

Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
Vartan Madoyan (SBN 279015)
Helene Mayer (SBN 332975)
LAWYERS for JUSTICE, PC
450 North Brand Boulevard, Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff and the Class

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

HENRY CORLEW, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the California
Private Attorneys General Act,

Plaintiff,

vs.

SUPERIOR DUCT FABRICATION, INC., a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No.: 22STCV13075

Honorable Timothy Patrick Dillon
Department 15

CLASS ACTION

**[PROPOSED] FINAL APPROVAL
ORDER AND JUDGMENT**

Date: May 14, 2026
Time: 10:00 a.m.
Department: 15

Complaint Filed: April 18, 2022
FAC Filed: September 4, 2024
Trial Date: None Set

1 This matter has come before the Honorable Timothy Patrick Dillon, in Department 15 of
2 the above-entitled Court, located at 312 North Spring Street, Los Angeles, California 90012, on
3 May 14, 2026 at 10:00 a.m., on Plaintiff Henry Corlew’s (“Plaintiff”) Motion for Final
4 Approval of Class Action and PAGA Settlement, Class Counsel Fees Payment, Class Counsel
5 Litigation Expense Payment, and Enhancement Award (“Motion for Final Approval”).
6 Lawyers for Justice, PC, appeared on behalf of Plaintiff and the Class, and Fisher & Phillips
7 LLP appeared on behalf of Defendant Superior Duct Fabrication, Inc. (“Defendant”).

8 On November 17, 2025, the Court entered the Order Granting Preliminary Approval of
9 Class Action and PAGA Settlement (“Preliminary Approval Order”), thereby preliminarily
10 approving the settlement of the above-entitled action in accordance with the Class Action and
11 PAGA Settlement Agreement (“Settlement,” “Agreement,” or “Settlement Agreement”), which,
12 together with the exhibits annexed thereto set forth the terms and conditions for settlement of the
13 Action.

14 Having reviewed the Settlement Agreement and duly considered the parties’ papers and
15 oral argument, and good cause appearing,

16 **THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:**

17 1. The Motion for Final Approval is granted in its entirety.
18 2. This Final Approval Order and Judgment incorporates by reference the
19 definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized
20 terms used, but not defined, herein shall have the same meanings as in the Settlement
21 Agreement and Preliminary Approval Order.

22 3. Unless otherwise specified, all citations and references to the Private Attorneys
23 General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”) are to the version
24 of that statute prior to the recent amendment effective July 1, 2024; the amended statute does
25 not apply to the Action, or the Settlement pursuant to California Labor Code section 2699(v)(1),
26 as amended, because the notice to the Labor and Workforce Development Agency (“LWDA”)
27 was filed prior to June 19, 2024.
28

1 4. This Court has jurisdiction over the Class Members as it pertains to the Action
2 and the claims asserted in the Action, the Court also has jurisdiction over all parties to the
3 Action as it pertains to the Action and the claims asserted in the Action.

4 5. The Court finds that the applicable requirements of California Code of Civil
5 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied, with
6 respect to the Class and the Settlement. The Court hereby makes final its earlier provisional
7 certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order.
8 The Class is hereby defined to include: all current and former hourly-paid or non-exempt
9 employees of Superior Duct Fabrication in California employed during the Class Period
10 (“Class” or “Class Members”).

11 6. The aggrieved employees for purposes of the PAGA Settlement are hereby
12 defined to consist of the following individuals: all hourly non-exempt employees who have
13 worked for Superior Duct Fabrication for at least one day during the PAGA Period (“Aggrieved
14 Employees”).

15 7. The Court finds that the Court-approved Notice of Class Action Settlement
16 (“Class Notice”) that was provided to the Class Members, fully and accurately informed the
17 Class Members of all material elements of the Settlement, of their opportunity to participate in
18 the Settlement, object to or comment on the Class Settlement, or to seek exclusion from the
19 Class Settlement; the Class Notice was the best notice practicable under the circumstances; was
20 valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the
21 State of California, the United States Constitution, due process and other applicable law. The
22 Class Notice fairly and adequately described the Settlement and provided the Class Members
23 with adequate instructions and a variety of means to obtain additional information.

