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30-2024-01376508-CU-OE-CXC - ROA # 196 - DAVID H. YAMASAKI, Clerk of the Court By B. Sanchez, Deputy Clerk.

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

ESABELLA SERPA, individually, and on behalf of all others similarly situated,

Plaintiff,

v.

PRIDE BAKERIES, LLC DBA PANERA BREAD BAKERY CAFES, a California limited liability company; PRIDE BAKERIES II, LLC DBA PANERA BREAD BAKERY CAFES, a California limited liability company; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 30-2024-01376508-CU-OE-CXC

[Assigned for All Purposes to the Hon. Melissa R. McCormick, Dept. CX-105]

ORDER GRANTING PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT; AND ENTERING JUDGMENT

Action Filed: January 29, 2024

Plaintiff Esabella Serpa's ("Plaintiff") Motion for Final Approval of Class Action and PAGA Settlement came before this Court on October 8, 2026, at 2:00 p.m., in Department CX-105 of the Superior Court of California, County of Orange, located at 751 W. Civic Center Drive, Santa Ana, California 92701. Plaintiff seeks an order granting final approval of the Class Action and PAGA Settlement Agreement and Amendment to Class Action and PAGA Settlement Agreement (collectively, the "Settlement" or "Settlement Agreement") between Plaintiff and Defendants Pride Bakeries, LLC DBA Panera Bread Bakery Cafes and Pride Bakeries II, LLC DBA Panera Bread Bakery Cafes (collectively "Defendants") (Plaintiff and Defendants collectively, the "Parties"), a copy of which is attached to the Order Granting Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement [ROA 169] as Exhibits A and B, respectively. All terms used herein shall have the same meaning as in the Settlement Agreement.

On May 15, 2026, this Court issued an Order Granting Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement ("Preliminary Approval Order"). In accordance with the Preliminary Approval Order, Class Members have been given notice of the terms of the Settlement and the opportunity to comment on or object to it or to exclude themselves from its provisions. Having received and considered the Settlement Agreement, the supporting papers filed by the Parties, and all evidence submitted in conjunction with the Motion for Preliminary Approval of Class Action and PAGA Settlement granted on May 15, 2026, and the Motion for Final Approval of Class Action and PAGA Settlement, the Court grants the motion for final approval as follows:

1. This Court has jurisdiction over the subject matter of the action and over the Parties, including all Settlement Class Members.

2. The Court finds that the Class, as defined below, is properly certified as a class for settlement purposes only:

> all persons who worked for any Defendant in California as an hourly-paid or non-exempt employee at any time during the Class Period.

3. "Class Period" means the period from August 4, 2019, through January 25, 2025.

4. The Court appoints Plaintiff Esabella Serpa as Class Representative for settlement purposes only.

5. The Court appoints John G. Yslas, Jeffrey C. Bils, Aram Boyadjian, Andrew Sandoval, and Courtney M. Miller of Wilshire Law Firm, PLC as Class Counsel for settlement purposes only.

6. Pursuant to the Preliminary Approval Order, Class Notice was sent to each Class Member by first-class mail. These papers informed Class Members of the terms of the Settlement, their right to receive a settlement share, their right to comment on or object to the Settlement or to opt out of the Settlement and pursue their own remedies, and their right to appear in person or by counsel at the Final Approval Hearing and be heard regarding approval of the Settlement. Adequate periods of time were provided by each of these procedures.

7. No Class Members objected to the Settlement.

8. No Class Members requested exclusion from the Settlement.

9. The Court finds and determines that this notice procedure afforded adequate protections to Class Members and provides the basis for the Court to make an informed decision regarding approval of the Settlement based on the responses of Class Members. The Court finds and determines that the notice provided in this case was the best notice practicable, which satisfied the requirements of law and due process.

10. The Court finds the Settlement is fair, reasonable and adequate, and finds that the Settlement satisfies the standards and applicable requirements for final approval of this class action settlement under California law.

11. The Gross Settlement Amount is $585,000.00. The court approves the following deductions from the Gross Settlement Amount: (i) an enhancement award to Plaintiff Esabella Serpa in the amount of $5,000.00; (ii) attorneys' fees to Class Counsel in the amount of $175,500.00; (iii) litigation costs to Class Counsel in the amount $15,692.92; (iv) settlement administration expenses in the amount of $16,990.00 to the Settlement Administrator, Apex Class Action LLC; and (v) total PAGA penalties of $30,000.00, with the LWDA to receive 75% ($22,500.00), and the remaining 25% ($7,500.00) to be distributed to Aggrieved Employees,

defined as all persons who worked for any Defendant in California as an hourly-paid or non-exempt employee at any time during the PAGA Period (July 25, 2022, through January 25, 2025).

12. The Parties, their counsel and the Administrator are ordered to carry out their duties and obligations in accordance with the terms of the Settlement.

13. Without affecting the finality of this order in any way, pursuant to California Code of Civil Procedure section 664.6 the Court retains jurisdiction of all matters relating to the interpretation, administration, implementation, effectuation, and enforcement of this Order and Judgment and the Settlement.

14. The Court hereby enters final judgment in accordance with the terms of the Settlement, the Order Granting Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement (ROA 169), and this Order and Judgment.

15. A Final Accounting Hearing is scheduled for July 1, 2027 at 9:00 a.m. in Department CX-105 of the above-captioned Court.

16. A Final Accounting Report shall be filed at least nine (9) court days prior to the Final Accounting Hearing attesting to the status of the distribution of the settlement funds, including any unclaimed funds.

17. The Administrator shall post a copy of this Order and Judgment on its website for at least 180 days.

IT IS SO ORDERED, AJUDGED AND DECREED.

Dated: October 20, 2026

MELISSA R. MCCORMICK
JUDGE OF THE SUPERIOR COURT