

1. A judgment, decree, or order was entered in this action on *(date)*: March 6, 2026
2. A copy of the judgment, decree, or order is attached to this notice.

Date: March 10, 2026

(TYPE OR PRINT NAME OF	☒	ATTORNEY	☐	PARTY WITHOUT ATTORNEY)
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► A John-
(SIGNATURE)

EXHIBIT 1

Arby Aiwazian (SBN 269827)
 Ryan Slinger (SBN 351297)
 Alborz Javaheri (SBN 364246)
LAWYERS for JUSTICE, PC
 450 North Brand Blvd., Suite 900
 Glendale, California 91203
 Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff Imrana Samat and the Class

FILED
 Superior Court of California
 County of Alameda
 03/06/2026
 Chad Flake, Executive Officer / Clerk of the Court
 By: *P. Drummer-Williams* Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
 FOR THE COUNTY OF ALAMEDA**

IMRANA SAMAT, 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,

vs.

NOR-CAL MOVING SERVICES, a
 California corporation; and DOES 1
 through 100, inclusive,

Defendants.

Case No. 23CV045827

Honorable Patrick McKinney
 Department 18

CLASS ACTION

**[PROPOSED] FINAL APPROVAL
 ORDER AND JUDGMENT**

Reservation ID: 908873837640
 Date: February 26, 2026
 Time: 1:30 p.m.
 Department: 18

Complaint Filed: September 27, 2023
 Trial Date: None Set

1 This matter has come before the Honorable Patrick McKinney, in Department 18 of the
2 above-entitled Court, located at 1225 Fallon Street Oakland, CA 94612, on February 26, 2026 at
3 1:30 p.m., on Plaintiff Imrana Samat’s (“Plaintiff”) Motion for Final Approval of Class Action
4 and PAGA Settlement, Attorneys’ Fees and Costs, and Enhancement Award (“Motion for Final
5 Approval”). Lawyers *for* Justice, PC, appeared on behalf of Plaintiff and the Class, and Ferber
6 Law, APC appeared on behalf of Defendant Nor-Cal Moving Services (“Defendant”).

7 On October 10, 2025, the Court entered the Order Granting Preliminary Approval of
8 Class Action and PAGA Settlement (“Preliminary Approval Order”), thereby preliminarily
9 approving the settlement of the above-entitled action in accordance with the First Amended Joint
10 Stipulation of Class Action and PAGA Settlement and Release (“Settlement,” “Agreement,” or
11 “Settlement Agreement”), which, together with the exhibits annexed thereto set forth the terms
12 and conditions for settlement of the Action.

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

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

16 1. The Motion for Final Approval is granted in its entirety.
17 2. This Final Approval Order and Judgment incorporates by reference the
18 definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized
19 terms used, but not defined, herein shall have the same meanings as in the Settlement
20 Agreement and Preliminary Approval Order.

21 3. Unless otherwise specified, all citations and references to the Private Attorneys
22 General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”) are to the version
23 of that statute prior to the recent amendment effective July 1, 2024; the amended statute does
24 not apply to the Action, or the Settlement pursuant to California Labor Code section 2699(v)(1),
25 as amended, because the notice to the Labor and Workforce Development Agency ("LWDA")
26 was filed prior to June 19, 2024.
27
28

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

4 5. The Court finds that the applicable requirements of California Code of Civil
5 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied, with
6 respect to the Class and the Settlement. The Court hereby makes final its earlier provisional
7 certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order.
8 The Class is hereby defined to include: all current and former non-exempt, hourly-paid
9 employees who were employed by Defendant in California at any time during the period from
10 September 27, 2019 through November 15, 2024 (“Class” or “Class Members”).

11 6. The aggrieved employees for purposes of the PAGA Settlement are hereby
12 defined to consist of the following individuals: all current and former non-exempt, hourly-paid
13 employees who were employed by Defendant in California at any time during the period from
14 July 24, 2022 through November 15, 2024 (“PAGA Employees”).

15 7. The Court finds that the Court-approved Notice of Class Action Settlement
16 (“Class Notice”) that was provided to the Class Members, fully and accurately informed the
17 Class Members of all material elements of the Settlement, of their opportunity to participate in
18 the Settlement, object to or comment on the Class Settlement, or to seek exclusion from the
19 Class Settlement; the Class Notice was the best notice practicable under the circumstances; was
20 valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the
21 State of California, the United States Constitution, due process and other applicable law. The
22 Class Notice fairly and adequately described the Settlement and provided the Class Members
23 with adequate instructions and a variety of means to obtain additional information.

