

1 **BLUMENTHAL NORDREHAUG BHOWMIK**
2 **DE BLOUW LLP**

3 Norman B. Blumenthal (State Bar #068687)

4 Kyle R. Nordrehaug (State Bar #205975)

5 Aparajit Bhowmik (State Bar #248066)

6 2255 Calle Clara

7 La Jolla, CA 92037

8 Telephone: (858)551-1223

9 Facsimile: (858) 551-1232

10 Website: www.bamlawca.com

11 Email: kyle@bamlawca.com

12 Attorneys for Plaintiffs

13 SUPERIOR COURT OF THE STATE OF CALIFORNIA

14 COUNTY OF LOS ANGELES

15 LAURA WEITZ and LAILA FAIZ, individuals,
16 on behalf of themselves and on behalf of all
17 persons similarly situated, and on behalf of the
18 State of California, as a private attorney general,

19 Plaintiffs,

20 vs.

21 BANANA REPUBLIC, LLC, a Limited
22 Liability Company; THE GAP, INC., a
23 Corporation; and DOES 1 through 50, inclusive,

24 Defendants.

CASE NO.: **23STCV19287**

**[PROPOSED] PRELIMINARY
APPROVAL ORDER**

Hearing Date: September 24, 2025

Hearing Time: 10:00 a.m.

Judge: Hon. David S. Cunningham III

Dept: SS-11

Date Filed: April 17, 2023

Trial Date: Not set

25 This matter came before the Honorable David S. Cunningham III of the Superior Court of
26 the State of California, in and for the County Los Angeles, on September 24, 2025, for hearing on
27 the unopposed motion by Plaintiffs Laura Weitz and Laila Faiz (collectively, "Plaintiffs") for
28 preliminary approval of the Class Action and PAGA Settlement with Defendants Banana

1 Republic, LLC and The Gap, Inc. (“Defendants”). The Court, having considered the briefs,
2 argument of counsel and all matters presented to the Court and good cause appearing, hereby
3 GRANTS Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement.
4

5 **IT IS HEREBY ORDERED:**

6 1. The Court preliminarily approves the Class Action and PAGA Settlement
7 Agreement (“Agreement”) attached as Exhibit #1 to the Declaration of Kyle Nordrehaug in
8 Support of Plaintiffs’ Motion for Preliminary Approval of Class Action Settlement. This is based
9 on the Court’s determination that the Settlement set forth in the Agreement is within the range of
10 possible final approval, pursuant to the provisions of Section 382 of the California Code of Civil
11 Procedure and California Rules of Court, rule 3.769.

12 2. This Order incorporates by reference the definitions in the Agreement, and all
13 terms defined therein shall have the same meaning in this Order as set forth in the Agreement.

14 3. The Gross Settlement Amount that Defendants shall pay is One Million Nine
15 Hundred and Fifty Thousand Dollars (\$1,950,000). It appears to the Court on a preliminary basis
16 that the settlement amount and terms are fair, adequate and reasonable as to all potential Class
17 Members when balanced against the probable outcome of further litigation and the significant
18 risks relating to certification, liability and damages issues. It further appears that investigation and
19 research have been conducted such that counsel for the Parties are able to reasonably evaluate
20 their respective positions. It further appears to the Court that the Settlement will avoid substantial
21 additional costs by all Parties, as well as avoid the delay and risks that would be presented by the
22 further prosecution of the Action. It further appears that the Settlement has been reached as the
23 result of serious and non-collusive, arm’s-length negotiations.

24 4. The Court preliminarily finds that the Settlement appears to be within the range of
25 reasonableness of a settlement that could ultimately be given final approval by this Court. The
26 Court has reviewed the monetary recovery that is being granted as part of the Settlement and
27 preliminarily finds that the monetary settlement awards made available to the Class is fair,
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1 adequate, and reasonable when balanced against the probable outcome of further litigation and the
2 significant risks relating to certification, liability, and damages issues.

3 5. The Agreement specifies for an attorneys' fees award not to exceed one-third of the
4 Gross Settlement Amount, an award of litigation expenses incurred, not to exceed \$43,000, and
5 proposed Class Representative Service Payments to the Plaintiffs in an amount not to exceed
6 \$10,000 each. The Court will not approve the amount of attorneys' fees and costs, nor the amount
7 of any service award, until the Final Approval Hearing. Plaintiffs will be required to present
8 evidence supporting these requests, including lodestar, prior to final approval.

