

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

TROY FIELDS, on behalf of himself and all
others similarly situated,

Plaintiff,

vs.

IRVINE EUROCARS, LLC dba IRVINE
BMW, a California limited liability company;
and DOES 1 through 100, Inclusive,

Defendants.

Case No. 30-2023-01319978-CU-OE-CXC
[Assigned for all purposes to the Hon. Layne
H. Melzer, Dept. CX-102]

REPRESENTATIVE ACTION

**JUDGMENT AND ORDER GRANTING
PLAINTIFF'S MOTION FOR
APPROVAL OF SETTLEMENT OF
CLAIMS BROUGHT UNDER THE
PRIVATE ATTORNEYS' GENERAL
ACT, REASONABLE ATTORNEYS'
FEES, AND COSTS**

Reservation Number: 74545273

Date: September 18, 2025
Time: 2:00 p.m.
Dept.: CX-102

Action Filed: April 18, 2023
Trial Date: None Set

1 This matter came on regularly for hearing before this Court on September 18, 2025, at
2 2:00 p.m. Having considered the Parties' Settlement Agreement ("Settlement"), attached to the
3 Further Supplemental Declaration of Neil M. Larsen In Support of Plaintiff's Motion for
4 Approval of Settlement of Claims Brought Under the Private Attorneys' General Act and
5 Reasonable Attorneys' Fees and Costs, ROA # 106, and having considered the Motion,
6 Memorandum of Authorities in support thereof and the supporting declarations filed therewith;
7 the documents and evidence presented in support thereof; and recognizing the disputed factual
8 and legal issues involved in this case; the risks of further prosecution, the substantial benefits to
9 be received by the State of California and the Aggrieved Employees pursuant to the Settlement;
10 and the fair, reasonable, and adequate nature of the settlement obtained as a result of good faith
11 arm's-length negotiations between the parties, the Court hereby makes a final ruling that the
12 Settlement is approved pursuant to Labor Code section 2699(l). Good cause appearing therefor,
13 the Court hereby GRANTS Plaintiff Troy Fields' ("Plaintiff") Motion for Approval of Claims
14 under the Private Attorneys General Act ("Motion") and ORDERS as follows:

15 1. The "Aggrieved Employees" shall be defined as: all non-exempt employees who
16 are or were employed by Defendant Irvine Eurocars, LLC ("Irvine" or "Defendant") in the
17 State of California at any time during the PAGA Period.

18 2. The "PAGA Period" means April 17, 2022 to July 26, 2024.

19 3. The Court hereby approves the settlement as set forth in the Settlement as fair,
20 reasonable, and adequate, and directs the parties to effectuate the Settlement according to its
21 terms.

22 4. The Court orders that Irvine shall deposit the PAGA Gross Settlement Amount
23 of \$196,500 into an account established by the Settlement Administrator, pursuant to the terms
24 of the Settlement.

25 5. The Court hereby approves the Explanatory Letter submitted by the parties and
26 included as Exhibit A to the Settlement.

27 6. The Court hereby appoints Phoenix Class Action Administration Solutions as the
28 Settlement Administrator.

1 7. Within ten (10) business days after the Effective Date, Irvine shall provide the
2 Settlement Administrator with a list containing the Aggrieved Employees' names, last known
3 mailing addresses, last known telephone numbers, number of pay periods worked during the
4 PAGA Period, and Social Security numbers to the extent available from Irvine's records,
5 pursuant to the terms of the Settlement.

6 8. The Settlement Administrator is directed to mail the Individual PAGA Payments
7 and the Explanatory Letter to the Aggrieved Employees within twenty-one (21) days of receipt
8 of the Gross Settlement Amount being fully funded, pursuant to the terms of the Settlement.

9 9. The Court finds that attorneys' fees in the amount of thirty percent (30%) of the
10 Gross Settlement Amount (currently estimated to be \$58,950.00) for Plaintiff's counsel, and
11 reimbursement of litigation costs up to \$11,730.95 to Plaintiff's counsel, are fair, reasonable,
12 and adequate, and orders the Settlement Administrator to distribute these payments to Plaintiff's
13 Counsel as provided for in the Settlement Agreement.

14 10. The Court orders that the Settlement Administrator shall be paid \$4,950.00 for
15 all of its work done and to be done until the completion of this matter, and finds that sum
16 appropriate.

17 11. The Court finds that the amount of \$90,651.78, representing 75% of the
18 \$120,869.05 amount allocated as PAGA civil penalties under the Settlement, to be paid to the
19 California Labor and Workforce Development Agency ("LWDA") as provided for by the
20 Settlement, is fair, adequate, and reasonable, and orders that payment be made to the LWDA in
21 accordance with the terms of the Settlement Agreement. Likewise, the Court finds that the
22 amount of \$30,217.27, representing 25% of the \$120,869.05 amount allocated as PAGA civil
23 penalties under the Settlement to be paid to the Aggrieved Employees is fair, adequate, and
24 reasonable.

25 12. The Court approves the scope of the release as set forth in the Settlement.
26 Following entry of this Judgment and Order and the Settlement being fully funded, Plaintiff and
27 Aggrieved Employees will have released all of the PAGA Released Claims against Irvine which
28 were resolved as part of the Settlement. The PAGA Released Claims include all claims for

1 statutory penalties under the California Private Attorneys General Act, California Labor Code §
2 2698, *et seq.*, that could have been sought by the State of California Labor Commissioner for
3 the violations identified in Plaintiff's Complaint and/or in his pre-filing notice letter filed with
4 the LWDA. The release of the PAGA Released Claims shall extend for the duration of the
5 PAGA Period.

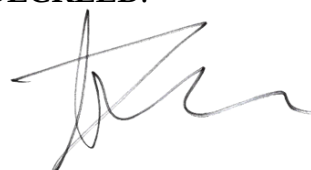
6 13. Upon entry of this Judgment and Order, the Court permanently enjoins and
7 forever bars Plaintiff or the Aggrieved Employees from instituting or prosecuting any of the
8 PAGA Released Claims against GMC which were resolved as part of the Settlement. Without
9 affecting the finality of this Judgment and Order in any way, the Court retains jurisdiction to
10 enforce the terms of the Settlement.

11 14. The Final Accounting hearing is scheduled in Department CX102 of this Court,
12 located at 751 W. Santa Ana Blvd., Santa Ana, California 92701 on September 17, 2026 at 2:00
13 p.m. Plaintiff shall file the Administrator's Final Report with the Court at least five (5) court
14 days prior to the Final Accounting hearing.

15 15. The Court retains continuing jurisdiction to enforce the Settlement pursuant to
16 California Rules of Court rule 3.769(h) and California Civil Code of Civil Procedure section
17 664.6.

18 **IT IS SO ORDERED, ADJUDGED, AND DECREED.**

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21 Dated: November 3, 2025

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By: 
Honorable Layne H. Melzer
Judge of the Superior Court