24 8. Pursuant to California law, the Court hereby grants final approval to the
25 Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the
26 Class as a whole. More specifically, the Court finds that the Settlement was reached following
27 meaningful formal and informal discovery and investigation conducted by Lawyers *for* Justice,
28 PC (“Class Counsel”), and that the Settlement is the result of serious, informed, adversarial, and

1 arms-length negotiations between the parties. In so finding, the Court has considered all of the
2 evidence presented, including evidence regarding the strength of Plaintiff's claims; the risk,
3 expense, and complexity of pursuing the claims presented; the likely duration of further
4 litigation; the amount offered in the Settlement; the extent of investigation and discovery
5 completed; and the experience and views of Class Counsel. The Court finds that the Settlement,
6 including the monetary allocations and payments, appear within the range of reasonableness,
7 and that the monetary recovery to the Class is fair, adequate, and reasonable when balanced
8 against the probable outcome of further litigation relating to certification, liability, and damages
9 issues. The Court has further considered the absence of any objections by the Class Members to
10 the Class Settlement. Accordingly, the Court hereby directs that the Settlement be affected in
11 accordance with the Settlement Agreement and the following terms and conditions.

12 9. A full opportunity has been afforded to the Class Members to participate in the
13 Final Approval Hearing, and all Class Members and other persons wishing to be heard have
14 been heard. The Class Members also have had a full and fair opportunity to exclude themselves
15 from the Class Settlement. Accordingly, the Court determines that Plaintiff and all Class
16 Members who did not submit a timely and valid Request for Exclusion from the Class
17 Settlement ("Settlement Class Members"), individually and on behalf of their respective
18 successors, assigns, agents, attorneys, executors, heirs and personal representatives, are bound
19 by the Class Settlement and by this Final Approval Order and Judgment, and thereby, as of the
20 Effective Date and full funding of the Maximum Settlement Amount, shall fully and finally
21 release and discharge the Released Parties, and each of them, from the Released Class Claims.

22 10. The Court finds that Plaintiff has satisfied the prerequisites under PAGA,
23 including, and not limited to, providing the LWDA and Defendant with notice of the specific
24 provisions of the California Labor Code alleged to have been violated, including, and not
25 limited to, the facts and theories to support the alleged violations, in conformity with California
26 Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been
27 submitted to the LWDA in conformity with California Labor Code § 2699(1)(2). Pursuant to
28 California Labor Code § 2699(1)(2), the Court has also considered and reviewed the PAGA

1 Settlement and the allocation of \$40,000.00 toward civil penalties under the California Private
2 Attorneys General Act of 2004 ("PAGA Amount"), and the Court finds that they are fair,
3 reasonable, and appropriate, and hereby approved. The Settlement Administrator shall distribute
4 the PAGA Amount as follows: the amount of \$30,000.00 to the LWDA ("LWDA Payment"),
5 and the amount of \$10,000.00 to the PAGA Employees, in accordance with the terms and
6 methodology set forth in the Agreement.

7 11. The Court determines that Plaintiff, the State of California (with respect to
8 PAGA Employees), and all PAGA Employees, individually and on behalf of their respective
9 successors, assigns, agents, attorneys, executors, heirs and personal representatives, are bound
10 by the PAGA Settlement and this Final Approval Order and Judgment, and thereby, as of the
11 Effective Date and full funding of the Maximum Settlement Amount, shall fully and finally
12 release and discharge the Released Parties, and each of them, from the Released PAGA Claims.

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

16 13. The Court finds that payment of Settlement Administration Costs in the amount
17 of \$6,000.00 to Simpluris, Inc. ("Simpluris" or "Settlement Administrator"), is appropriate for
18 the services performed and costs incurred and to be incurred for the notice and settlement
19 administration process, and is hereby approved. It is hereby ordered that the Settlement
20 Administrator shall issue payment to itself in the amount of \$6,000.00, in accordance with the
21 terms and methodology set forth in the Settlement Agreement.

22 14. The Court finds that the Enhancement Payment in the amount of \$7,500.00 to
23 Plaintiff is fair and reasonable, and hereby approved. It is hereby ordered that the Settlement
24 Administrator issue payment in the amount of \$7,500.00 to Plaintiff for her Enhancement
25 Payment, according to the terms set forth in the Settlement Agreement.

26 15. The Court finds that attorneys' fees in the amount of \$105,000.00 to Class
27 Counsel falls within the range of reasonableness and that the results achieved justify the award
28 sought, and is hereby approved. It is hereby ordered that the Settlement Administrator issue

1 payment in the amount of \$105,000.00 to Class Counsel for attorneys' fees, in accordance with
2 the terms and methodology set forth in the Settlement Agreement.

3 16. The Court finds that reimbursement of litigation costs and expenses in the
4 amount of \$16,646.13 to Class Counsel is reasonable, and hereby approved. It is hereby ordered
5 that the Settlement Administrator issue payment in the amount of \$16,646.13 to Class Counsel
6 for reimbursement of litigation costs and expenses, in accordance with the terms and
7 methodology set forth in the Settlement Agreement.

