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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

JAVIER MARTINEZ, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

SCHLAGE LOCK COMPANY, LLC, a
Delaware limited liability company, and
DOES 1 through 100, inclusive,
Defendants.

Case No.: CIVSB2218620

*[Assigned for all purposes to Hon. Joseph T.
Ortiz, Department S-17]*

**[PROPOSED] ORDER GRANTING FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT, CLASS
REPRESENTATIVE'S SERVICE AWARD,
AND ATTORNEYS' FEES AND COSTS**

Date: January 11, 2024
Time: 1:30 p.m.
Dept.: S-17

Action Filed: August 25, 2022
Trial Date: None

1 This matter came on regularly for hearing before this Court on January 11, 2024, pursuant to
2 California Rule of Court 3.769 and this Court's September 6, 2023 Order Granting Preliminary Approval
3 of Class Action Settlement ("Preliminary Approval Order"). Having considered the parties' Stipulation
4 of Class Action and PAGA Settlement (herein "Settlement")¹ and the documents and evidence presented
5 in support thereof, and recognizing the disputed factual and legal issues involved in this case, the risks
6 of further prosecution and the substantial benefits to be received by the Settlement Class pursuant to the
7 Settlement, the Court hereby makes a final ruling that the proposed Settlement is fair, reasonable, and
8 adequate, and is the product of good faith, arm's-length negotiations between the parties. Good cause
9 appearing therefor, the Court hereby GRANTS Plaintiff's Motion for Final Approval of Class Action
10 Settlement and ORDERS as follows:

11 1. The conditional class certification contained in the Preliminary Approval Order is hereby
12 made final, and the Court thus certifies, for purposes of the Settlement only, a Settlement Class defined
13 as:

14 All current and former non-exempt employees of Defendant Schlage Lock
Company, LLC who worked at any time in California during the Class Period.

15 2. The Class Period is January 8, 2019 through June 17, 2023.

16 3. Plaintiff Javier Martinez is hereby confirmed as Class Representative, and Scott M.
17 Lidman, Elizabeth Nguyen, and Milan Moore of Lidman Law, APC and Paul K. Haines of Haines Law
18 Group, APC are hereby confirmed as Class Counsel.

19 4. Notice was provided to the Settlement Class as set forth in the Settlement. The form and
20 manner of notice were approved by the Court on September 6, 2023, and the notice process has been
21 completed in conformity with the Court's Order. The Court finds that said notice was the best notice
22 practicable under the circumstances. The Notice Packet (which consists of the Notice of Pendency of
23 Class Action and Proposed Settlement and Notice of Individual Settlement Award) provided due and
24 adequate notice of the proceedings and matters set forth therein, informed Settlement Class members of
25 their rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e),
26 California Rule of Court 3.769, and due process.

27 ¹ Unless otherwise indicated, all terms used in this Order shall have the same meaning as that assigned to
28 them in the Settlement.

1 5. The Court finds that no Settlement Class member objected to the Settlement, no class
2 members have opted out of the Settlement, and that the 100% participation rate in the Settlement
3 supports final approval.

4 6. The Court hereby approves the settlement as set forth in the Settlement Agreement as
5 fair, reasonable, and adequate, and directs the parties to effectuate the Settlement Agreement according
6 to its terms.

7 7. For purposes of settlement only, the Court finds that (a) the members of the Settlement
8 Class are ascertainable and so numerous that joinder of all members is impracticable; (b) there are
9 questions of law or fact common to the Settlement Class, and there is a well-defined community of
10 interest among members of the Settlement Class with respect to the subject matter of the litigation; (c)
11 the claims of the Class Representative are typical of the claims of the members of the Settlement Class;
12 (d) the Class Representative has fairly and adequately protected the interests of the Settlement Class
13 members; (e) a class action is superior to other available methods for an efficient adjudication of this
14 controversy; and (f) Class Counsel are qualified to serve as counsel for the Class Representative and the
15 Settlement Class.

