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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO CIVIL DIVISION
JAN 29 2026
BY  VERONICA GONZALEZ, DEPUTY

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

LEE A STEVIE PALMA, as a proxy for
the State of California,

Plaintiffs,

vs.

HAT WORLD, INC., a Corporation; and
DOES 1 through 100, inclusive,

Defendant.

Case No.: CIVSB2317027

[Assigned for all purposes to the Hon. David E.
Driscoll, Dept. S22]

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

Date: January 6, 2026
Time: 8:30 a.m.
Dept.: S22

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Attorneys for Plaintiff TAKORI JULIANA COLEMAN,
on behalf of herself and others similarly situated

1 Plaintiffs Leea Stevie Palma and Takori Juliana Coleman (collectively, “Plaintiffs”) and
2 Defendant Hat World, Inc. (“Defendant” or “Hat World”) (Plaintiffs and Defendant together, the
3 “Parties”) have entered into the Joint Stipulation of Class and Representative Action Settlement
4 (“Settlement Agreement”) to settle the above-captioned class action subject to the Court’s
5 approval (the “Settlement”).

6 This matter is now before the Court on Plaintiff’s Motion for Final Approval of Class
7 Action Settlement, including approval of the Class Representative Enhancement Payments for
8 Plaintiffs and Class Counsel’s application for a fee and expense award. The Court has read,
9 heard, and considered all the pleadings and documents submitted, and the presentations made in
10 connection with the Motion which came on for hearing on January 6, 2026.

11 **I. BACKGROUND**

12 On May 8, 2025, Plaintiffs filed the operative First Amended Complaint in this action
13 (the “Complaint”). The Complaint alleges (1) violation of Labor Code §§ 226.7 and 512; (2)
14 violation of Labor Code § 226.7; (3) failure to pay wages for all hours worked at minimum wage
15 in violation of Labor Code §§ 1194 and 1197; (4) failure to pay overtime wages for daily
16 overtime worked in violation of Labor Code §§ 510 and 1194; (5) violation of Labor Code §
17 226; (6) violation of Labor Code §§ 2800 and 2802; (7) failure to timely pay all earned wages
18 and final paychecks due at time of separation of employment in violation of Labor Code §§ 201,
19 202, and 203; (8) violation of Business and Professions Code § 17200, *et seq.*; and (9) violation
20 of Labor Code §§ 2698, *et seq.*, the Private Attorneys General Act (“PAGA”).

21 **A. Class Members and Aggrieved Employees**

22 The “Class” or “Class Member(s)” means:

23 All individuals employed by Defendant as non-exempt employees
24 in the State of California at any time during the Class Period
(December 1, 2018 through June 30, 2024).

25 (Settlement Agreement ¶¶ A.4 & A.8).

26 “Aggrieved Employee(s)” means:

27 All individuals employed by Defendant as non-exempt employees
28 in the State of California at any time during the PAGA Period
(November 18, 2021, through June 30, 2024).

1 (Settlement Agreement ¶¶ A.3 & A.25).

2 **B. Operation of the Settlement**

3 Pursuant to the Preliminary Approval Order dated July 30, 2025, this Court conditionally
4 certified the Class and granted preliminary approval to the Settlement Agreement. The
5 Preliminary Approval Order also approved of the proposed class notice and notice plan. The
6 Court entered the Preliminary Approval Order after review and consideration of all of the
7 pleadings filed in connection herewith, and the oral presentations made by counsel at the hearing.

8 In compliance with the Preliminary Approval Order, the Notice of Proposed Class and
9 Representative Action Settlement (“Class Notice”) was sent to all 5,259 Class Members via first
10 class mail. 454 Class Notices were returned due to incorrect addresses. Address skip traces were
11 performed for the 454 Class Notices. As of the date of this filing, thirty-five (35) Class Notices
12 are deemed undeliverable because the Settlement Administrator could not obtain updated
13 addresses through skip tracing. The notice process was timely completed. The Settlement
14 Administrator received zero (0) requests for exclusion and zero (0) objections.

