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FILED
 Superior Court of California
 County of Los Angeles
01/30/2026

David W. Slayton, Executive Officer / Clerk of Court
 By: N. Navarro Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
 FOR THE COUNTY OF LOS ANGELES**

ANDREA ALMANZA ALFARO, individually,
 and on behalf of all others similarly situated,

Plaintiff,

vs.

HOMEBOY INDUSTRIES, a limited liability
 company; and DOES 1 through 10, inclusive

Defendants.

Case No.: 23STCV12856

CLASS AND REPRESENTATIVE
 ACTION

[Hon. Laura A. Seigle, Dept. 17]

[PROPOSED] JUDGMENT

*[Filed with Plaintiff's Notice of Motion and
 Motion for Final Approval of Class and
 PAGA Action Settlement, the Declaration of
 Kane Moon, the Declaration of Plaintiff, the
 Declaration of Lisa Pavlik, and [Proposed]
 Final Approval Order]*

FINAL APPROVAL HEARING:

Date: January 30, 2026

Time: 9:30 a.m.

Dept.: 17

Complaint filed: June 6, 2023

Trial date: Not set

1 **PROPOSED JUDGMENT**

2 In keeping with this Court's Order Granting Final Approval of Class Action and PAGA
3 Settlement ("Final Approval Order"), this Court **HEREBY ADJUDGES AND DECREES AS**
4 **FOLLOWS:**

5 1. Pursuant to the Code of Civil Procedure section 382, Rule 3.769 of the California
6 Rules of Court and Labor Code §§ 2698, *et seq.* ("PAGA"), this Court now enters this Final Judgment
7 pursuant to which Plaintiff Andrea Almanza Alfaro ("Plaintiff"), Participating Class Members, and
8 the State of California, California Labor and Workforce Development Agency ("LWDA"), shall take
9 nothing from Defendant Homeboy Industries ("Defendant") (together with Plaintiff, the "Parties"),
10 except as expressly set forth in the Final Approval Order and in accordance with the terms of the
11 Parties' Class Action and PAGA Settlement Agreement and Class Notice ("Settlement") attached as
12 Exhibit 1 to the Declaration of Kane Moon in Support of Plaintiff's Motion for Final Approval of
13 Class Action and PAGA Settlement.

14 2. No Requests for Exclusion were received. Accordingly, all Class Members remain in
15 the Class as Participating Class Members and are bound by this Final Judgment.

16 3. Pursuant to the Rules of Court, Rule 3.771(a), this Final Judgment, hence, binds the
17 following Class or Class Members:

18 All current and former hourly-paid or non-exempt employees of
19 Defendant in California during the period from June 6, 2019 through
20 March 17, 2025.

21 4. With regard to the PAGA release component of the Settlement, this Final Judgment,
22 hence, binds the State of California and the following Aggrieved Employees:

23 All hourly-paid, non-exempt employees of Defendant who worked
24 for Defendant in the State of California during the period from June
25 6, 2022 through March 17, 2025.

26 5. Release of Claims. Effective on the date when Defendant fully funds the entire Gross
27 Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual
28 Class Payments, Plaintiff, Class Members, and Class Counsel will release claims against all Released
Parties as follows (Settlement, ¶ 5.):

1 5a. Released Parties. “Released Parties” means: Defendant and each of its former
2 and present directors, officers, shareholders, owners, members, attorneys, insurers,
3 predecessors, successors, assigns, and all related companies, subsidiaries, affiliates and
4 agents (including, without limitation, any investment bankers, accountants, insurers,
5 reinsurers, attorneys and any past, present or future officers, directors and employees).
6 (*Id.* at ¶ 1.41.)

7 5b. Plaintiff’s Release. Plaintiff and her respective former and present spouses,
8 representatives, agents, attorneys, heirs, administrators, successors, and assigns
9 generally, release and discharge Released Parties from all claims, transactions, or
10 occurrences, including, but not limited to all claims that were, or reasonably could have
11 been, alleged, based on the facts contained, in the Operative Complaint or ascertained
12 during the Action and released under 5.2 and 5.3 below (“Plaintiff’s Release.”)
13 Plaintiff’s Release does not extend to any claims or actions to enforce this Agreement,
14 or to any claims for vested benefits, unemployment benefits, disability benefits, social
15 security benefits, workers’ compensation benefits that arose at any time, or based on
16 occurrences outside the Class Period. Plaintiff acknowledges that Plaintiff may
17 discover facts or law different from, or in addition to, the facts or law that Plaintiff now
18 knows or believes to be true but agrees, nonetheless, that Plaintiff’s Release shall be
19 and remain effective in all respects, notwithstanding such different or additional facts
20 or Plaintiff’s discovery of them. (*Id.* at ¶ 5.1.)

