

09/17/2025

David W. Slayton, Executive Officer / Clerk of Court

By: R. Arraiga Deputy

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

JOYCE PLUMMER, individually and on
behalf of all others similarly situated,

Plaintiff,

vs.

PELICAN PARTS, LLC.; and DOES 1
through 20, inclusive,

Defendants.

Case No. 23STCV14962

Assigned for all purposes to
Hon. Judge Elaine Lu
Dept. 9

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

Date: September 17, 2025
Time: 10:00 a.m.
Dept: 9

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

1 This matter came on for hearing on September 17 2025, at 10:00 a.m., in Department 9
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 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

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

4. The Court has certified a Class, as that term is defined in and by the terms of the Settlement Agreement as all non-exempt employees employed by Pelican Parts, LLC. at any time during the Class Period of of December 31, 2018 to February 12, 2024, and the Court deems this definition sufficient for purposes of California Rule of Court 3.765(a).

5. No Class Members opted out of the Settlement. **No objectors appeared at the duly noticed hearing on the Parties' Motion for Final Approval of Class Action Settlement.**

6. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint arising during the Class Period.

7. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the facts stated in the Operative Complaint, and the PAGA Notice arising during the PAGA Period.

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

9. The Court hereby confirms Plaintiff Joyce Plummer as the Class Representative in this Action.

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

10 11. The Court further finds and determines that the terms of the Settlement are fair,
11 reasonable and adequate to the Class and to each Participating Class Member and that the
12 Settlement is ordered finally approved, and that all terms and provisions of the Settlement should
13 be and hereby are ordered to be consummated.

14 12. The Court hereby approves the Gross Settlement Amount of \$700,000.00.

15 13. The Court finds and determines that the Individual Settlement Payments to be paid
16 to Participating Class Members as provided for by the Settlement are fair and reasonable. The
17 Court hereby gives final approval to and orders the payment of those amounts be made to the
18 Participating Class Members in accordance with the Settlement Agreement.

19 14. The Court finds and determines that payment to the California Labor and
20 Workforce Development Agency of \$15,000.00 as its share of the settlement of civil penalties in
21 this case is fair, reasonable, and appropriate. The Court hereby gives final approval to and orders
22 that the payment of that amount be paid in accordance with the Settlement Agreement.

23 15. The Court finds and determines that the fees and expenses in administering the
24 Settlement incurred by ILYM Settlement Administrators in the amount of \$7,850.00, are fair and
25 reasonable. The Court hereby gives final approval to and orders that the payment of that amount
26 in accordance with the Settlement.

27 16. The Court finds and determines the Class Representative Service Payment of
28 \$7,500.00 for Plaintiff is fair and reasonable. The Court hereby orders the Administrator to make

1 this payment to the Plaintiff/Class Representative in accordance with the terms of the Settlement
2 Agreement.

3 17. Pursuant to the terms of the Settlement, and the authorities, evidence and argument
4 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the sum of
5 \$233,333.33 and litigation costs of \$23,083.69. The Court finds such amounts to be fair and
6 reasonable. The Court hereby orders the Settlement Administrator to make these payments in
7 accordance with the terms of the Settlement Agreement.

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

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

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

18 21. Non-Appearance Case Review January 19, 2027
The Court sets a ~~Hearing~~ Re: Distribution of Settlement Funds for ~~September 9,~~
19 ~~2026~~, at 8:30 a.m. Class Counsel are ordered to file a Final Report Re: Distribution of the
20 Settlement Funds by the Administrator ~~five court days prior~~ by January 12, 2027.

21
22 DATED: 09/17/2025



23 Honorable Elaine Lu
24 JUDGE OF THE SUPERIOR COURT
25
26
27
28