15 This Court finds that the Settlement appears to be the product of serious, informed, non-
16 collusive negotiations, has no obvious deficiencies, and does not improperly grant preferential
17 treatment to any individuals. The Court finds that the Settlement was entered into in good faith
18 pursuant to California Code of Civil Procedure § 877.6. The Court further finds that the
19 Settlement is fair, reasonable, and adequate and that Plaintiffs have satisfied the standards for
20 final approval of a class action settlement under California law. Under the provisions of
21 California Code of Civil Procedure § 382 and Federal Rule of Civil Procedure 23, as approved
22 for use by the California state court in *Vasquez v. Superior Court* (1971) 4 Cal. 3d 800, 821, the
23 trial court has discretion to certify a class where:

24 [Q]uestions of law or fact common to the members of the class
25 predominate over any questions affecting only individual members,
26 and that a class action is superior to the available methods for the
fair and efficient adjudication of the controversy...Fed. R. Civ.
Proc. 23.

27 Certification of a settlement class is the appropriate judicial device under these
28

1 circumstances.

2 Based on the foregoing, IT IS HEREBY ORDERED, ADJUDGED, AND DECREED AS
3 FOLLOWS:

4 1. The Court, for purposes of this Order, adopts all defined terms as set forth in the
5 Settlement Agreement filed in this case.

6 2. The Court has jurisdiction over the subject matter of the litigation, the Class
7 Representatives, the other members of the Settlement Class, and Defendant.

8 3. The Court finds that the dissemination of the Class Notice, as disseminated by the
9 appointed Settlement Administrator, Phoenix Settlement Administrators, to the Class Members,
10 constituted the best notice practicable under the circumstances to all persons within the definition
11 of the Class, and fully met the requirements of California law and due process under the United
12 States Constitution.

13 4. The Court approves the settlement of the above-captioned action, as set forth in
14 the Settlement Agreement, as fair, just, reasonable, and adequate as to the Parties. The Parties are
15 directed to perform in accordance with the terms set forth in the Settlement Agreement.

16 5. Except as otherwise provided in the Settlement Agreement, the Parties are to bear
17 their own costs and attorneys' fees.

18 6. The Court hereby certifies the following Class for settlement purposes only: all
19 individuals employed by Defendant as non-exempt employees in the State of California at any
20 time during the Class Period (December 1, 2018 through June 30, 2024). The Court further
21 approves the settlement as to the Aggrieved Employees during the PAGA Period.

22 7. With respect to the Class and for purposes of approving the settlement only and
23 for no other purpose, this Court finds and concludes that: (a) the members of the Class are
24 ascertainable and so numerous that joinder of all members is impracticable; (b) there are
25 questions of law or fact common to the Class, and there is a well-defined community of interest
26 among members of the Class with respect to the subject matter of the non-exempt claims in the
27 Litigation; (c) the claims of Class Representatives are typical of the claims of the members of the
28 Class; (d) the Class Representatives have fairly and adequately protected the interests of the

1 members of the Class; (e) a class action is superior to other available methods for an efficient
2 adjudication of this controversy; and (f) the counsel of record for the Class Representatives, *i.e.*,
3 Class Counsel, are qualified to serve as counsel for the Plaintiffs in their individual and
4 representative capacity and for the Class.

5 8. Defendants shall remit to the Qualified Settlement Fund established by the
6 Settlement Administrator the Maximum Settlement Amount of Two Million Seven Hundred
7 Thousand Dollars (\$2,700,000.00), plus employer-side payroll taxes, pursuant to the terms of the
8 Settlement Agreement.

