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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF PLACER

JASMINE HOLMAN, individually, and on behalf of all similarly aggrieved employees and the putative class,

Plaintiff,

vs.

PETSMART LLC, a Delaware Limited Liability Company; and DOES 1 through 25, inclusive,

Defendants.

Case No. S-CV-0051680

Honorable Michael W. Jones
Department 3

[PROPOSED] FINAL APPROVAL ORDER AND JUDGMENT

Date:	December 10, 2026
Time:	8:30 a.m.
Dept.:	3
Complaint Filed:	November 14, 2023
FAC Filed:	March 17, 2026
Trial Date:	Not Set

Plaintiff Jasmine Holman's ("Plaintiff") Motion for Final Approval of Class Action and PAGA Settlement, Attorneys' Fees and Costs, Enhancement Payment, and Settlement Administration Costs came before this Court on **December 10, 2026 at 8:30 a.m.** before the Honorable Michael W. Jones in Department 3 of the above-captioned Court located at Howard G. Gibson Courthouse, 10820 Justice Center Drive, Roseville, California 95678.

Having received and considered the Joint Stipulation of Class Action and PAGA Settlement ("Settlement Agreement" or "Settlement"), Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement, Attorneys' Fees and Costs, Enhancement Payment, and Settlement Administration Costs, the supporting papers filed by the Parties, the Declarations of Class Counsel (Jasmine Y. Kianfard), the Class Representative (Jasmine Holman), and the Settlement Administrator (Amanda Howard on behalf of ILYM Group, Inc.), and the evidence and argument received by the Court in conjunction with the Motion for Preliminary Approval of Class Action and PAGA Settlement and documents thereto, the Court grants final approval of the Settlement and HEREBY ORDERS AND MAKES THE FOLLOWING DETERMINATION:

1. This Court has jurisdiction over the subject matter of the above-captioned action and over Plaintiff and Defendant PetSmart LLC ("Defendant") (together, with Plaintiff, the "Parties"), including all members of the Class.

2. The Court finds that the following Class is properly certified as a class for settlement purposes only: "All current and former hourly-paid and/or non-exempt employees who worked for Defendant in the State of California at any time during the Class Period." The "Class Period" is defined as the period from September 1, 2022 through November 30, 2025.

3. The Court appoints Plaintiff Jasmine Holman as the Class Representative for settlement purposes only.

4. The Court appoints Jonathan M. Genish, Karen I. Gold, Marissa A. Mayhood, Alexandra Rose, and Jasmine Y. Kianfard of Blackstone Law, APC as Class Counsel for settlement purposes only.

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5. The Notice of Class Action Settlement ("Class Notice") provided to the Class conforms with the requirements of California Code of Civil Procedure section 382, California Civil Code section 1781, California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and any other applicable law, and constitutes the best notice practicable under the circumstances, by providing individual notice to all Class Members who could be identified through reasonable effort, and by providing due and adequate notice of the proceedings and of the matters set forth therein to the other Class Members. The Class Notice fully satisfied the requirements of due process.

6. The Court finds the Settlement was entered into in good faith, that the Settlement is fair, reasonable, and adequate, and that the Settlement satisfies the standards and applicable requirements for final approval of this class action settlement under California law, including the provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule 3.769, and the standards and applicable requirements for approval of this PAGA settlement under Cal. Lab. Code § 2699(s)(2).

7. The Settlement Agreement is not an admission by Defendant, or by any other Released Party, nor is this Order and Judgment a finding of the validity of any allegations or of any wrongdoing by Defendant or any other Released Party. Neither this Order and Judgment, the Settlement, nor any document referred to herein, nor any action taken to carry out the Settlement, may be construed as, or may be used as, an admission of any fault, wrongdoing, omission, concession, or liability whatsoever by or against Defendant or any of the other Released Parties.

8. The Court finds that Jamie Grgich and Samantha Mudge have validly and timely opted out of the Class Settlement, and no Settlement Class Members have objected to the Class Settlement.

