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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN FRANCISCO**

ELISA RECODER, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

ADECCO USA, INC., a Delaware
corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: CGC-23-610955

~~PROPOSED~~ JUDGMENT APPROVING
PAGA SETTLEMENT

Date: August 18, 2025

Time: 9:00 a.m.

Dept.: 301

Action Filed: December 8, 2023

Trial Date: September 8, 2025

FILED
San Francisco County Superior Court

AUG 19 2025

CLERK OF THE COURT

BY: [Signature]
Deputy Clerk

1 The motion of Plaintiff Elisa Recoder ("Plaintiff") for an order approving the settlement
2 of the above-captioned action and entering judgment thereon ("Motion") having come before the
3 Court, and the Court being duly apprised of the premises, and GOOD CAUSE appearing, the
4 Court entered an Order approving the Settlement, following the Parties not contesting the
5 tentative ruling issued in advance of the hearing.

6 For the reasons set forth in the Order, the Court enters Judgment as follows:

7 1. Capitalized terms in this Judgment shall have the same meaning they are given in
8 the PAGA Settlement Agreement attached as **Exhibit B** to the Declaration of Max W. Gavron
9 filed in support of the Motion;

10 2. Phoenix Settlement Administrators is approved to serve as the Settlement
11 Administrator and is hereby authorized to perform all of the duties assigned to it in the
12 Settlement Agreement and to disburse the following from the Settlement Fund in accordance
13 with the terms of the Settlement Agreement:

14 a. The LWDA Payment in the amount of \$23,178.88 (which accounts for the
15 difference between the estimated costs from the Fee and Expense Award
16 and those actually incurred);

17 b. The PAGA Group Members Payment in the aggregate amount of
18 \$7,726.29 (which accounts for the difference between the estimated costs
19 from the Fee and Expense Award and those actually incurred);

20 c. The Fee and Expense Award in the amount of \$42,586.67 in fees, and
21 \$13,508.16 in costs;

22 d. The Service Payment in the amount of \$5,000.00; and

23 e. The Settlement Administration Costs in the amount of \$30,000.00.

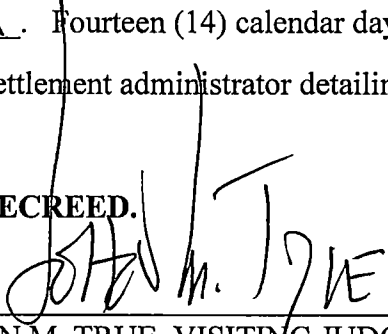
24 3. The State of California and all PAGA Group Members (including Plaintiff) are
25 hereby deemed to have, and by operation of the Approval Order and this Judgment shall have,
26 expressly released, waived, and discharged the Released Parties from the Released Claims, and
27 shall be bound by this Approval Order and Judgment and be forever barred from suing the
28 Released Parties on any of the Released Claims.

1 4. The Court shall retain jurisdiction for purposes of ensuring compliance with the
2 terms of the Agreement, the Approval Order, and Judgment, pursuant to Code of Civil Procedure
3 § 664.6.

4 5. The Court sets a Final Distribution Hearing for February 19, 2026,
5 at 9:00 a.m./~~p.m.~~, in Department 301. Fourteen (14) calendar days prior to
6 the hearing, Plaintiff shall file a declaration from the settlement administrator detailing the
7 distribution.

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

9 Dated: 8-19, 2025


HON. JOHN M. TRUE, VISITING JUDGE
SUPERIOR COURT OF CALIFORNIA