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

DAVID SHILIAN, an individual, on behalf
of himself and all other similarly situated
employees,

Plaintiff,

vs.

STANLEY A. SIROTT TRUST; STANLEY
SIROTT, an individual and as trustee of the
STANLEY A SIROTT TRUST;
ADRIENNE SIROTT, an individual and as
trustee of the STANLEY A SIROTT
TRUST; GARY FIELDS, an individual; and
DOES 1 through 25, Inclusive,

Defendants.

Case No. 23STCV16871

Assigned to the Hon. David S. Cunningham III

**~~PROPOSED~~ ORDER AND JUDGMENT
GRANTING FINAL APPROVAL OF CLASS
ACTION SETTLEMENT, AWARD OF
ATTORNEYS' FEES AND COSTS AND
APPROVAL OF CLASS REPRESENTATIVE
SERVICE AWARD**

Date: September 15, 2026

Time: 10:00 AM

Place: Department 11

Complaint Filed: July 19, 2023

Trial Date: None Set

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On September 15, 2026, this Court heard Plaintiff’s Motion for Final Approval of Class Action Settlement, Award of Attorneys’ Fees and Costs and Approval of Class Representative Service Award (the “Motion”). After reviewing the Motion and supporting papers, the Court finds good cause to grant the Motion.

1. Upon review of the record, the Court hereby finds that the Settlement Agreement is, in all respects, fair, adequate, and reasonable.

3. The Court also finds that extensive arm's-length negotiations have taken place, in good faith, between Class Counsel and Defendant's Counsel resulting in the Settlement Agreement.

5. Notice was provided to Class Members in compliance with the Settlement Agreement, California Code of Civil Procedure §382 and California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and any other applicable law, and constitutes the best notice practicable under the circumstances, by providing notice to all individual Class Members who could be identified through reasonable effort. The Notice fully satisfied the requirements of due process.

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ORDER GRANTING FINAL APPROVAL

1 the Class (iv) provided procedures for Class Members to file written objections to the proposed
2 settlement, to appear at the hearing, and to state objections to the proposed settlement; and (v)
3 provided the time, date, and place of the Final Approval Hearing.

4 7. The Parties adequately performed their obligations under the Settlement
5 Agreement.

6 8. No Class Members have objected to the terms of the Settlement.

7 9. For the reasons stated in the Preliminary Approval Order, and having found
8 nothing that would disturb these previous findings, this Court finds and determines that the
9 proposed Class, as defined below, meets all of the legal requirements for class certification for
10 settlement purposes under California Code of Civil Procedure §382 and California Rules of
11 Court, Rule 3.769.

12 10. An award of \$333,333 in reasonable attorneys' fees and \$10,212.50 in actual
13 costs incurred to Class Counsel is fair and reasonable in light of the nature of this case, Class
14 Counsel's experience, their efforts in prosecuting this Action, and the benefits obtained for the
15 Class.

16 11. A Service Award of \$10,000 for the Plaintiff is fair and reasonable in light of his
17 contributions to the litigation and settlement of this Action.

18 **IT IS ORDERED THAT:**

19 1. This Court has jurisdiction over the subject matter of the Action and over all
20 parties to the Action, including all members of the Class.

21 2. Plaintiff's Motion is hereby GRANTED.

22 3. The Settlement Agreement is finally approved. Accordingly, the Court directs
23 the Parties and their counsel to implement and consummate this Settlement in accordance with
24 the terms and conditions of the Settlement Agreement.

25 4. The Class is certified for purposes of settlement only and is defined as follows:
26 All persons currently or formerly employed by Defendant as non-exempt employees who were
27 required to live at one or more of Defendant's properties to do management, maintenance, and/or
28 customer service work in California at any time during the period from July 19, 2019, through

December 31, 2024.

5. Upon entry of this Order, compensation to the Class Members shall be effected pursuant to the terms of the Settlement Agreement.

6. The Court hereby confirms David Shilian as Class Representative.

7. The Court hereby confirms Ben Travis of Ben Travis Law, APC and Justin Hewgill as Class Counsel.

8. Class Counsel shall be awarded \$333,333 as attorneys' fees and \$10,212.50 in actual costs incurred, as litigation costs and expenses, with payment coming out of the Gross Settlement. The Court further finds that the hourly rates of Class Counsel are reasonable and in keeping with market rates for comparably complex litigation in Southern California.

9. Plaintiff is hereby awarded \$10,000 as a Service Award, with payment coming out of the Gross Settlement.

10. \$75,000 shall be paid from the Gross Settlement to the California Labor and Workforce Development Agency.

11. \$6,500 shall be paid from the Gross Settlement to the Settlement Administrator, ILYM Group, Inc.

12. No other litigation costs and/or attorneys' fees shall be awarded, either against Defendant or any related persons or entities or from the award to the Class.

13. Each member of the Class, excluding those Members identified as timely opting out in paragraph 14 below, is bound by the Settlement Agreement, including the releases and covenant not to sue, and this Final Order and Judgment.

14. This Final Order and Judgment does not bind persons who filed timely and valid Requests for Exclusion. The following individuals properly requested to be excluded from the Settlement: Andrea Natisch.

15. Upon entry of this Final Order and Judgment, and by operation of this Final Order and Judgment, the claims in this Action of each Participating Class Member against any and all of the Released Parties as defined in the Settlement Agreement, are fully, finally, and forever released, relinquished, and discharged pursuant to the terms of the Settlement Agreement.

16. Each Participating Class Member is permanently enjoined from bringing, joining, or continuing to prosecute any Released Claims against Defendant or any Released Parties.

17. This Final Order and Judgment, and all papers related thereto, are not, and shall not be construed to be, an admission by Defendant of any liability, claim, or wrongdoing whatsoever, and shall not be offered as evidence of any such liability, claim, or wrongdoing in this Action or in any other proceeding.

18. Notice of entry of this Order and Judgment shall be given to the Class Members by posting a copy of the Order and Judgment on the Administrator's Website for a period of at least sixty (60) calendar days after the date of entry of this Order and Judgment.

19. The Court hereby enters final judgment in this case in accordance with the terms of the Settlement, Preliminary Approval Order, this Order, and Rule 3.769(h) of the California Rules of Court.

20. Without affecting the finality of this Order and Judgment, the Court reserves exclusive and continuing jurisdiction over the Action, Plaintiff, the Class, and Defendant for the purposes of supervising the implementation, enforcement, construction, and interpretation of the Settlement Agreement, the Preliminary Approval Order, the distribution of the Individual Class and PAGA Payments, and this Order and Judgment.

21. The Court will hold a Final Accounting Hearing on 09/23/2027 at 9:00 a.m. in Department 11 of the Superior Court of California, County of Los Angeles located at 312 North Spring Street., Los Angeles, CA 90012. A final report from the Settlement Administrator regarding the distribution of funds must be filed no later than 16 court days before the Final Accounting Hearing.

IT IS SO ORDERED.

Dated: 09/22/2026

~~Hon. David S. Cunningham III~~
Los Angeles County Superior Court Judge
Honorable Bruce G. Iwasaki