9 9. From the Maximum Settlement Amount, the Settlement Administrator shall pay:

10 (a) to Class Counsel attorneys' fees in the amount of Nine Hundred and
11 Forty-Five Thousand Dollars (\$945,000.00) and reimbursement of costs in the amount of Twenty
12 Four Thousand Two Hundred Seven Dollars and Twenty Seven Cents (\$24,207.27), allocated as
13 \$4,364.48 to the Law Offices of Choi & Associates, APLC, \$4,344.00 to Hyun Legal, APC, and
14 \$15,498.79 to Lavi & Ebrahimian, LLP;

15 (b) a service award to Class Representatives Leea Stevie Palma and Takori
16 Juliana Coleman to reimburse them for their unique services in the amount of Ten Thousand
17 Dollars (\$10,000.00) each;

18 (c) the sum of Seventy-Five Thousand Dollars (\$75,000.00) to the California
19 Labor and Workforce Development Agency, for its seventy-five percent (75%) share of PAGA
20 penalties;

21 (d) the sum of Twenty-Five Thousand Dollars (\$25,000.00) to the Aggrieved
22 Employees, for their twenty-five percent (25%) share of PAGA penalties; and

23 (e) the sum of Thirty-Two Thousand Dollars (\$32,000.00) to the Settlement
24 Administrator, Phoenix Settlement Administrators, for its fees and costs relating to the settlement
25 administration process.

26 (f) After deducting the foregoing from the Maximum Settlement Amount, the
27 Net Settlement Amount of approximately \$1,578,792.73 shall be distributed to the Class
28 Members.

1 10. The Court finds that these amounts are fair and reasonable. The Settlement
2 Administrator is directed to make such payments in accordance with the terms of the Settlement
3 Agreement.

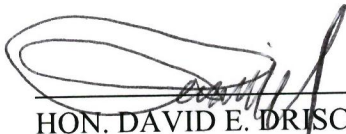
4 11. The Court approves the Individual Settlement Payment and Individual PAGA
5 Payment amounts, which shall be distributed by the Settlement Administrator pursuant to the
6 terms of the Settlement Agreement from the Net Settlement Amount, after payment of those
7 amounts set forth in Paragraph 9.

8 12. The Court hereby enters final judgment in this case in accordance with the terms
9 of the Settlement, Preliminary Approval Order, and this Order. Without affecting the finality of
10 the Settlement or Judgment entered, this Court shall retain exclusive and continuing jurisdiction
11 over the action and the Parties, including all Participating Class Members and Aggrieved
12 Employees, for purposes of enforcing and interpreting this Order and the Settlement.

13 13. A compliance hearing is set to be held on January 6, 2027, at 8:30 a.m. in
14 Department S-22 of the San Bernardino County Superior Court in order to determine the number
15 and amount of any uncashed checks that have been distributed to the California State
16 Controller's Unclaimed Property Fund.

17
18 **IT IS SO ORDERED.**

19
20 DATED: 1/29/26


HON. DAVID E. DRISCOLL
SUPERIOR COURT OF CALIFORNIA

PROOF OF SERVICE

I am employed in the County of Los Angeles; I am over the age of 18 years and not a party to the within action; my business address is 515 S. Figueroa St. Suite 1250, Los Angeles, California 90071.

On January 6, 2026, I served the foregoing document(s) described as: **[PROPOSED] ORDER GRANTING FINAL APPROVAL OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT AND JUDGMENT**, on the interested parties in this action by placing a true copy thereof, in a sealed envelope(s) addressed as follows:

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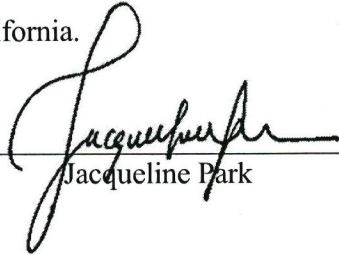
BY ELECTRONIC SERVICE

I caused such document to be served on the offices of the addressees via electronic mail.

 X

(State) I declare under penalty of perjury that the foregoing is true and correct.

Executed on January 6, 2026, at Los Angeles, California.



Jacqueline Park