

1 WHEREAS, the Court, having considered the following pleadings and papers: 1)
2 Settlement Agreement filed January 1, 2025 (the “Settlement”) between and among plaintiff
3 Heather Reed (“Plaintiff”) and defendant Centria Healthcare, LLC (“Defendant”)(collectively, the
4 “Parties”); and 2) the Court’s Order Granting Preliminary Approval of Class Action Settlement and
5 all related documents (“Preliminary Approval Order”); and 3) Plaintiff’s Motion for Final Approval
6 and Plaintiff’s Motion for Fees and Costs and all related documents; held a Final Approval Hearing
7 on August 1, 2025.

8 **IT IS HEREBY ORDERED:**

- 9 1. Plaintiff’s Motions for Final Approval of Class Action Settlement, and Class Counsel’s
10 Motion for Attorneys’ Fees and Costs are GRANTED.
- 11 2. This Order incorporates herein and makes a part hereof, the Settlement, including its
12 exhibits, and the Preliminary Approval Order. Unless otherwise provided herein, the terms
13 defined in the Settlement and Preliminary Approval Order shall have the same meanings for
14 purposes of this Order.
- 15 3. The Court has subject matter jurisdiction over this matter including, without limitation,
16 jurisdiction to approve the Settlement, confirm certification of the Settlement Class for
17 settlement purposes only, to settle and release all claims released in the Settlement, and to
18 dismiss the Action with prejudice.

19 **I. CERTIFICATION OF THE SETTLEMENT CLASS**

- 20 4. Based on its review of the record, including the Settlement, all submissions in support of the
21 Settlement, and all prior proceedings in the Action, the Court finally certifies the following
22 Settlement Class for settlement purposes only:
- 23 a. “Wage Statement Class.” All persons employed by Centria Healthcare, LLC, in
24 California from April 25, 2022 to March 15, 2024;
- 25 b. “Unreimbursed Expense Class.” All persons employed by Centria Healthcare, LLC, in
26 California, from April 25, 2019 to March 15, 2024.
- 27 5. For settlement purposes only, with respect to the Settlement Class, the Court confirms that
28 the prerequisites for a class action pursuant to Cal. Code of Civil Procedure §382 have been

1 met, in that: (a) the Settlement Class is so numerous that joinder of all individual Settlement
2 Class Members in a single proceeding is impracticable; (b) questions of law and fact
3 common to all Settlement Class Members predominate over any potential individual
4 questions; (c) the claims of the Class Representative are typical of the claims of the
5 Settlement Class; (d) Class Representative and Class Counsel will fairly and adequately
6 represent the interests of the Settlement Class; and (e) a class action is the superior method
7 to fairly and efficiently adjudicate this controversy.

8 **II. NOTICE TO THE SETTLEMENT CLASS**

9 6. The Court finds that Notice has been given to the Settlement Class in the manner directed by
10 the Court in the Preliminary Approval Order. The Court finds that such Notice: (i) was
11 reasonable and constituted the best practicable notice under the circumstances; (ii) was
12 reasonably calculated, under the circumstances, to apprise Settlement Class Members of the
13 pendency of the Action, the terms of the Settlement including its release of Released Claims,
14 their right to exclude themselves from the Settlement Class or object to all or any part of the
15 Settlement, their right to appear at the Final Approval Hearing (either on their own or
16 through counsel hired at their expense), and the binding effect of final approval of the
17 Settlement on all persons who do not exclude themselves from the Settlement Class; (iii)
18 constituted due, adequate, and sufficient notice to all persons entitled to receive notice; and
19 (iv) fully satisfied the requirements of California Code of Civil Procedure §382, the United
20 States Constitution (including the Due Process Clause), and any other applicable law.

21 **III. FINAL APPROVAL OF THE SETTLEMENT**

22 7. The Court finds that the Settlement resulted from arm's-length negotiations between Class
23 Counsel and Defendant.
24 8. The Court hereby finally approves in all respects the Settlement as fair, reasonable, and
25 adequate, and in the best interest of the Settlement Class.
26 9. The Court finds that Class Representatives and Class Counsel fairly and adequately
27 represented the interests of Settlement Class Members in connection with the Settlement.
28 10. The Parties shall consummate the Settlement in accordance with the terms thereof. The

1 Settlement, and each and every term and provision thereof, including its release, shall be
2 deemed incorporated herein as if explicitly set forth herein and shall have the full force and
3 effect of an order of this Court.

4 **IV. RELEASE**

5 11. Upon the Effective Date, each Settlement Class Member, including the Class
6 Representative, shall be deemed to have, and by operation of the Judgment shall have, fully,
7 finally, and forever released, relinquished, and discharged all Released Claims.

