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ELECTRONICALLY FILED
Superior Court of California,
County of San Diego

8/13/2024 11:05:08 AM

Clerk of the Superior Court
By A. Beason ,Deputy Clerk

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

RAGGY SARKIS *et al.*

Plaintiff,

vs.

GLORY GLOBAL SOLUTIONS *et al.*

Defendants.

Case No. 37-2023-00021170-CU-OE-CTL

Hon. Richard S. Whitney
Dept. 68

CLASS ACTION

**Notice of Entry of Order Granting Final
Approval and Entering Judgment**

Action Filed: May 18, 2023

1 TO THE COURT, ALL PARTIES AND THEIR ATTORNEYS OF RECORD, PLEASE
2 TAKE NOTICE THAT:

3 1. On August 6, 2024, the Court entered the Order and Judgment Granting Final Approval
4 of Class Action Settlement and Attorneys' Fees and Costs and Entering Judgment attached hereto as
5 Exhibit 1.

6 2. The Judge confirmed the Court's Tentative Ruling attached hereto as Exhibit 2.

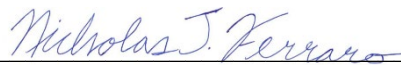
7 3. A conformed copy of this Notice will be submitted to the LWDA via its online
8 electronic portal in accordance with Labor Code § 2699(1)(3).

9 4. Notice of the Court's final ruling and entry of judgment is hereby provided.

10
11 Respectfully submitted,

12
13 Dated: August 13, 2024

Ferraro Vega Employment Lawyers, Inc.

14 

15 Nicholas J. Ferraro

16 *Attorneys for Plaintiff Raggy Sarkis*

EXHIBIT 1

FILED
San Diego Superior Court

AUG - 6 2024

Clerk of the Superior Court
By: R. Cersosimo, Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN DIEGO

RAGGY SARKIS, individually and on behalf
of all others similarly situated,

Plaintiffs,

vs.

GLORY GLOBAL SOLUTIONS, INC., and
DOES 1 through 50, inclusive,

Defendants.

Case No. 37-2023-00021170-CU-OE-CTL

**ORDER GRANTING MOTION FOR
FINAL APPROVAL OF CLASS
ACTION SETTLEMENT**

Judge: Hon. Richard S. Whitney
Dept.: 68

Complaint filed: May 18, 2023
FAC filed: July 24, 2023
Trial date: None set

1 On August 2, 2024, a hearing was held on the motion of plaintiff Raggy Sarkis ("Plaintiff")
2 for final approval of their class settlement (the "Settlement") and payments to the Labor and
3 Workforce Development Agency ("LWDA") and the Settlement Administrator. Nicholas Ferraro
4 of Ferraro Vega Employment Lawyers, Inc. appeared for Plaintiff, and Zachary P. Hutton of Paul
5 Hastings LLP appeared for Glory Global.

6 The parties have submitted their Settlement, which this Court preliminarily approved by
7 its order dated April 3, 2024 ("Preliminary Approval Order"). In accordance with the Preliminary
8 Approval Order, Class Members have been given notice of the terms of the Settlement and the
9 opportunity to comment on or object to it or to exclude themselves from its provisions.

10 Having received and considered the Settlement, the supporting papers filed by the parties,
11 and the evidence and argument received by the Court at the hearing before it entered the
12 Preliminary Approval Order and the final approval hearing on August 2, 2024, the Court grants
13 final approval of the Settlement, and HEREBY ORDERS and MAKES DETERMINATIONS as
14 follows:

15 1. The certification of the following Class is confirmed for the purpose of entering a
16 settlement in this matter:

17 All current and former employees who worked for Glory Global in a non-
18 exempt position in California at any time from November 21, 2018 through
January 6, 2024.

19 2. The Settlement Administrator received one valid request for exclusion from the
20 Class. The employee identification number of the individual who timely submitted a valid request
21 for exclusion is listed in paragraph 8 of the Declaration of Jarrod Salinas filed on July 9, 2024.