8 17. It is hereby ordered that within thirty (30) calendar days after the Effective Date,
9 Defendant shall deposit the Maximum Settlement Amount of \$300,000.00 and the employer's
10 share of payroll taxes and contributions with respect to the wage portion of Individual
11 Settlement Shares into an account established by the Settlement Administrator, in accordance
12 with the terms and methodology set forth in the Settlement Agreement.

13 18. It is hereby ordered that within seven (7) calendar days following the funding of
14 the Maximum Settlement Amount, the Settlement Administrator will issue payments due under
15 the Settlement and approved by the Court as follows: (a) Individual Settlement Payments to
16 Settlement Class Members, (b) Individual PAGA Payments to PAGA Employees, (c) LWDA
17 Payment to the LWDA, (d) Enhancement Payment to Plaintiff, (e) Attorneys' Fees and Costs to
18 Class Counsel, and (f) Settlement Administration Costs to the Settlement Administrator, in
19 accordance with terms and methodology set forth in the Settlement Agreement.

20 19. Each check issued to a Settlement Class Member and/or PAGA Employee for his
21 or her Individual Settlement Payment and/or Individual PAGA Payment shall be valid for a
22 period of one hundred eighty (180) calendar days from the date of issuance of the check, and
23 after this time period, the check(s) shall be canceled. The leftover funds associated with checks
24 issued to Settlement Class Members and PAGA Employees, after the checks have been
25 canceled, shall be transmitted to Legal Aid at Work as a *cy pres* recipient pursuant to California
26 Code of Civil Procedure Section 384. All Settlement Class Members shall be bound by the
27 terms and conditions of the Class Settlement regardless of whether or not they cash or otherwise
28 negotiate their Individual Settlement Payment checks. All PAGA Employees shall be bound by

1 the terms and conditions of the PAGA Settlement regardless of whether or not they cash or
2 otherwise negotiate their Individual PAGA Payment checks.

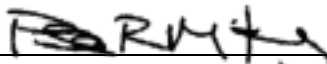
3 20. After entry of this Final Approval Order and Judgment, pursuant to California
4 Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret,
5 implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final
6 Approval Order and Judgment,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

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

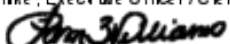
13 22. A Final Compliance Hearing is set for 10/28/2026 at 1:30 ~~a.m.~~/p.m. in
14 Department 18. Class Counsel shall submit the Settlement Administrator's accounting report
15 regarding the status of the funding and disbursement of the Settlement at least five (5) court days
16 prior to the Final Compliance Hearing.

17 **IT IS SO ORDERED.**

18
19 DATE: March 6, 2026



The Honorable Patrick McKinney
Judge of the Alameda County Superior Court
of California
Patrick McKinney / Judge

SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 03/06/2026
PLAINTIFF/PETITIONER: Imrana Samat	Chad Finke, Executive Officer / Clerk of the Court By:  Deputy
DEFENDANT/RESPONDENT: NOR-CAL MOVING SERVICES, a California corporation	P. Drummer-Williams
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: 23CV045827

I, the below named Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served one copy of the Order [PROPOSED] FINAL APPROVAL ORDER AND JUDGMENT entered herein upon each party or counsel of record in the above entitled action, by electronically serving the document(s) from my place of business, in accordance with standard court practices.

Arby Aiwarzian
Lawyers for Justice, PC
aa@calljustice.com

Jonathan Ryan Babione
Ferber Law, A Professional Corp.
jbabione@ferberlaw.com

Dated: 03/06/2026

Chad Finke, Executive Officer / Clerk of the Court

By:



P. Drummer-Williams, Deputy Clerk

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 450 North Brand Boulevard, Suite 900, Glendale, California 91203.

On March 10, 2026, I served the foregoing document(s) described as: **NOTICE OF ENTRY OF JUDGMENT OR ORDER** on interested parties in this action as follows:

Michelle R. Ferber (mferber@ferberlaw.com)
Jonathan R. Babione (jbabione@ferberlaw.com)
Adam Nathaniel Arce (aarce@ferberlaw.com)
FERBER LAW, A Professional Corporation
2603 Camino Ramon, Suite 385
San Ramon, California 94583

Attorneys for Defendant Nor-Cal Moving Services

[X] BY E-MAIL

The above-referenced document was transmitted to the person(s) at the e-mail addresses listed herein at their most recent known e-mail address or e-mail of record in this action. I did not receive, within reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

State of California, Labor & Workforce Development Agency Web URL:

<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

[X] BY ONLINE SUBMISSION

The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on March 10, 2026, at Glendale, California.



Deven Launchbaugh