9 6. The Court recognizes that Plaintiffs and Defendants stipulate and agree to
10 representative treatment and certification of a class for settlement purposes only. This stipulation
11 will not be deemed admissible in this, or any other proceeding should this Settlement not become
12 final. For settlement purposes only, the Court conditionally certifies the Class which consists of
13 "all individuals who are or previously were employed by Defendants Banana Republic, LLC and
14 The Gap, Inc. who were classified as non-exempt retail store employees in the State of California
15 at any time during the Class Period." The "Class Period" is October 27, 2022 through July 4,
16 2025.

17 7. The Court concludes that, for settlement purposes only, the Class meets the
18 requirements for certification under section 382 of the California Code of Civil Procedure in that:
19 (a) the Class is ascertainable and so numerous that joinder of all members of the Class is
20 impracticable; (b) common questions of law and fact predominate, and there is a well-defined
21 community of interest amongst the members of the Class with respect to the subject matter of the
22 litigation; (c) the claims of the Plaintiffs are typical of the claims of the members of the Class; (d)
23 the Plaintiffs will fairly and adequately protect the interests of the members of the Class; (e) a
24 class action is superior to other available methods for the efficient adjudication of this controversy;
25 and (f) counsel for the Class is qualified to act as Class Counsel and the Plaintiffs are adequate
26 representatives of the Class.

27 8. The Court provisionally appoints Plaintiffs as the representatives of the Class. The
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1 Court provisionally appoints Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik,
2 Christine T. LeVu, Andrew G. Ronan and Adolfo Sanchez Contreras of Blumenthal Nordrehaug
3 Bhowmik De Blouw LLP, Larry W. Lee, Max W. Gavron, and Kwanporn “Mai” Tulyathan of
4 Diversity Law Group, P.C. and Wiliam L. Marder of Polaris Law Group as Class Counsel for the
5 Class.

6 9. The Agreement provides for a PAGA Penalties out of the Gross Settlement
7 Amount of \$50,000.00, which shall be allocated \$37,500.00 to the Labor & Workforce
8 Development Agency (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties
9 paid under this Agreement pursuant to the PAGA and \$12,500.00 to the Aggrieved Employees.
10 “Aggrieved Employees” are all individuals who are or previously were employed by Defendants
11 Banana Republic, LLC and The Gap, Inc. who were classified as non-exempt retail store
12 employees in the State of California at any time during the PAGA Period (October 27, 2022
13 through July 4, 2025). Pursuant to Labor Code section 2699, the LWDA was provided notice of
14 the Agreement and these settlement terms. The Court finds the PAGA Penalties to be reasonable.

15 10. The Court hereby approves, as to form and content, the Class Notice attached to the
16 Agreement as Exhibit A. The Court finds that the Class Notice appears to fully and accurately
17 inform the Class of all material elements of the proposed Settlement, of the Class Members’ right
18 to be excluded from the Class by submitting a written opt-out request, and of each member’s right
19 and opportunity to object to the Settlement. The Court further finds that the distribution of the
20 Class Notice substantially in the manner and form set forth in the Agreement and this Order meets
21 the requirements of due process, is the best notice practicable under the circumstances, and shall
22 constitute due and sufficient notice to all persons entitled thereto. The Court orders the mailing of
23 the Class Notice by first class mail pursuant to the terms set forth in the Agreement. If a Class
24 Notice Packet is returned because of an incorrect address, the Administrator will promptly search
25 for a more current address for the Class Member and re-mail the Class Notice Packet to any new
26 address for the Class Member no later than seven (7) days after the receipt of the undelivered
27 Class Notice.

1 11. The Court hereby appoints Atticus Administration as the Administrator. No later
2 than fifteen (15) days after this Order, Defendants will provide the Class Data to the
3 Administrator. The Administrator will perform address updates and verifications as necessary
4 prior to the first mailing. Using best efforts to mail it as soon as possible, and in no event later
5 than fourteen (14) days after receiving the Class Data, the Administrator will mail the Class Notice
6 Packet to all Class Members via first-class regular U.S. Mail to their last known address.