9. In addition to any recovery that Plaintiff may receive under the Settlement, and in recognition of Plaintiff's efforts on behalf of the Class, the Court hereby approves the payment from the Gross Settlement Amount of an Enhancement Payment to Plaintiff in the amount of $10,000.00.

10. The Court approves the payments from the Gross Settlement Amount of attorneys' fees to Class Counsel in the sum of $1,732,500.00 and reimbursement of actual litigation costs and expenses to Class Counsel in the sum of $45,709.73. The attorneys' fees and reimbursement of litigation costs and expenses to Class Counsel are reasonable amounts. The reasonableness of the fee

award is determined based on a reasonable percentage of the common fund obtained for the Class. Awarding fees on a percentage basis encourages efficient litigation practices and reflects the actual benefit obtained for the Class.

11. The Court approves and orders payment from the Gross Settlement Amount in the amount of $45,550.00 to ILYM Group, Inc. for performance of settlement administration services.

12. The Court approves and orders payment in the amount of $562,500.00 to the California Labor Workforce and Development Agency ("LWDA") as 75% of the payment allocated toward PAGA penalties.

13. It is hereby ordered that within fifteen (15) business days after the Effective Date, Defendant will deposit the Gross Settlement Amount into an account established by the Settlement Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

14. It is hereby ordered that within five (5) business days after Defendant funds the Gross Settlement Amount, the Settlement Administrator will distribute the Individual Settlement Payments to Settlement Class Members, Individual PAGA Payments to PAGA Employees, Attorneys' Fees and Costs to Class Counsel, Enhancement Payment to Plaintiff, LWDA Payment to the LWDA, and Settlement Administration Costs to itself, as defined in the Settlement Agreement.

15. Each Individual Settlement Payment and Individual PAGA Payment check will be valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are issued, and thereafter, will be canceled. Any funds associated with such canceled checks will be distributed by the Settlement Administrator to the California Controller's Unclaimed Property Division in the name of the Settlement Class Member and/or PAGA Employee.

16. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of any and all claims alleged in the Operative Complaint, or that arise out of or in connection with the claims and facts alleged in the Operative Complaint, during the Class Period, and any claims which could have been asserted arising from the claims, alleged facts and/or primary rights alleged to have been invaded to the full extent permitted by law, including claims for: failure to provide required meal periods and failure to pay meal

period premiums; failure to authorize and permit rest periods and failure to pay rest period premiums; failure to pay overtime wages at the lawful overtime and double-time rates; failure to pay minimum wages for all hours worked; failure to pay reporting time compensation; failure to pay all wages earned at the correct rate of pay, including secret payment of lower wages in violation of designated wage rates; unlawful deductions; unlawful payment instruments; failure to timely pay wages during employment; failure to timely pay all wages owed upon discharge or resignation; failure to furnish accurate, itemized wage statements; failure to maintain and produce required payroll and personnel records; failure to provide, make available, or correctly compensate paid sick leave; failure to provide kin-care leave and maintaining unlawful attendance policies; failure to provide a weekly day of rest; failure to reimburse employees for necessary business expenses; failure to provide required lactation accommodations and breaks; failure to comply with workplace violence prevention and injury and illness prevention planning requirements; failure to provide suitable seating as required by applicable Wage Order section 14(A) and (B); failure to provide required hiring/commission agreements or wage-theft-prevention notices; maintaining unlawful wage confidentiality policies and retaliating against employees for wage discussions; retaliation for complaints about Labor Code violations, workplace safety, or unlawful practices; violations of general safety obligations and failure to maintain required workplace postings/notices; violations of mandatory indoor heat illness prevention standards; unfair and unlawful business practices arising out of or related to any or all of the aforementioned claims; and for statutory or civil penalties (excluding PAGA penalties), attorneys' fees, costs, restitution or any other form of recovery (collectively, "Released Class Claims"). The Released Class Claims specifically include all claims alleging a violation of California Labor Code sections 98.6, 201, 202, 203, 204, 206, 206.5, 208, 210, 212, 213, 218, 218.5, 218.6, 221, 223, 224, 226, 226.3, 226.7, 227.3, 232, 233, 234, 246, 246.5, 247, 247.5, 248.5, 432.5, 510, 512, 551, 552, 558, 558.1, 1030, 1031, 1033, 1102.5, 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 1198.5, 1199, 1199.5, 2751, 2800, 2800.5, 2802, 2810.5, 6401.7, 6401.9, 6310, 6311, 6399.7, 6400, 6401, 6402, 6403, California Code of Regulations, the Industrial Welfare Commission Wage Orders, including but not limited to Wage Order 7-2001 section 5, 11, 12 and 14(A) and (B); California Business and Professions Code section 17200 *et seq.*, California Civil Code sections 3287, 3289, 3336, and 3294; and California Code of

