

ELECTRONICALLY FILED BY
Superior Court of California,
County of Monterey
On 12/22/2025
By Deputy: Lopez, Jose

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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF MONTEREY

ADRIAN CUEVAS-GRANADOS and JUAN
FERNANDO MERENDON-CEREGA, as
individuals and on behalf of all other
aggrieved employees,

Plaintiffs,

vs.

SABOR FARMS, LLC, a California limited
liability company; and DOES 1 through 100,

Defendants.

Case No. 24CV000743

[Unlimited Jurisdiction]

**~~[PROPOSED]~~ JUDGMENT AND ORDER
GRANTING PLAINTIFFS' MOTION
FOR APPROVAL OF SETTLEMENT OF
CLAIMS BROUGHT UNDER THE
PRIVATE ATTORNEYS' GENERAL
ACT, REASONABLE ATTORNEYS'
FEES, COSTS, AND ENHANCEMENT
PAYMENTS**

Date: December 19, 2025

Time: 8:30 a.m.

Dept.: 14

Complaint filed: February 23, 2024

Trial Date: None Set

1 This matter came on regularly for hearing before this Court on December 19, 2025 at 8:30
2 a.m. Having considered the Parties' PAGA Settlement Agreement ("Settlement");¹ the documents
3 and evidence presented in support thereof; and recognizing the disputed factual and legal issues
4 involved in this case; the risks of further prosecution, the substantial benefits to be received by
5 the State of California and the Aggrieved Employees pursuant to the Settlement; and the fair,
6 reasonable, and adequate nature of the settlement obtained as a result of good faith arm's-length
7 negotiations between the parties, the Court hereby makes a final ruling that the Settlement is
8 approved pursuant to California Labor Code section 2699(1). Good cause appearing therefore, the
9 Court hereby GRANTS Plaintiffs Adrian Cuevas-Granados and Juan Fernando Merendon-
10 Cerega's ("Plaintiffs") Motion for Approval of Claims under the Private Attorneys General Act
11 ("Motion") and ORDERS as follows:

12 1. The "Aggrieved Employees" shall be defined as all current and former non-exempt
13 employees who worked for Defendant Sabor Farms, LLC ("Defendant") in California at any time
14 during the PAGA Period. The "PAGA Period" means July 24, 2022 through March 15, 2025.

15 2. The California Labor Workforce and Development Agency ("LWDA") has been
16 provided notice of the Settlement in accordance with PAGA, California Labor Code § 2699(1)(2),
17 (1)(4). In particular, on the date Plaintiffs filed a Motion seeking approval of the Settlement with
18 the Court, Plaintiffs submitted to the LWDA a notice of the Settlement enclosing a copy of the
19 Settlement Agreement. Plaintiffs' notice of the Settlement to the LWDA complied with the notice
20 requirements of PAGA.

21 3. The Court hereby approves the settlement as set forth in the Settlement as fair,
22 reasonable, and adequate, and directs the parties to effectuate the Settlement according to its
23 terms.

24 4. The Court orders that Defendant shall deposit the Maximum Settlement Amount
25 of \$665,000.00 by transmitting the funds to the Administrator as follows, pursuant to the terms
26

27 ¹ All terms used in this Order shall have the same meaning as that assigned to them in the
28 Settlement Agreement, attached as Exhibit 1 to the Declaration of Sean M. Blakely submitted
concurrently with the Motion.

of the Settlement: (1) Defendant shall make a first installment payment of \$332,500.00 with the Settlement Administrator upon the Effective Date²; and (2) Defendant shall make a second installment payment of \$332,500.00 with the Settlement Administrator within six months of the first installment payment.

5. The Court hereby approves, as to form and content, the proposed Notice of PAGA Settlement submitted by the Parties and included as Exhibit A to the Settlement.

6. The Court hereby appoints ILYM Group, Inc. as the Settlement Administrator.

7. Within ten (10) business days after entry of an order approving the settlement, Defendant shall provide the Settlement Administrator with information for Aggrieved Employees. Defendant will in good faith compile from its records a list of Aggrieved Employees that will be in a computer-readable format, such as a Microsoft Excel spreadsheet, and shall include each Aggrieved Employee's full name, last known mailing address, number of pay periods worked during the PAGA Period, and Social Security numbers to the extent available from Defendant's records, pursuant to the terms of this Settlement.

8. The Settlement Administrator is directed to mail the Individual PAGA Payments and the Notice to the Aggrieved Employees within ten (10) business days of the Settlement being fully funded and after receiving approval from counsel of the payment calculations, pursuant to the terms of the Settlement.

9. The Court finds that attorneys' fees in the amount of one-third of the Maximum Settlement Amount (currently estimated to be \$221,666.67) for Plaintiffs' Counsel, and reimbursement of litigation costs of \$11,430.75 to Plaintiffs' Counsel, are fair, reasonable, and adequate, and orders the Settlement Administrator to distribute these payments to Plaintiffs' Counsel as provided for in the Settlement Agreement.

10. The Court orders that the Settlement Administrator shall be paid \$6,550.00 for all of its work done and to be done until the completion of this matter, and finds that sum appropriate.

11. The Court finds that the requested Enhancement Payments of \$5,000.00 to each

² "Effective Date" means the date the Court enters an Order granting Court approval to the Settlement.

Plaintiff (\$10,000.00 total) is fair, adequate, and reasonable in recognition of the unique contributions they made and the risks they undertook, on behalf of the Aggrieved Employees and the State of California, and orders that the Settlement Administrator distribute this payment to Plaintiffs as provided for in the Settlement Agreement.

12. The Court finds that the amount of \$311,514.44, representing 75% of the Net Settlement Amount, allocated as PAGA civil penalties under the Settlement, to be paid to the California Labor and Workforce Development Agency ("LWDA") as provided for by the Settlement, is fair, adequate, and reasonable, and orders that payment be made to the LWDA in accordance with the terms of the Settlement Agreement. The Court further finds that the amount of \$103,838.14, representing 25% of the Net Settlement Amount, allocated as PAGA civil penalties under the Settlement, to be paid to the Aggrieved Employees (i.e., Individual PAGA Payments) as provided for by the Settlement, is fair, adequate, and reasonable, and orders that payment be made to Aggrieved Employees on a pro rata basis in accordance with the terms of the Settlement and this Order.

13. Checks for Individual PAGA Payments sent to Aggrieved Employees shall be valid for 180 days after issuance. Funds remaining from any checks for Individual PAGA Payments uncashed for more than 180 days after issuance, shall escheat to *cy pres* recipient, The Food Bank for Monterey County.

14. Upon entry of this Order approving the Settlement and judgment entered thereon, and upon the Settlement being fully funded, Plaintiffs and all Aggrieved Employees will release all PAGA claims that were pled in the Action, or which could have been pled in the Action, or which could have been pled under the PAGA based on the factual allegations in the Action that arose during the PAGA Period.

15. Plaintiffs are directed to submit a copy of this Order and entry of judgment to the LWDA within ten (10) calendar days of the date of this Order and entry of judgment.

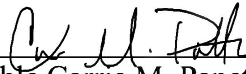
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1 16. Plaintiffs shall file a declaration confirming the final distribution of funds on or
2 before October 16, 2026. The case is set for final status report on
3 October 23, 2023, 2026, at 8:30 a.m.

4 **IT IS SO ORDERED, ADJUDGED, AND DECREED.**

5 Dated: 12/22/2025

6 By: 
7 Honorable Carrie M. Panetta
8 Judge of the Superior Court
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