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FILED
Superior Court of California
County of Los Angeles
11/20/2025
David W. Slayton, Executive Officer / Clerk of Court
By: E. Martinez Deputy

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

COQUETTE COLLETTE, individually
and on behalf of all others similarly
situated,

Plaintiff,

vs.

BAKKAVOR FOODS USA, INC.;
BAKKAVOR USA, INC.; and DOES 1
through 20, inclusive,

Defendants.

Case No. 23STCV12114

Assigned for all purposes to
Hon. Timothy Patrick Dillon
Dept. 15

**~~[PROPOSED]~~ ORDER AND JUDGMENT
GRANTING FINAL APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: November 20, 2025
Time: 9:00 a.m.
Dept: 15

1 This matter came on for hearing on November 20, 2025, at 9:00 a.m., in Department 15
2 of the above-captioned Court on the Motion for Final Approval of Class Action Settlement
3 pursuant to California Rule of Court 3.769, this Court's Order Granting Preliminary Approval,
4 and the Class Action and PAGA Settlement Agreement ("Settlement Agreement"), a copy of
5 which was filed in conjunction with the Plaintiff's Motion for Final Approval of Class Action
6 Settlement.

7 Having received and considered the Settlement Agreement, the supporting papers filed by
8 the Parties, and the evidence and argument received by the Court in conjunction with the
9 unopposed Motion for Preliminary Approval of Class Action Settlement and the instant Motion
10 for Final Approval, the Court grants final approval of the Settlement and HEREBY ORDERS
11 AND MAKES THE FOLLOWING DETERMINATIONS:

12 1. Pursuant to the Order Granting Preliminary Approval, a Notice Packet¹ was sent
13 to each Class Member by first-class mail. These papers informed the Class of the terms of the
14 Settlement, their right to receive an Individual Settlement Payment, their right (a) to comment on
15 or object to the Settlement, (b) to request exclusion from the Settlement and pursue their own
16 remedies, and (c) of their right to appear in person or by counsel at the final approval hearing and
17 to be heard regarding approval of the Settlement. Adequate periods of time were provided by
18 each of these procedures. No member of the Class opted out, filed a written objection to the
19 proposed Settlement as part of this notice process, or stated an intention to appear at the final
20 approval hearing.

21 2. The Court finds and determines that this notice procedure afforded adequate
22 protections to Class Members and provides the basis for the Court to make an informed decision
23 regarding approval of the Settlement based on the responses of the Class. The Court finds and
24 determines that the notice provided in this case was the best notice practicable, which satisfied
25 the requirements of law and due process.

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28 ¹ Terms that are not otherwise defined herein shall have the same meaning as in the Settlement Agreement.

1 3. With respect to the Class and for purposes of approving this Settlement only, this
2 Court finds and concludes that: (a) the members of the Class are ascertainable and so numerous
3 that joinder of all members is impracticable; (b) there are questions of law or fact common to the
4 Class, and there is a well-defined community of interest among members of the Class with respect
5 to the subject matter of the Action; (c) the claims of Class Representative are typical of the claims
6 of the members of the Class; (d) the Class Representative has fairly and adequately protected the
7 interests of the members of the Class; (e) a class action is superior to other available methods for
8 an efficient adjudication of this controversy; and (f) the counsel of record for the Class
9 Representative, i.e., Class Counsel, are qualified to serve as counsel for Plaintiff in their
10 individual and representative capacities for the Class.

11 4. For purposes of settlement only, the Court has certified the following Class: all
12 current and former non-exempt employees employed by Bakkavor Foods USA, Inc. and/or
13 Bakkavor USA, Inc. in California at any time during the Class Period of May 2, 2019 to October
14 3, 2024, and the Court deems this definition sufficient for purposes of California Rule of Court
15 3.765(a).

16 5. The Court hereby confirms Aegis Law Firm, PC as Class Counsel.

17 6. The Court hereby confirms Plaintiff Coquette Collette as the Class Representative
18 in this Action.