22 3. The Court confirms the appointment of plaintiff Raggy Sarkis as Class
23 Representative, and of Nicholas J. Ferraro and Lauren N. Vega of Ferraro Vega Employment
24 Lawyers, Inc. as Class Counsel.

25 4. Pursuant to the Preliminary Approval Order, a Notice of Proposed Settlement and
26 Final Approval Hearing, and Notice of Estimated Settlement Share were sent to each Class
27 Member by first-class mail. These papers informed Class Members of the terms of the Settlement,
28 their right to receive a Settlement Share, their right to comment on or object to the Settlement or

1 to opt out of the Settlement and pursue their own remedies, and their right to appear in person or
2 by counsel at the final approval hearing and be heard regarding approval of the Settlement.
3 Adequate periods of time were provided by each of these procedures. No Class Members objected
4 to the Settlement as part of this notice process or stated an intent to appear at the final approval
5 hearing.

6 5. The Court finds and determines that this notice procedure afforded adequate
7 protections to Class Members and provides the basis for the Court to make an informed decision
8 regarding approval of the Settlement based on the responses of Class Members. The Court finds
9 and determines that the notice provided in this case was the best notice practicable, which satisfied
10 the requirements of law and due process.

11 6. For the reasons stated in the Preliminary Approval Order, the Court finds and
12 determines that the proposed class, as defined in the definitions section of the Settlement, meets
13 all of the legal requirements for class certification, and it is hereby ordered that the Class is finally
14 approved and certified as a class for purposes of the Settlement.

15 7. The Court further finds and determines that the terms of the Settlement are fair,
16 reasonable, and adequate to the Class and to each Class Member. The Class Members who have
17 not opted out will be bound by the Settlement, except that PAGA Group Members (as defined in
18 the Settlement, those who worked for Glory Global during the applicable PAGA period (May 15,
19 2022 through January 6, 2024)) will release the PAGA claims released in the Settlement, and will
20 receive a portion of the amount set aside for their share of the settlement of civil penalties,
21 regardless of whether they opt out of the Settlement. The Settlement is ordered finally approved,
22 and that all terms and provisions of the Settlement should be and hereby are ordered to be
23 consummated.

24 8. The Court finds and determines that the Settlement Shares to be paid to the Class
25 Members (including the Class Member Payments to be paid to Class Members who did not timely
26 submit a valid Request for Exclusion and PAGA Group Payments to be paid to all PAGA Group
27 Members), as provided for by the Settlement, are fair and reasonable. The Court hereby grants
28

1 final approval to and orders the payment of those amounts to be made to the Class Members out
2 of the Net Settlement Amount in accordance with the Settlement.

3 9. Pursuant to the Labor Code Private Attorneys General Act ("PAGA"), Cal. Lab.
4 Code §§ 2699(1)(2), (1)(4), the LWDA has been given notice of the Settlement. Pursuant to PAGA,
5 on the date the parties filed with the Court the motion seeking preliminary approval of the
6 Settlement, Plaintiff submitted to the LWDA a notice of the Settlement enclosing a copy of the
7 Settlement. The Court finds and determines that the notice of the Settlement complied with the
8 statutory requirements of PAGA.

9 10. The Court finds and determines that the resolution of the Released PAGA Claims
10 and the PAGA Penalties Payment, which includes the payment to the LWDA of \$7,500 and the
11 payment to PAGA Group Members of \$2,500 as their respective shares of the settlement of civil
12 penalties in this case is fair, reasonable, and appropriate. The Court hereby gives final approval
13 to and orders that the payment of the PAGA Civil Penalties be paid out of the Total Settlement
14 Amount in accordance with the Settlement.

15 11. The Court finds and determines that the fees and expenses of Phoenix
16 Administration Solutions in administering the settlement, in the amount of \$5,150, are fair and
17 reasonable. The Court hereby grants final approval to and orders that the payment of
18 approximately that amount be paid out of the Total Settlement Amount in accordance with the
19 Settlement.

