Joanna Ghosh (SBN 272479)
Yasmin Hosseini (SBN 326399)
Helene Mayer (SBN 332975)
LAWYERS *for* JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff Victor Enriquez and the Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES - SPRING STREET COURTHOUSE

VICTOR ENRIQUEZ, individually, and on behalf of other members of the general public similarly situated and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act,

Plaintiff,

v.

GLOBAL EXPERIENCE SPECIALISTS, INC., a Nevada corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No.: 23STCV21231

Honorable Elihu M. Berle
Department 6

CLASS ACTION

[PROPOSED] FINAL APPROVAL ORDER AND JUDGMENT

Date:	December 16, 2026
Time:	9:00 a.m.
Department:	6
Complaint Filed:	September 1, 2023
FAC Filed:	April 28, 2026
Trial Date:	None Set

This matter has come before the Honorable Elihu M. Berle, in Department 6 of the above-entitled Court, located at 312 North Spring Street, Los Angeles, California 90012, on December 16, 2026 at 9:00 a.m., on Plaintiff Victor Enriquez's ("Plaintiff") Motion for Final Approval of Class Action and PAGA Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class Representative Service Payment ("Motion for Final Approval"). Lawyers *for* Justice, PC appeared on behalf of Plaintiff and the Class, and Fisher & Phillips, LLP appeared on behalf of Defendant Global Experience Specialists, Inc. ("Defendant").

On August 21, 2026, the Court entered the Order Granting Preliminary Approval of Class Action and PAGA Settlement ("Preliminary Approval Order"), thereby preliminarily approving the settlement of the above-entitled action in accordance with the First Amended Class Action and PAGA Settlement Agreement ("Settlement," "Agreement," or "Settlement Agreement"), which, together with the exhibits annexed thereto, sets forth the terms and conditions for settlement of the Action.

Having reviewed the Settlement Agreement and duly considered the parties' papers and oral argument, and good cause appearing,

THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:

1. The Motion for Final Approval is granted in its entirety.

2. This Final Approval Order and Judgment incorporates by reference the definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized terms used, but not defined, herein shall have the same meanings as in the Settlement Agreement and Preliminary Approval Order.

3. Unless otherwise specified, all citations and references to the PAGA statute that are contained within the motion and supporting papers are to the former version of the PAGA statute prior to the recent amendment effective July 1, 2024; the amended PAGA statute does not apply to the above-captioned action and the Settlement pursuant to California Labor Code § 2699, subd. (v), as amended, because the above-captioned action was filed prior to June 19, 2024.

4. This Court has jurisdiction over the Class Members as it pertains to the Action and the claims asserted in the Action, the Court also has jurisdiction over all parties to the Action as it

pertains to the Action and the claims asserted in the Action.

5. The Court finds that the applicable requirements of California Code of Civil Procedure section 382 and California Rule of Court 3.769, *et seq*. have been satisfied with respect to the Class and the Settlement. The Court hereby makes final its earlier provisional certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order. The Class is hereby defined to include: all current and former non-exempt employees who performed work for Defendant in California at any time during the Class Period ("Class" or "Class Members").

6. The "Aggrieved Employees" are hereby defined to consist of the following individuals: all current and former non-exempt employees who performed work for Defendant in California at any time during the PAGA Period.

7. The Court finds that the Court-approved Court Approved Notice of Class Action Settlement and Hearing Date for Final Court Approval ("Class Notice") that was provided to the Class Members fully and accurately informed the Class Members of all material elements of the Settlement, of their opportunity to participate in the Settlement, object to or comment on the Class Settlement, or to seek exclusion from the Class Settlement; the Class Notice was the best notice practicable under the circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the State of California, the United States Constitution, due process, and other applicable law. The Class Notice fairly and adequately described the Settlement and provided the Class Members with adequate instructions and a variety of means to obtain additional information.

8. Pursuant to California law, the Court hereby grants final approval to the Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the Class as a whole. More specifically, the Court finds that the Settlement was reached following meaningful formal and informal discovery and investigation conducted by Lawyers *for* Justice, PC ("Class Counsel"), and that the Settlement is the result of serious, informed, adversarial, and arm's-length negotiations between the parties. In so finding, the Court has considered all of the evidence presented, including evidence regarding the strength of Plaintiff's claims; the risk, expense, and complexity of pursuing the claims presented; the likely duration of further litigation; the amount offered in the Settlement;

the extent of investigation and discovery completed; and the experience and views of Class Counsel. The Court finds that the Settlement, including the monetary allocations and payments, appears within the range of reasonableness, and that the monetary recovery to the Class is fair, adequate, and reasonable when balanced against the probable outcome of further litigation relating to certification, liability, and damages issues. The Court has further considered the absence of any objections to the Class Settlement submitted by Class Members. Accordingly, the Court hereby directs that the Settlement be effected in accordance with the Settlement Agreement and the following terms and conditions.

9. A full opportunity has been afforded to the Class Members to participate in the Final Approval Hearing, and all Class Members and other persons wishing to be heard have been heard. The Class Members also have had a full and fair opportunity to exclude themselves from the Class Settlement. Accordingly, the Court determines that Plaintiff and all Class Members who did not submit a timely and valid Request for Exclusion from the Class Settlement ("Participating Class Members"), individually and on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, are bound by the Class Settlement and by this Final Approval Order and Judgment, and thereby, as of the Effective Date and the date when Defendant fully funds the entire Gross Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual Class Shares, are deemed to release the Released Parties from Released Class Claims.

