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6 Attorneys for Plaintiff Pamela Harrington, individually,
7 and on behalf of all others similarly situated.

FILED
Superior Court of California
County of Alameda
02/11/2026

Clad Flake, Executive Officer / Clerk of the Court

By: *P. Drummer-Williams* Deputy
P. Drummer-Williams

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF ALAMEDA**

14 PAMELA HARRINGTON, individually
15 and on behalf of all others similarly
situated,

16 Plaintiff,

17 vs.

18 A BETTER WAY, INC.; and DOES 1
19 through 20, inclusive,

20 Defendants.

Case No. 23CV033362

Assigned for all purposes to
Hon. Judge Patrick McKinney
Dept. 18

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

Date: January 29, 2026
Time: 10:00 a.m.
Dept: 18

1 This matter came on for hearing on January 29, 2026, at 10:00 a.m., in Department 18 of
2 the above-captioned Court on the Motion for Final Approval of Class Action Settlement pursuant
3 to California Rule of Court 3.769, this Court's Order Granting Preliminary Approval, and the
4 Revised Class Action and PAGA Settlement Agreement and Class Notice ("Settlement
5 Agreement"), a copy of which was filed in conjunction with the Plaintiff's Motion for Final
6 Approval of Class Action 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 Packet was sent to
13 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 filed written objection to the proposed
19 Settlement as part of this notice process or stated an intention to appear at the final approval
20 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.

26 3. With respect to the Class and for purposes of approving this Settlement only, this
27 Court finds and concludes that: (a) the members of the Class are ascertainable and so numerous
28 that joinder of all members is impracticable; (b) there are questions of law or fact common to the

1 Class, and there is a well-defined community of interest among members of the Class with respect
2 to the subject matter of the Action; (c) the claims of Class Representative are typical of the claims
3 of the members of the Class; (d) the Class Representative has fairly and adequately protected the
4 interests of the members of the Class; (e) a class action is superior to other available methods for
5 an efficient adjudication of this controversy; and (f) the counsel of record for the Class
6 Representative, i.e., Class Counsel, are qualified to serve as counsel for Plaintiff in their
7 individual and representative capacities for the Class.

8 4. The Court has certified a Class, as that term is defined in and by the terms of the
9 Settlement Agreement as all non-exempt employees employed by Defendant in California at any
10 time during the Class Period of May 16, 2019 to October 9, 2025, and the Court deems this
11 definition sufficient for purposes of California Rule of Court 3.765(a).

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

13 6. The Court hereby confirms Plaintiff Pamela Harrington as the Class
14 Representative in this Action.

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

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

28 9. The Court hereby approves the Gross Settlement Amount of \$329,160.00.

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

5 11. The Court finds and determines that payment to the California Labor and
6 Workforce Development Agency of \$20,000.00 as its share of the settlement of civil penalties in
7 this case is fair, reasonable, and appropriate. The Court hereby gives final approval to and orders
8 that the payment of that amount be paid in accordance with the Settlement Agreement.

9 12. The Court finds and determines that the fees and expenses in administering the
10 Settlement incurred by ILYM Group in the amount of \$5,450.00, are fair and reasonable. The
11 Court hereby gives final approval to and orders that the payment of that amount in accordance
12 with the Settlement.

13 13. The Court finds and determines the Class Representative Service Payment of
14 \$10,000.00 for Plaintiff is fair and reasonable. The Court hereby orders the Administrator to
15 make this payment to the Plaintiff/Class Representative in accordance with the terms of the
16 Settlement Agreement.

17 14. Pursuant to the terms of the Settlement, and the authorities, evidence and argument
18 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees of 31% of
19 the Gross Settlement Amount in the sum of \$102,039.60 and litigation costs of \$22,737.40. The
20 Court finds such amounts to be fair and reasonable. The Court hereby orders the Settlement
21 Administrator to make these payments in accordance with the terms of the Settlement Agreement.
22 Ten percent of the attorney's fee award must be kept in the settlement administrator's trust fund
23 until the completion of the distribution process and court approval of a final accounting.

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

27 16. This Judgment is intended to be a final disposition in its entirety of the above
28 captioned action. Without affecting the finality of this judgment in any way, the Court retains

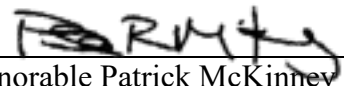
jurisdiction of all matters relating to the interpretation, administration, implementation, effectuation, and enforcement of the Settlement pursuant to C.C.P. § 664.6.