20 12. In addition to any recovery that Plaintiff may receive as his Settlement Share, and
21 in recognition of the Plaintiff's efforts on behalf of the Class, the Court hereby approves the
22 payment of an incentive award to Plaintiff in the amount of \$10,000. This shall be paid from the
23 Total Settlement Amount.

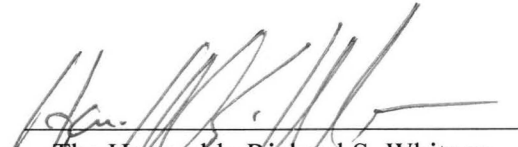
24 13. Pursuant to the authorities and argument presented to the Court, the Court approves
25 the payment of attorneys' fees to Class Counsel in the sum of \$61,660.50, plus costs and expenses
26 in the amount of \$16,258.05. This shall be paid from the Total Settlement Amount.

27 14. The parties are hereby ordered to comply with the terms of the Settlement.
28

1 15. Without affecting the finality of this order in any way, pursuant to California Code
2 of Civil Procedure section 664.6 the Court retains jurisdiction of all matters relating to the
3 interpretation, administration, implementation, effectuation, and enforcement of this order and the
4 Settlement.

5 **IT IS SO ORDERED.**

6 Dated: 8-6, 2024

7 
8 The Honorable Richard S. Whitney
9 Judge of the Superior Court

FILED
San Diego Superior Court

AUG - 6 2024

Clerk of the Superior Court
By: R. Cersosimo, Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN DIEGO

RAGGY SARKIS, individually and on behalf
of all others similarly situated,

Plaintiffs,

vs.

GLORY GLOBAL SOLUTIONS, INC., and
DOES 1 through 50, inclusive,

Defendants.

Case No. 37-2023-00021170-CU-OE-CTL

FINAL JUDGMENT

Judge: Hon. Richard S. Whitney
Dept.: 68

Complaint filed: May 18, 2023
FAC filed: July 24, 2023
Trial date: None set

1 The parties having settled this action and the Court having entered an Order Granting Final
2 Approval of Settlement and good cause appearing therefor,

3 IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:

4 1. Except as set forth in the Settlement Agreement and the Order Granting Final
5 Approval of Settlement, plaintiff Raggy Sarkis ("Plaintiff"), and all members of the Class, shall
6 take nothing by their complaint in this Action.

7 2. Without affecting the finality of this judgment in any way, pursuant to California
8 Code of Civil Procedure section 664.6 the Court retains jurisdiction of all matters relating to the
9 interpretation, administration, implementation, effectuation, and enforcement of this order and the
10 Settlement.

11 3. Upon completion of administration of the Settlement, the Settlement Administrator
12 will provide written certification of such completion to the Court and counsel for the parties. The
13 Court sets a compliance hearing date of November 1, 2024, at 10:00 a.m., and the written
14 certification of the Settlement Administrator shall be filed no later than fourteen (14) days before
15 this hearing.

16 4. The Court finds that in consideration for their awarded Class Member Payment
17 portions of their Settlement Shares, as of the date the Settlement becomes Final and is fully funded,
18 all Class Members (other than those Class Members who timely and validly elected not to
19 participate in the Settlement) release any and all known and unknown claims against Glory Global
20 Solutions, Inc. ("Glory Global") and any present and former parents, subsidiaries and affiliated
21 companies or entities, and their respective officers, directors, employees, partners, shareholders
22 and agents, and any other successors, assigns and legal representatives and its related persons and
23 entities ("Released Parties") that are asserted in the First Amended Complaint or arise out of or
24 reasonably relate to the facts alleged in the First Amended Complaint that, from November 21,
25 2018 through January 6, 2024 (the "Class Period"), Glory Global failed to pay all wages due,
26 including overtime compensation; provide meal and rest periods; comply with the paid sick leave
27 provisions of California Labor Code sections 246 through 248.7; pay overtime wages, meal and
28 rest period premiums, and paid sick leave at the regular rate of pay; timely pay all wages due