24 8. Pursuant to California law, the Court hereby grants final approval to the
25 Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the
26 Class as a whole. More specifically, the Court finds that the Settlement was reached following
27 meaningful formal and informal discovery and investigation conducted by Lawyers *for* Justice,
28 PC (“Class Counsel”), and that the Settlement is the result of serious, informed, adversarial, and

1 arms-length negotiations between the parties. In so finding, the Court has considered all of the
2 evidence presented, including evidence regarding the strength of Plaintiff's claims; the risk,
3 expense, and complexity of pursuing the claims presented; the likely duration of further
4 litigation; the amount offered in the Settlement; the extent of investigation and discovery
5 completed; and the experience and views of Class Counsel. The Court finds that the Settlement,
6 including the monetary allocations and payments, appear within the range of reasonableness,
7 and that the monetary recovery to the Class is fair, adequate, and reasonable when balanced
8 against the probable outcome of further litigation relating to certification, liability, and damages
9 issues. The Court has further considered the absence of any objections by the Class Members to
10 the Class Settlement. Accordingly, the Court hereby directs that the Settlement be affected in
11 accordance with the Settlement Agreement and the following terms and conditions.

12 9. A full opportunity has been afforded to the Class Members to participate in the
13 Final Approval Hearing, and all Class Members and other persons wishing to be heard have
14 been heard. The Class Members also have had a full and fair opportunity to exclude themselves
15 from the Class Settlement. Accordingly, the Court determines that Plaintiff and all Class
16 Members who did not submit a timely and valid Request for Exclusion from the Class
17 Settlement ("Participating Class Members"), individually and on behalf of themselves and their
18 respective former and present representatives, agents, attorneys, heirs, administrators,
19 successors, and assigns, are bound by the Class Settlement and by this Final Approval Order
20 and Judgment, and thereby, as of the Effective Date and full funding of the Total Settlement
21 Amount, shall release the Released Parties from the Released Class Claims.

22 10. The Court finds that Plaintiff has satisfied the prerequisites under PAGA,
23 including, and not limited to, providing the LWDA and Defendant with notice of the specific
24 provisions of the California Labor Code alleged to have been violated, including, and not
25 limited to, the facts and theories to support the alleged violations, in conformity with California
26 Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been
27 submitted to the LWDA in conformity with California Labor Code § 2699(l)(2). Pursuant to
28 California Labor Code § 2699(l)(2), the Court has also considered and reviewed the PAGA

1 Settlement and the allocation of \$120,000.00 toward civil penalties under the California Private
2 Attorneys General Act of 2004 (“PAGA Penalties”), and the Court finds that they are fair,
3 reasonable, and appropriate, and hereby approved. The Settlement Administrator shall distribute
4 the PAGA Penalties as follows: the amount of \$90,000.00 to the LWDA (“LWDA PAGA
5 Payment”), and the amount of \$30,000.00 to the Aggrieved Employees, in accordance with the
6 terms and methodology set forth in the Agreement.

7 11. The Court determines that, Plaintiff, the State of California (with respect to
8 Aggrieved Employees), and all Aggrieved Employees, individually and on behalf of themselves
9 and their respective former and present representatives, agents, attorneys, heirs, administrators,
10 successors, and assigns,, are bound by the PAGA Settlement and this Final Approval Order and
11 Judgment, and thereby, as of the Effective Date and full funding of the Total Settlement
12 Amount, shall release the Released Parties from the Released PAGA Claims.

13 12. The Court hereby directs that the Settlement be affected in accordance with the
14 Settlement Agreement, Preliminary Approval Order, and the terms and conditions set forth
15 herein.