17. 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.

18. The Court sets a Hearing Re: Distribution and Accounting of Settlement Funds for November 18, 2026 at 1:30 p.m in Dept. 18 of the Alameda County Superior Court. Class Counsel are ordered to file a Final Report Re: Distribution of the Settlement Funds by the Administrator five court days prior to the hearing. Appearances may not be required if the report and declaration establish that the distributions are complete.

19. Unclaimed funds should not be distributed to the designated recipient, East Bay Community Law Center, until the Court approves the accounting.

DATED: February 11, 2026


Honorable Patrick McKinney
JUDGE OF THE SUPERIOR COURT

Patrick McKinney / Judge

1 **AMENDED CERTIFICATE OF SERVICE**

2 I, the undersigned, am employed in the County of Orange, State of California. I am over
3 the age of 18 and not a party to the within action; am employed with Aegis Law Firm PC and
my business address is 9811 Irvine Center Drive, Suite 100, Irvine, California 92618.

4 On February 2, 2026, I served the foregoing document(s) entitled:

5 REVISED [PROPOSED] ORDER AND JUDGMENT GRANTING FINAL
6 APPROVAL OF CLASS ACTION SETTLEMENT

7 **on all the appearing and/or interested parties in this action by**
8 **delivering ☐ the original ☒ a true copy thereof on the party(ies)**
9 **addressed below as follows:**

10 **MESSNER REEVES LLP**

11 Kathleen Carter (SBN 157790)
12 Peter W. Pierce (SBN 163458)
13 611 Anton Boulevard, Suite 450
14 Costa Mesa, California 92626
15 Telephone: (949) 612-9128
16 Facsimile: (949) 438-2304
17 kcarter@messner.com
18 ppierce@messner.com

19 *Attorneys for Defendant:*
20 A BETTER WAY, INC.

21 ☐ **(BY MAIL)** I am readily familiar with the firm's practice of collection and processing
22 correspondence for mailing. Under that practice it would be deposited with the U.S.
23 Postal Service on that same day with postage thereon fully prepaid at Irvine, California
24 in the ordinary course of business. I am aware that on motion of the party served, service
25 is presumed invalid if postage cancellation date or postage meter date is more than one
26 day after date of deposit for mailing this affidavit. (*Cal Code Civ. Proc.* § 1013(a); *Fed.*
27 *R. Civ. Proc.* 5(a); *Fed. R. Civ. Proc.* 5(c).)

28 ☐ **(BY OVERNIGHT MAIL)** I am personally and readily familiar with the business
practice of Aegis Law Firm PC for collection and processing correspondence for
overnight delivery, and I caused such document(s) described herein to be deposited for
delivery to a facility regularly maintained Federal Express for overnight delivery. (*Cal*
Code Civ. Proc. § 1013(c); *Fed. R. Civ. Proc.* 5(c).)

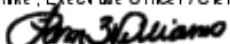
☒ **(BY ELECTRONIC TRANSMISSION)** I caused said document(s) to be served via
electronic transmission via the above listed email addresses on the date below. (*Cal.*
Code Civ. Proc. § 1010.6(6); *Fed. R. Civ. Proc.* 5(b)(2)(E); *Fed. R. Civ. Proc.* 5(b)(3).)

☐ **(BY PERSONAL SERVICE)** I delivered the foregoing document by hand delivery to
the addressed named above. (*Cal Code Civ. Proc.* § 1011; *Fed. R. Civ. Proc.*
5(b)(2)(A).)

1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

3 Executed on February 2, 2026, at Irvine, California.

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5 Laila Shams
6 Laila Shams
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SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 02/17/2026
PLAINTIFF/PETITIONER: Pamela Harrington	Chad Finke, Executive Officer / Clerk of the Court By:  Deputy
DEFENDANT/RESPONDENT: A Better Way, Inc.,	P. Drummer-Williams
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: 23CV033362

I, the below named Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served one copy of the Order REVISED [PROPOSED] ORDER AND JUDGMENT GRANTING FINAL APPROVAL OF CLASS ACTION SETTLEMENT entered herein upon each party or counsel of record in the above entitled action, by electronically serving the document(s) from my place of business, in accordance with standard court practices.

JESSICA L. CAMPBELL
jcampbell@aegislawfirm.com

Peter Woodford Anderson
Messner Reeves, LLP
ppierce@messner.com

Dated: 02/17/2026

Chad Finke, Executive Officer / Clerk of the Court

By:



P. Drummer-Williams, Deputy Clerk