21 i. Plaintiff’s Waiver of Rights Under California Civil Code Section
22 1542. For purposes of Plaintiff’s Release, Plaintiff expressly waives and
23 relinquishes the provisions, rights, and benefits, if any, of section 1542 of the
24 California Civil Code, which reads: “A general release does not extend to
25 claims that the creditor or releasing party does not know or suspect to exist in
26 his or her favor at the time of executing the release and that, if known by him
27 or her, would have materially affected his or her settlement with the debtor or
28 released party.” (*Id.* at ¶ 5.1.1.)

1 5c. Release by Participating Class Members. All Participating Class Members ,
2 on behalf of themselves and their respective former and present representatives, agents,
3 attorneys, heirs, administrators, successors, and assigns, release Released Parties from
4 (i) all claims that were alleged, or reasonably could have been alleged, based on the
5 Class Period facts stated in the Operative Complaint including, all claims for (1)
6 Failure to Pay Minimum Wages; (2) Failure to Pay Overtime Compensation; (3)
7 Failure to Provide Meal Periods; (4) Failure to Authorize and Permit Rest Breaks; (5)
8 Failure to Indemnify Necessary Business Expenses; (6) Failure to Timely Pay Final
9 Wages at Termination; (7) Failure to Provide Accurate Itemized Wage Statements; and
10 (8) Unfair Business Practices (Bus. & Prof. Code § 17200, et seq.). Excluded from this
11 portion of the release are claims for PAGA penalties that were alleged, or reasonably
12 could have been alleged, based on the PAGA Period facts stated in the Operative
13 Complaint, and the PAGA Notice. Except as set forth in Section 5.3 of this Agreement,
14 Participating Class Members do not release any other claims, including claims for
15 vested benefits, wrongful termination, violation of the Fair Employment and Housing
16 Act, unemployment insurance, disability, social security, workers' compensation, or
17 claims based on facts occurring outside the Class Period. (*Id.* at ¶ 5.2.)

18 5d. Release by Class Members Who Are Aggrieved Employees. All Class
19 Members who are Aggrieved Employees and Plaintiff are deemed to release, on behalf
20 of themselves and their respective former and present representatives, agents,
21 attorneys, heirs, administrators, successors, and assigns, the Released Parties from all
22 claims for PAGA penalties that were alleged, or reasonably could have been alleged,
23 based on the PAGA Period facts stated in the Operative Complaint, and the PAGA
24 Notice. (*Id.* at ¶ 5.3.)

25 6. Pursuant to Code of Civil Procedure section 664.6 and Rules of Court, Rule 3.769(h),
26 the Court shall retain continuing jurisdiction over the Parties, Action, and Settlement solely for
27 purposes of (i) enforcing the Settlement and/or Judgment, (ii) addressing settlement administration
28 matters, and (iii) addressing such post-Judgment matters as are permitted by law.

1 7. In accordance with California Rule of Court 3.771(b), notice of this Final Judgment
2 shall be given to the Class by the Administrator, who will post an electronic copy on its website
3 for no less than ninety (90) calendar days following entry hereof.

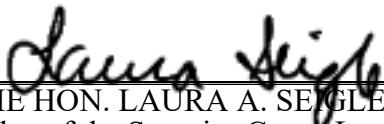
4 8. The Parties shall bear their own respective attorneys' fees and costs, except as
5 otherwise provided for in the Settlement and approved by the Court.

6 9. This Final Judgment and the concurrently filed Final Approval Order are intended
7 to be a final disposition of the Action in its entirety and are intended to be immediately appealable.

8
9 **IT IS SO ADJUDGED.**

10
11 DATE: 01/30/2026





THE HON. LAURA A. SEIGLE
Judge of the Superior Court, Los Angeles County
Laura A. Seigle / Judge