10. The Court finds that Plaintiff Victor Enriquez has satisfied the prerequisites under the California Private Attorneys General Act (Cal. Labor Code § 2698, *et seq.*) ("PAGA"), including, and not limited to, providing the California Labor and Workforce Development Agency ("LWDA") and Defendant with notice of the specific provisions of the California Labor Code alleged to have been violated, including, and not limited to, the facts and theories to support the alleged violations, in conformity with California Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been submitted to the LWDA in conformity with California Labor Code § 2699(l)(2). Pursuant to California Labor Code § 2699(l)(2), the Court has also considered and reviewed the PAGA Settlement and the allocation of $80,000.00 toward civil penalties under

the California Private Attorneys General Act of 2004 ("PAGA Penalties"), and the Court finds that they are fair, reasonable, and appropriate, and are hereby approved. The Administrator shall distribute the PAGA Penalties as follows: the amount of $60,000.00 to the LWDA ("LWDA PAGA Payment"), and the amount of $20,000.00 to the Aggrieved Employees, in accordance with the terms and methodology set forth in the Agreement.

11. The Court determines that Plaintiff Victor Enriquez, the State of California, with respect to Aggrieved Employees, and all Aggrieved Employees, individually and on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, are bound by the PAGA Settlement and this Final Approval Order and Judgment, and thereby, as of the Effective Date and the date when Defendant fully funds the entire Gross Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual Class Shares, are deemed to release the Released Parties, and each of them, from the Released PAGA Claims.

12. The Court hereby directs that the Settlement be effected in accordance with the Settlement Agreement, Preliminary Approval Order, and the terms and conditions set forth herein.

13. The Court finds that payment of the Administration Expenses Payment in the amount of $24,950.00 to ILYM Group, Inc. ("ILYM" or "Administrator") is appropriate for the services performed and costs incurred and to be incurred for the notice and settlement administration process, and is hereby approved. It is hereby ordered that the Administrator shall issue payment to itself in the amount of $24,950.00, in accordance with the terms and methodology set forth in the Settlement Agreement.

14. The Court finds that the Class Representative Service Payment in the amount of $10,000.00 to Plaintiff Victor Enriquez is fair and reasonable, and is hereby approved. It is hereby ordered that the Administrator issue payment in the amount of $10,000.00 to Plaintiff Victor Enriquez for his Class Representative Service Payment, according to the terms set forth in the Settlement Agreement.

15. The Court finds that attorneys' fees in the amount of $262,350.00 to Class Counsel fall within the range of reasonableness and that the results achieved justify the award sought, and are

hereby approved. It is hereby ordered that the Administrator issue payment in the amount of $262,350.00 to Class Counsel for attorneys' fees, in accordance with the terms and methodology set forth in the Settlement Agreement.

16. The Court finds that reimbursement of litigation costs and expenses in the amount of $17,927.75 to Class Counsel is reasonable, and hereby approved. It is hereby ordered that the Administrator issue payment in the amount of $17,927.75 to Class Counsel for reimbursement of litigation costs and expenses, in accordance with the terms and methodology set forth in the Settlement Agreement.

17. It is hereby ordered that within sixty (60) calendar days after the Effective Date, Defendant shall deposit the Gross Settlement Amount of $795,000.00 and the employer's share of payroll taxes and contributions with respect to the wage portion of Individual Class Shares into an account established by the Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

18. It is hereby ordered that within fourteen (14) calendar days following the funding of the Gross Settlement Amount, the Administrator will issue payments due under the Settlement and approved by the Court as follows: (a) Individual Class Payments to Participating Class Members, (b) Individual PAGA Payment to Aggrieved Employees, (c) LWDA PAGA Payment to the LWDA, (d) Class Representative Service Payment to Plaintiff, (e) Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment to Class Counsel, and (f) Administration Expenses Payment to the Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

19. Each check issued to a Participating Class Member and/or Aggrieved Employee for his or her Individual Class Payment and/or Individual PAGA Payment shall be valid for a period of one hundred eighty (180) calendar days from the date of issuance of the check, and after this time period, the check(s) shall be cancelled. The funds associated with checks issued to Participating Class Members and Aggrieved Employees that have not been cashed or deposited within the 180-day period shall be transmitted to the California Controller's Unclaimed Property Fund in the name of the individuals to whom the checks had originally been issued. All Participating Class Members

shall be bound by the terms and conditions of the Class Settlement regardless of whether or not they cash or otherwise negotiate their Individual Class Payment checks.

20. After entry of this Final Approval Order and Judgment, pursuant to California Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret, implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final Approval Order and Judgment, to hear and resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in connection with the distribution of settlement benefits.

21. Individualized notice of this Final Approval Order and Judgment is not required. The Administrator shall post a copy of this Final Approval Order and Judgment on the Administrator's website for a period of at least sixty (60) calendar days after the date of entry of this Final Approval Order and Judgment.

22. A Final Compliance Hearing is set for _____ at _____ a.m./p.m. in Department 6. Class Counsel shall submit the Administrator's accounting report regarding the status of the funding and disbursement of the Settlement at least five (5) court days prior to the Final Compliance Hearing.

IT IS SO ORDERED.

DATE: _____

_____
The Honorable Elihu M. Berle
Judge of the Los Angeles County Superior Court of California