8 12. Released Claims:

9 Release by Participating Class Members:

10 All Participating Class Members, on behalf of themselves and their respective former and
11 present representatives, agents, attorneys, heirs, administrators, successors, and assigns,
12 release the Released Parties from the Claims set forth in the Operative Complaint and
13 PAGA Notice, including, but not limited to: (a) failure to provide accurate itemized wage
14 statements and failure to reimburse for all reasonable and necessary business expenses,
15 including without limitation, the cost of toys and educational tools, use of technology,
16 cellular phones and internet connection for work, unfair business practices and those claims
17 predicated on the same or similar facts and/or claims alleged in the Action and/or any PAGA
18 Notice sent to the LWDA by Plaintiff in or prior to the Action, as well as any claims that
19 could have been pled which arise from the same or similar facts concerning the
20 named Plaintiff or the putative class, and claims for interest, penalties, as well as any
21 claims under the California Labor Code and California Industrial Welfare Commission
22 Wage Orders, including alleged violations of Labor Code sections 226, 226.3, 558,
23 2800, 2802, Business and Professions Code section 17200, et. seq. and applicable IWC
24 Wage Orders, and California Code of Regulations, Title 8, section 11000 et seq.; or
25 which could have been alleged under the same or similar facts, allegations and/or
26 claims pled in the Action and PAGA Notice; (b) including any claims for injunctive
27 relief, declaratory relief, restitution, alleged or which could have been alleged under
28 the facts, allegations and/or claims pleaded in the Operative Complaint filed as part of

1 this Action; and (c) any and all other claims under California common law, the federal
2 law, and the California Business and Professions Code alleged in or that could have
3 been alleged under the same or similar facts, allegations and/or claims pled in the
4 Action and PAGA Notice based on the alleged Labor Code violations.

5 Release by Aggrieved Employees

6 The State of California, the LWDA, and all Aggrieved Employees, on behalf of themselves
7 and their respective former and present representatives, agents, attorneys, heirs,
8 administrators, successors, and assigns, release the Released Parties from the Claims set
9 forth in the Operative Complaint and PAGA Notice, including, but not limited to claims for
10 PAGA penalties for failure to provide accurate itemized wage statements and failure to
11 reimburse for all reasonable and necessary business expenses, including without limitation,
12 the cost of toys and educational tools, use of technology, cellular phones and internet
13 connection for work, and those claims predicated on the same or similar facts and/or claims
14 alleged in the Action and/or any PAGA Notice sent to the LWDA by Plaintiff in or prior to
15 the Action, as well as any claims that could have been pled which arise from the same or
16 similar facts concerning the named Plaintiff or the Aggrieved Employees, and claims
17 for PAGA penalties and interest for alleged violations of Labor Code sections 226,
18 226.3, 558, 2698 et seq, 2800, 2802, and applicable IWC Wage Orders, and California Code
19 of Regulations, Title 8, section 11000 et seq.; or which could have been alleged
20 under the same or similar facts, allegations and/or claims pled in the Operative
21 Complaint and PAGA Notice, including any claims for injunctive relief and declaratory
22 relief, alleged or which could have been alleged under the under the same or similar
23 facts, allegations and/or claims pled in the Operative Complaint and PAGA Notice.

- 24 13. "Released Parties" means: Centria Healthcare, LLC and any of its past, present, direct
25 or indirect parents, subsidiaries, affiliates, holding companies, affiliated companies,
26 partnerships, limited liability companies, as well as each of its or their past, present officers,
27 directors, employees, partners, members, managers, customers, subcontractors, shareholders
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1 and agents, attorneys, insurers, reinsurers, and any individual or entity which could be
2 jointly liable with Centria.

3 14. Further, upon the Effective Date, and to the fullest extent permitted by law, each Settlement
4 Class Member, including the Class Representative, shall either directly or indirectly,
5 representatively, as a member of or on behalf of the general public or in any capacity, be
6 permanently barred and enjoined from commencing, prosecuting, or participating in any
7 recovery in any action in this or any other forum (other than participation in the Settlement
8 as provided herein) in which any of the Released Claims is asserted.

9 **V. ATTORNEYS' FEES, COSTS AND EXPENSES, AND PLAINTIFF'S SERVICE**
10 **AWARD**

11 15. The Court awards attorneys' fees in the amount of \$104,856.18, and costs in the amount of
12 \$13,943.31. The Court awards a service award of \$5,000 to Plaintiff, separate from her
13 individual release with a Civil Code section 1542 release, which is also \$5,000. The Court
14 directs the Settlement Administrator to pay such amounts in accordance with the terms of
15 the Settlement Agreement.

16 **VI. OTHER PROVISIONS**

17 16. Without affecting the finality of this Judgment in any way, the Court retains continuing
18 jurisdiction over the Parties and the Settlement Class for the administration, consummation,
19 and enforcement of the terms of the Settlement Agreement.

20 17. In the event the Effective Date does not occur, this Order shall be rendered null and void and
21 shall be vacated and, in such event, as provided in the Settlement, this Order and all orders
22 entered in connection herewith shall be vacated and null and void, the Parties shall be
23 restored to their respective positions in the Action, all of the Parties' respective pre-
24 Settlement claims and defenses will be preserved, and the terms and provisions of the
25 Settlement shall have no further force and effect with respect to the Parties and shall not be
26 used in the Action or in any other proceeding for any purpose, and any judgment or order
27 entered by the Court in accordance with the terms of the Settlement shall be treated as
28 vacated, *nunc pro tunc*.

1 **IT IS SO ORDERED.**

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3 Dated:

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JUDGE OF THE SUPERIOR COURT

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