7 12. The Court hereby preliminarily approves the proposed procedure for exclusion
8 from the Settlement. Any Class Member may individually choose to opt out of and be excluded
9 from the Class as provided in the Class Notice by following the instructions for requesting
10 exclusion from the Class that are set forth in the Class Notice. All requests for exclusion must be
11 postmarked or received no later than sixty (60) calendar days after the date of the mailing of the
12 Class Notice (“Response Deadline”). If a Class Notice Packet is re-mailed, the Response Deadline
13 for requests for exclusion will be extended an additional fourteen (14) days. A Request for
14 Exclusion may also be faxed or emailed to the Administrator as indicated in the Class Notice.
15 Any such person who chooses to opt out of and be excluded from the Class will not be entitled to
16 any recovery under the Class Settlement and will not be bound by the Class Settlement or have
17 any right to object, appeal or comment thereon. Class Members who have not requested exclusion
18 shall be bound by all determinations of the Court, the Agreement and the Judgment. A request for
19 exclusion may only opt out that particular individual, and any attempt to effect an opt-out of a
20 group, class, or subclass of individuals is not permitted and will be deemed invalid.

21 13. Any Class Member who has not opted out may appear at the final approval hearing
22 and may object or express the Member’s views regarding the Settlement and may present evidence
23 and file briefs or other papers that may be proper and relevant to the issues to be heard and
24 determined by the Court as provided in the Class Notice. Class Members will have until the
25 Response Deadline to submit their written objections to the Administrator. Written objections
26 may also be faxed or emailed to the Administrator as indicated in the Class Notice. If a Class
27 Notice Packet is re-mailed, the Response Deadline for written objections will be extended an
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1 additional fourteen (14) days. Alternatively, Class Members may appear at the Final Approval
2 Hearing to make an oral objection.

3 14. A final approval hearing shall be held before this Court on _____
4 _____ at _____ in Department 11 at the Spring Street Courthouse of the Los
5 Angeles County Superior Court to hear the motion for final approval and for attorneys' fees and
6 costs, and to determine all necessary matters concerning the Settlement, including: whether the
7 proposed settlement of the Action on the terms and conditions provided for in the Agreement is
8 fair, adequate and reasonable and should be finally approved by the Court; whether the Final
9 Approval Order and Judgment should be entered herein; whether the plan of allocation contained
10 in the Agreement should be approved as fair, adequate and reasonable to the Class Members; and
11 to finally approve attorneys' fees and costs, service award, and the fees and expenses of the
12 Administrator. All papers in support of the motion for final approval shall be filed with the Court
13 and served on all counsel no later than sixteen (16) court days before the hearing and the motion
14 shall be heard at this final approval hearing.

15 15. Neither the Settlement nor any exhibit, document, or instrument delivered
16 thereunder shall be construed as a concession or admission by Defendants in any way that the
17 claims asserted have any merit or that this Action was properly brought as a class or representative
18 action, and shall not be used as evidence of, or used against Defendants as, an admission or
19 indication in any way, including with respect to any claim of any liability, wrongdoing, fault or
20 omission by Defendants or with respect to the truth of any allegation asserted by any person.
21 Whether or not the Settlement is finally approved, neither the Settlement, nor any exhibit,
22 document, statement, proceeding or conduct related to the Settlement, nor any reports or accounts
23 thereof, shall in any event be construed as, offered or admitted in evidence as, received as or
24 deemed to be evidence for any purpose adverse to the Defendants, including, but not limited to,
25 evidence of a presumption, concession, indication or admission by Defendants of any liability,
26 fault, wrongdoing, omission, concession or damage.

1 16. In the event the Settlement does not become effective in accordance with the terms
2 of the Agreement, or the Settlement is not finally approved, or is terminated, canceled or fails to
3 become effective for any reason, this Order shall be rendered null and void and shall be vacated,
4 and the Parties shall revert to their respective positions as of before entering into the Agreement,
5 and expressly reserve their respective rights regarding the prosecution and defense of this Action,
6 including all available defenses and affirmative defenses, and arguments that any claim in the
7 Action could not be certified as a class action and/or managed as a representative action. In such
8 an event, the Court's orders regarding the Settlement, including this Order, shall not be used or
9 referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of
10 the Agreement with respect to the effect of the Agreement if it is not approved.

11 17. The Court reserves the right to adjourn or continue the date of the final approval
12 hearing and all dates provided for in the Agreement without further notice to Class Members and
13 retains jurisdiction to consider all further applications arising out of or connected with the
14 proposed Settlement.

15 **IT IS SO ORDERED.**

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17 Dated: _____

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HON. DAVID S. CUNNINGHAM III
JUDGE OF THE SUPERIOR COURT OF CALIFORNIA

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