16 8. The Court finds that given the absence of objections to the Settlement, and objections
17 being a prerequisite to appeal, that this Order shall be considered final as of the date of notice of entry.

18 9. The Court orders that Defendant deposit the Gross Settlement Amount of \$300,000.00
19 with Phoenix Settlement Administrator, the Settlement Administrator, as provided for in the Settlement.
20 Specifically, the Gross Settlement Amount shall be deposited by Defendant into a qualified settlement
21 fund set up by the Settlement Administrator for the benefit of participating Settlement Class members
22 and PAGA Employees. Defendant agrees to deposit the Gross Settlement Amount and the required
23 employer-side taxes with the Settlement Administrator within thirty (30) calendar days after the
24 “Effective Date” which is defined as the latter of: (a) the Court's final approval of the settlement if no
25 objections by or on behalf of Settlement Class members have been filed; (b) the time for appeal has
26 expired if an objection has been filed and no appeal has been filed or withdrawn; or (c) the final
27 resolution of any appeal that has been filed.

1 10. Any funds payable to Settlement Class members whose checks were not cashed within
2 180 days after mailing will escheat to the California Secretary of State- Unclaimed Property Fund under
3 the unclaimed property laws in the name of the Settlement Class member. Any uncashed funds from the
4 PAGA Amount shall be handled in the same manner.

5 11. The Court finds that the settlement payments, as provided for in the Settlement, are fair,
6 reasonable, and adequate, and orders the Settlement Administrator to distribute the individual payments
7 in conformity with the terms of the Settlement.

8 12. The Court finds that an incentive payment in the amount of \$5,000.00 for Plaintiff Javier
9 Martinez is appropriate for his risks undertaken and service to the Settlement Class. The Court finds
10 that this award is fair, reasonable, and adequate, and orders that the Settlement Administrator make this
11 payment in conformity with the terms of the Settlement.

12 13. The Court finds that attorneys' fees in the amount of \$100,000.00 and litigation costs of
13 \$13,578.08 for Class Counsel, are fair, reasonable, and adequate, and orders that the Settlement
14 Administrator distribute these payments to Class Counsel in conformity with the terms of the Settlement.

15 14. The Court orders that the Settlement Administrator shall be paid \$7,995.00 from the
16 Gross Settlement Amount for all of its work done and to be done until the completion of this matter, and
17 finds that sum appropriate.

18 15. The Court finds that the payment to the California Labor & Workforce Development
19 Agency ("LWDA") in the amount of \$7,500.00 for its share of the settlement of Plaintiff's representative
20 action under the California Labor Code Private Attorneys General Act ("PAGA") is fair, reasonable,
21 and adequate, and orders the Settlement Administrator to distribute this payment to the LWDA in
22 conformity with the terms of the Settlement.

23 16. For purposes of calculating applicable taxes and withholdings, each Settlement Award
24 shall be allocated as follows: twenty percent (20%) as wages; and eighty percent (80%) as penalties and
25 interest.

26 17. The Court finds and determines that upon satisfaction of all obligations under the
27 Settlement and this Order, all Settlement Class Members, will be bound by the Settlement, will have
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1 released the Released Claims as set forth in the Settlement, and will be permanently barred from
2 prosecuting against Defendant any of the Released Claims pursuant to the Settlement.

3 18. The Settlement is not an admission by Defendant nor is this Order a finding of the validity
4 of any allegations or of any wrongdoing by Defendant. Neither this Order, the Settlement, nor any
5 document referred to herein, nor any action taken to carry out the Settlement, shall be construed or
6 deemed an admission of liability, culpability, or wrongdoing on the part of Defendant.

7 18. The Court will retain jurisdiction to enforce the Settlement, this Final Approval Order,
8 and the Judgment entered in connection with the Settlement.

9 19. The Settlement Administrator shall file a declaration regarding the disbursement of
10 Settlement funds on or before November 29, 2024.

11 **IT IS SO ORDERED.**

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13 Dated: _____, 2024

14 Honorable Joseph Ortiz
15 Judge of the Superior Court
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