1 during employment; or furnish accurate itemized wage statements (the “Class Members’ Released
2 Claims”). The Class Members’ Released Claims include but are not limited to claims brought
3 under California Labor Code sections 204, 204b, 210, 218, 218.5, 226, 226.3, 226.7, 246 through
4 248.7, 510, 512, 516, 558, 558.1, 1174, 1194, 1198 and 2698 *et seq.*, California Business and
5 Professions Code sections 17200-17208, and the Industrial Welfare Commission Wage Order.
6 The Class Members’ Released Claims include claims for wages, statutory penalties, civil penalties,
7 or other relief under the California Labor Code, including the Labor Code Private Attorneys
8 General Act (“PAGA”), Cal. Lab. Code section 2698 *et seq.*; relief from unfair competition under
9 California Business and Professions Code section 17200 *et seq.*; attorneys’ fees and costs; and
10 interest; and Class Members waive the protection of California Civil Code section 1542 with
11 respect to the Class Members’ Released Claims.

12 5. The Court finds that in consideration for their awarded portions of the PAGA Civil
13 Penalties, as of the date the Settlement becomes Final and is fully funded, the State of California
14 and all PAGA Group Members release any and all claims under PAGA for civil penalties against
15 Glory Global and the other Released Parties that arise out of or reasonably relate to the allegations
16 in the notice submitted by Plaintiff to the LWDA pursuant to PAGA that, from May 15, 2022
17 through January 6, 2024 (the “PAGA Release Period”), Glory Global failed to pay all wages due,
18 including overtime compensation; provide meal and rest periods; comply with the paid sick leave
19 provisions of California Labor Code sections 246 through 248.7; pay overtime wages, meal and
20 rest period premiums, and paid sick leave at the regular rate of pay; timely pay all wages due
21 during employment; furnish accurate itemized wage statements; or maintain accurate records; and
22 unlawfully required employees agree to sign non-competition, non-solicitation and confidentiality
23 agreements (the “Released PAGA Claims”). The Released PAGA Claims include but are not
24 limited to claims arising under California Labor Code sections 204, 204b, 210, 226, 226.3, 226.7,
25 246 through 248.7, 432.5, 510, 512, 516, 558, 558.1, 1174, 1174.5, 1194, 1197, 1197.1, 1198,
26 1199 and 2698 *et seq.*, and the Industrial Welfare Commission Wage Order. All PAGA Group
27 Members will release the Released PAGA Claims, and will receive a PAGA Group Payment,
28 regardless of whether they elect not to participate in the Settlement.

6. The parties shall bear his, her, its or their own respective attorneys' fees and costs except as otherwise provided in the Settlement, the Order Granting Final Approval of Settlement, and this Judgment.

The Court enters final judgment in the Action in accordance with the Settlement and this Order, subject to the Court's retention of continuing jurisdiction over the Action and the Settlement, including jurisdiction pursuant to California Rule of Court 3.769(h), solely for purposes of (a) enforcing the Agreement, (b) addressing settlement administration matters, and (c) addressing such post-Judgment matters as may be appropriate under court rules or applicable law.

LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY.

Dated: 8-6, 2024

The Honorable Richard S. Whitney
Judge of the Superior Court

EXHIBIT 2

SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN DIEGO
CENTRAL COURTHOUSE
TENTATIVE RULINGS - August 01, 2024

HEARING DATE: HEARING TIME: DEPT.:

JUDICIAL OFFICER:

CASE NO.:37-2023-00021170-CU-OE-CTL

CASE TITLE: Sarkis vs Glory Global Solutions Inc [E-FILE]

CASE TYPE: (U)Other Employment

HEARING TYPE:

TENTATIVE RULINGS: (1) Plaintiff's Motion for Final Approval of Class Action Settlement and (2) Plaintiff's Motion for Attorneys' Fees and Cost are GRANTED.

The Court will adopt as its own the proposed orders filed on July 9, 2024, with the modification as to the date for a compliance hearing, which is hereby set for November 1, 2024, at 10:00 am. A copy of the executed order will be available for counsel to pick-up after Wednesday, August 7, 2024.