16 13. The Court finds that payment of Administration Expenses Payment in the
17 amount of \$10,000.00 to Phoenix Settlement Administrators (“Phoenix” or “Settlement
18 Administrator”), is appropriate for the services performed and costs incurred and to be incurred
19 for the notice and settlement administration process, and is hereby approved. It is hereby
20 ordered that the Settlement Administrator shall issue payment to itself in the amount of
21 \$10,000.00, in accordance with the terms and methodology set forth in the Settlement
22 Agreement.

23 14. The Court finds that the Enhancement Award in the amount of \$7,500.00 to
24 Plaintiff Henry Corlew is fair and reasonable, and hereby approved. It is hereby ordered that the
25 Settlement Administrator issue payment in the amount of \$7,500.00 to Plaintiff Henry Corlew
26 for his Enhancement Award, according to the terms set forth in the Settlement Agreement.

27 15. The Court finds that attorneys’ fees in the amount of \$396,000.00 to Class
28 Counsel falls within the range of reasonableness and that the results achieved justify the award

sought, and is hereby approved. It is hereby ordered that the Settlement Administrator issue payment in the amount of \$396,000.00 to Class Counsel for attorneys' fees, in accordance with the terms and methodology set forth in the Settlement Agreement.

16. The Court finds that reimbursement of litigation costs and expenses in the amount of \$17,642.30 to Class Counsel is reasonable, and hereby approved. It is hereby ordered that the Settlement Administrator issue payment in the amount of \$17,642.30 to Class Counsel for reimbursement of litigation costs and expenses, in accordance with the terms and methodology set forth in the Settlement Agreement.

17. It is hereby ordered that within fourteen (14) calendar days after the Effective Date, Defendant shall deposit the Total Settlement Amount of \$1,200,000.00 and the employer's share of payroll taxes and contributions with respect to the wage portion of Individual Class Payments into an account established by the Settlement Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

18. It is hereby ordered that within fourteen (14) calendar days following the funding of the Total Settlement Amount, the Settlement Administrator will issue payments due under the Settlement and approved by the Court as follows: (a) Individual Class Payments to Participating Class Members, (b) Individual PAGA Payments to Aggrieved Employees, (c) LWDA PAGA Payment to the LWDA, (d) Enhancement Award to Plaintiff, (e) Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment to Class Counsel, and (f) Administration Expenses Payment to the Settlement Administrator, in accordance with terms and methodology set forth in the Settlement Agreement.

19. Each check issued to a Participating Class Member and/or Aggrieved Employee for his or her Individual Class Payment and/or Individual PAGA Payment shall be valid for a period of one hundred eighty (180) calendar days from the date of issuance of the check, and after this time period, the check(s) shall be canceled. The leftover funds associated with checks issued to Participating Class Members and Aggrieved Employees, after the checks have been canceled, shall be transmitted to Legal Aid at Work as a *cy pres* recipient pursuant to California Code of Civil Procedure Section 384. All Participating Class Members shall be bound by the

terms and conditions of the Class Settlement regardless of whether or not they cash or otherwise negotiate their Individual Class Payment checks. All Aggrieved Employees shall be bound by the terms and conditions of the PAGA Settlement regardless of whether or not they cash or otherwise negotiate their Individual PAGA Payment checks.

20. After entry of this Final Approval Order and Judgment, pursuant to California Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret, implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final Approval Order and Judgment, to hear and resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in connection with the distribution of settlement benefits.

21. Individualized notice of this Final Approval Order and Judgment is not required. The Settlement Administrator shall post a copy of the Final Approval Order and Judgment on the Settlement Administrator's website for a period of at least sixty (60) calendar days after the date of entry of this Final Approval Order and Judgment.

22. A Final Compliance Hearing is set for _____ at _____ a.m./p.m. in Department 15. Class Counsel shall submit the Settlement Administrator's accounting report regarding the status of the funding and disbursement of the Settlement at least five (5) court days prior to the Final Compliance Hearing.

IT IS SO ORDERED.

DATE: _____

The Honorable Timothy Patrick Dillon
Judge of the Los Angeles County Superior
Court of California