

1
2
3
4
5
6
7
8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF LOS ANGELES**

10 STEVE CORDOVA and HUYEN
11 PHUONG LE, on behalf of themselves and
12 all others similarly situated,

13 Plaintiffs,

14 vs.

15 NORMAN INDUSTRIAL MATERIALS,
16 INC., a California Corporation; and DOES
17 1-50, inclusive.

18 Defendants.
19
20
21
22
23
24
25
26
27
28

Case No.: 23STCV17785

Related to Case No.: 23STCV19388

*[Assigned for all purposes to the Hon. Kenneth
R. Freeman, Dept. SSC-14]*

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
AND PAGA ACTION SETTLEMENT**

Date: May 13, 2025

Time: 10:00 a.m.

Dept.: SSC-14

Action Filed: July 27, 2023

Trial Date: None Set

1 Plaintiffs Steve Cordova and Huyen Phuong Le's ("Plaintiffs") Motion for Preliminary
2 Approval of Class and PAGA Action Settlement came regularly for hearing before this Court on
3 May 13, 2025 at 10:00 a.m. The Court, having considered the proposed Class Action and PAGA
4 Settlement Agreement (the "Settlement Agreement"), attached as Exhibit 1 to the Declaration of
5 Matthew K. Moen filed concurrently herewith; having considered Plaintiff's Motion for
6 Preliminary Approval of Class and PAGA Action Settlement, the Memorandum of Points and
7 Authorities in support thereof, and supporting declarations filed therewith; and good cause
8 appearing, HEREBY ORDERS THE FOLLOWING:

9 1. The Court GRANTS preliminary approval of the class action settlement as set
10 forth in the Settlement Agreement and finds its terms to be within the range of reasonableness of
11 a settlement that ultimately could be granted approval by the Court at a Final Fairness Hearing.
12 For purposes of the Settlement, the Court finds that the proposed Settlement Class is ascertainable
13 and that there is a sufficiently well-defined community of interest among the members of the
14 Settlement Class in questions of law and fact. Therefore, for settlement purposes only, the Court
15 grants conditional certification of the following Settlement Class:

16 All current and former non-exempt employees who worked for
17 Defendant Norman Industrial Materials, Inc., dba Industrial Metal
18 Supply Company ("Defendant"), in California at any time between
July 27, 2019 and the date of preliminary approval.

19 2. For purposes of the Settlement, the Court designates named Plaintiffs Steve
20 Cordova and Huyen Phuong Le as Class Representatives and designates Paul K. Haines, Fletcher
21 W. Schmidt, Matthew K. Moen, and Susan J. Perez of Haines Law Group, APC, Mehrdad
22 Bokhour of Bokhour Law Group, P.C., and Joshua S. Falakassa of Falakassa Law, P.C., as Class
23 Counsel.

24 4. The Court designates Apex Class Action Administration as the third-party
25 Settlement Administrator for mailing notices.

26 5. The Court approves, as to form and content, the Court Approved Notice of Class
27 Action Settlement and Hearing Date for Final Court Approval ("Class Notice") attached as Exhibit A to
28 the Settlement Agreement.

1 6. The Court finds that the form of notice to the Settlement Class regarding the
2 pendency of the action and of the Settlement, and the methods of giving notice to members of the
3 Settlement Class constitute the best notice practicable under the circumstances, and constitute
4 valid, due, and sufficient notice to all members of the Settlement Class. The form and method of
5 giving notice complies fully with the requirements of California Code of Civil Procedure § 382,
6 California Civil Code § 1781, California Rules of Court 3.766 and 3.769, the California and
7 United States Constitutions, and other applicable law.

8 7. The Court further approves the procedures for Settlement Class members to opt
9 out of or object to the Settlement, as set forth in the Class Notice.

10 8. The procedures and requirements for filing objections in connection with the Final
11 Fairness Hearing are intended to ensure the efficient administration of justice and the orderly
12 presentation of any Class Member's objection to the Settlement, in accordance with the due
13 process rights of all Settlement Class members.

14 9. The Court directs the Settlement Administrator to mail the Class Notice to the
15 members of the Settlement Class in accordance with the terms of the Settlement. The Court directs
16 the Settlement Administrator to carry out all duties as required by the Settlement.

17 10. The Class Notice shall provide at least 60 calendar days' notice for members of
18 the Settlement Class to opt out of, or object to the Settlement. Any Request for Exclusion or
19 Objection shall be submitted directly to the Settlement Administrator and not filed with the Court.
20 Upon receipt of any Requests for Exclusion or Objections, the Settlement Administrator shall
21 forward copies of all Requests for Exclusion and Objections to counsel for all parties. The
22 Settlement Administrator shall file a declaration concurrently with the filing of the Motion for
23 Final Approval of Class and PAGA Action Settlement which authenticates a copy of every
24 Request for Exclusion and Objection received by the Settlement Administrator. The Settlement
25 Administrator shall give notice to any objecting Settlement Class member of any continuance of
26 the hearing on Plaintiff's Motion for Final Approval of Class and PAGA Action Settlement.

27 11. The Final Fairness Hearing on the question of whether the Settlement should be
28 finally approved as fair, reasonable, and adequate is scheduled in Department 14 of this Court,

located at 312 North Spring Street, Los Angeles, CA 90012 on _____, at _____ a.m./p.m.

12. At the Final Fairness Hearing, the Court will consider: (a) whether the Settlement should be finally approved as fair, reasonable, and adequate for the Settlement Class; (b) whether a judgment granting final approval of the Settlement should be entered; and (c) whether Plaintiffs' application for reasonable attorneys' fees, reimbursement of litigation expenses, service payments to Plaintiffs, settlement administration costs, and payment to the Labor and Workforce Development Agency ("LWDA") for penalties under the Private Attorneys General Act ("PAGA") should be granted.

13. Counsel for the parties shall file memoranda, declarations, or other statements and materials in support of their request for final approval of the Settlement, attorneys' fees, litigation expenses, Plaintiffs' service payments, settlement administration costs, and payment to the LWDA for PAGA penalties prior to the Final Fairness Hearing according to the time limits set by the Code of Civil Procedure and the California Rules of Court.

14. An implementation schedule is below (assuming the Court signs this Order on May 13, 2025):

Event	Date
Defendant to provide Class Member information to the Settlement Administrator no later than [10 business days after preliminary approval]:	May 28, 2025
Settlement Administrator to mail Class Notice to Class Members no later than [10 business days from receipt of Class Member information]:	June 11, 2025
Deadline for Class Members to request exclusion from, submit dispute, or object to the Settlement [60 calendar days from mailing of Class Notice]:	August 10, 2025
Remail Response Deadline	August 24, 2025
Deadline for Plaintiff to file Motion for Final Approval of Class Action Settlement:	At least 30 days prior to Final Fairness Hearing
Final Fairness Hearing [on or after October 21, 2025]:	_____, at _____ a.m. / p.m.

1 15. Pending the Final Fairness Hearing, all proceedings in this action, other than
2 proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this
3 Order, are stayed.

4 16. Counsel for the parties are hereby authorized to utilize all reasonable procedures
5 in connection with the administration of the Settlement which are not materially inconsistent with
6 either this Order or the terms of the Settlement.

7 **IT IS SO ORDERED.**

8
9 Dated: _____

Honorable Kenneth R. Freeman
Judge of the Superior Court