19 7. The Court finds and determines that the terms set forth in the Settlement
20 Agreement are fair, reasonable, and adequate and directs the Parties to effectuate the Settlement
21 according to its terms, having found that the Settlement was reached as a result of informed and
22 non-collusive arm's-length negotiations facilitated by a neutral mediator. The Court further finds
23 that the Parties conducted extensive investigation and that their attorneys were able to reasonably
24 evaluate their respective positions. The Court also finds that the Settlement will enable the Parties
25 to avoid additional and potentially substantial litigation costs, as well as delay and risks if the
26 Parties were to continue to litigate the case. The Court has reviewed the monetary recovery
27 provided as part of the Settlement and recognizes the significant value accorded to the Class.
28

1 8. The Court further finds and determines that the terms of the Settlement are fair,
2 reasonable and adequate to the Class and to each Participating Class Member and that the
3 Settlement is ordered finally approved, and that all terms and provisions of the Settlement should
4 be and hereby are ordered to be consummated.

5 9. The Court hereby approves the Gross Settlement Amount of \$1,350,000.00.

6 10. The Court finds and determines that the Individual Settlement Payments to be paid
7 to Participating Class Members as provided for by the Settlement are fair and reasonable. The
8 Court hereby gives final approval to and orders the payment of those amounts be made to the
9 Participating Class Members in accordance with the Settlement Agreement.

10 11. The Court finds and determines that payment of \$40,000.00 for PAGA penalties
11 in this case is fair, reasonable, and appropriate. The Court hereby gives final approval to and
12 orders that the payment of that amount be paid in accordance with the Settlement Agreement.

13 12. The Court finds and determines that the fees and expenses in administrating the
14 Settlement incurred by Phoenix Settlement Administrators in the amount of \$9,950.00, are fair
15 and reasonable. The Court hereby gives final approval to and orders that the payment of that
16 amount in accordance with the Settlement.

17 13. The Court finds and determines the Class Representative Service Payment of
18 ^{7,500}~~\$15,000.00~~ for Plaintiff is fair and reasonable. The Court hereby orders the Administrator to
19 make this payment to the Plaintiff/Class Representative in accordance with the terms of the
20 Settlement Agreement.

21 14. Pursuant to the terms of the Settlement, and the authorities, evidence and argument
22 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the sum of
23 \$450,000.00 and litigation costs of \$20,584.90. The Court finds such amounts to be fair and
24 reasonable. The Court hereby orders the Settlement Administrator to make these payments in
25 accordance with the terms of the Settlement Agreement.

26 15. Plaintiff and Class Representative Coquette Collette is deemed to have released
27 all claims against the Released Parties as detailed in the Settlement Agreement.
28

16. By means of this final approval order, this Court hereby enters final judgment as to Defendants in this action, binding each Participating Class Member and operating as a full release and discharge of the Released Parties from the Released Class Claims and binding each PAGA Member and operating as a full release and discharge of the Released Parties from the Released PAGA Claims.

17. Nothing in this order shall preclude any action to enforce the Parties' obligations under the Settlement or under this order, including the requirement that Defendants make payment to the Participating Class Members in accordance with the Settlement.

18. This Judgment is intended to be a final disposition in its entirety of the above captioned action. Without affecting the finality of this judgment in any way, the Court retains jurisdiction of all matters relating to the interpretation, administration, implementation, effectuation, and enforcement of the Settlement pursuant to C.C.P. § 664.6.

19. The Parties will bear their own costs and attorneys' fees except as otherwise provided by this Court's Order awarding Class Counsels' Award for attorneys' fees and litigation costs.

Costs.

Non-Appearance Case Review 01/08/2027

20. The Court sets a Hearing Re: Distribution of Settlement Funds for ~~November 10,~~
at 4 PM ~~2026, at 9:00 a.m.~~ Class Counsel are ordered to file a Final Report Re: Distribution of the
two (2)
Settlement Funds by the Administrator ~~five~~ court days prior.

DATED: 11/20/2025



Honorable
JUDGE C.

Honorable Timothy Patrick Dillon
JUDGE OF THE SUPERIOR COURT
Timothy Patrick Dillon / Judge