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Attorneys for Plaintiffs and the aggrieved employees

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

MANDY C. MENA; RAUL E. ZAMORA;
ANTONIO PEREZ; as individuals, on behalf
of the State of California, as a private attorney
general,

PLAINTIFFS,

v.

ADOBE COMMUNITIES; and DOES 1 thru
50, inclusive,

DEFENDANTS.

Case No. 23STCV28338

[Case Assigned for All Purposes to Hon. Cindy
Panuco in Dept. 224]

**[PROPOSED] ORDER GRANTING
APPROVAL OF REPRESENTATIVE
ACTION SETTLEMENT**

Date: August 21, 2026

Time: 9:00 AM

Dept.: 224

Complaint Filed: October 20, 2022

Trial Date: None Set

Reservation No. 110594763679

1 **[PROPOSED] ORDER**

2 The Motion for Approval of Representative Action Settlement (“Motion”) came before this
3 Court, the Honorable Cindy Panuco, presiding. The Court, having considered the papers submitted
4 in support of the motion of the Parties, **HEREBY ORDERS THE FOLLOWING:**

5 Having considered Plaintiffs’ Motion, and all legal authorities and documents submitted
6 in support thereof, including the PAGA Settlement Agreement (“Agreement”), attached to the
7 Kingsley Declaration as Exhibit “1”, and good cause appearing, IT IS HEREBY ORDERED that
8 Plaintiffs’ Motion is GRANTED, subject to the following findings and orders:

- 9 1. The Court finds the Settlement is fair and reasonable.
- 10 2. The Court approves the Gross Settlement Amount of \$210,000.00¹.
- 11 3. The Court approves the PAGA Penalties in the amount of \$115,152.19.
- 12 4. The Court approves 75% of the PAGA Penalties being allocated to the LWDA in
13 the amount of \$86,364.14.
- 14 5. The Court approves 25% of the PAGA Penalties being allocated to the aggrieved
15 employees in the amount of \$28,788.05.
- 16 6. The Court approves PAGA Counsel’s request for attorney fees of \$69,972.00.
- 17 7. The court approves the PAGA Counsel’s request for reimbursement of case costs
18 in the amount of \$18,125.81.
- 19 8. The Court approves the settlement administration costs of \$4,750.00.
- 20 9. The Court approves an Enhancement Payment to Plaintiffs MANDY C. MENA,
21 RAUL E. ZAMORA, and ANTONIO PEREZ of \$5,000.00 each, or \$15,000.00
22 total.
- 23 10. The Parties are ordered to carry out the terms of the Agreement.
- 24 11. Pursuant to C.C.P §664.6, the Court shall have and retain continuing jurisdiction
25 over this action and the Parties and the Aggrieved Employees including after the
26

27

¹ Unless otherwise defined herein, all capitalized terms shall have the meaning assigned to them
28 in the Agreement.

entry of this Order, to the fullest extent necessary to interpret, enforce and effectuate the terms and intent of the Agreement and this Order.

DATED: _____
JUDGE OF THE SUPERIOR COURT

(PROOF OF SERVICE)
[CCP 1013(a)(3)]

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 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On July 2, 2026, I served all interested parties in this action the following documents described as: **[PROPOSED] ORDER GRANTING APPROVAL OF REPRESENTATIVE ACTION SETTLEMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

FISHER & PHILLIPS LLP
Kyley Murer
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Colin Calvert
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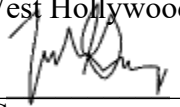
EMIL DAVTYAN, Esq. (SBN-299363)
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D.LAW, INC.
250 N. Madison Ave.
Pasadena, CA 91101

[XX] BY ELECTRONIC SERVICE: I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing ("EF") System (<https://dir.tfaforms.net/315>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

[XX] (BY ELECTRONIC MAIL TRANSMISSION): I caused the document to be send to the persons at the e-mail address(es) listed on the attached service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful. A pdf copy of which was sent via email to the above email address(es).

[XX] (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on July 2, 2026, at West Hollywood, California.


Taylor Gregg