California.



NADIA CHAVEZ

PROOF OF SERVICE

Case No. CIVSB2310354

Marquez v. Changing Lives Staffing, Inc.,

William M. Betley

Coralee M. Carrell

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