Civil Procedure section 1021.5. By virtue of this release, any claims under the FLSA that are predicated on the Released Class Claims are subject to res judicata pursuant to applicable law including but not limited to *Rangel v. PLS Check Cashers of California Inc.,* 899 F.3d 1106 (9th Cir. 2018) and therefore cannot be asserted in a future action.

17. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, the State of California on behalf of itself and with respect to all PAGA Employees, and all PAGA Employees will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties of any and all claims under the California Private Attorneys General Act of 2004, Cal. Lab. Code section 2698 *et seq*. for PAGA penalties alleged in the Operative Complaint and PAGA Letters, or that that arise out of or in connection with the claims and facts alleged in the Operative Complaint and PAGA Letters, during the PAGA Period, and any claims which could have been asserted arising from the claims, alleged facts and/or primary rights alleged to have been invaded to the full extent permitted by law, including claims for: failure to provide required meal periods and failure to pay meal period premiums; failure to authorize and permit rest periods and failure to pay rest period premiums; failure to pay overtime wages at the lawful overtime and double-time rates; failure to pay minimum wages for all hours worked; failure to pay reporting time compensation; failure to pay all wages earned at the correct rate of pay, including secret payment of lower wages in violation of designated wage rates; unlawful deductions; unlawful payment instruments; failure to timely pay wages during employment; failure to timely pay all wages owed upon discharge or resignation; failure to furnish accurate, itemized wage statements; failure to maintain and produce required payroll and personnel records; failure to provide, make available, or correctly compensate paid sick leave; failure to provide kin-care leave and maintaining unlawful attendance policies; failure to provide a weekly day of rest; failure to reimburse employees for necessary business expenses; failure to provide required lactation accommodations and breaks; failure to comply with workplace violence prevention and injury and illness prevention planning requirements; failure to provide suitable seating as required by applicable Wage Order section 14(A) and (B); failure to provide required hiring/commission agreements or wage-theft-prevention notices; maintaining unlawful wage confidentiality policies and retaliating against employees for wage

discussions; retaliation for complaints about Labor Code violations, workplace safety, or unlawful practices; violations of general safety obligations and failure to maintain required workplace postings/notices; violations of mandatory indoor heat illness prevention standards; and for statutory or civil penalties, attorneys' fees, costs, restitution or any other form of recovery (collectively, "Released PAGA Claims"). The Released PAGA Claims specifically include all claims alleging a violation of California Labor Code sections 98.6, 201, 202, 203, 204, 206, 206.5, 208, 210, 212, 213, 218, 218.5, 218.6, 221, 223, 224, 226, 226.3, 226.7, 227.3, 232, 233, 234, 246, 246.5, 247, 247.5, 248.5, 432.5, 510, 512, 551, 552, 558, 558.1, 1030, 1031, 1033, 1102.5, 1174, 1174.5, 1175, 1194, 1197, 1197.1, 1198, 1198.5, 1199, 1199.5, 2698 *et seq*., 2751, 2800, 2800.5, 2802, 2810.5, 6401.7, 6401.9, 6310, 6311, 6399.7, 6400, 6401, 6402, 6403, California Code of Regulations, and the Industrial Welfare Commission Wage Orders, including but not limited to Wage Order 7-2001 Section 5, 11, 12 and 14(A) and (B).

18. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff, individually and on her own behalf, will be deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released Parties from any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees, damages, or causes of action of any kind or nature whatsoever, known or unknown, suspected or unsuspected, asserted or unasserted, arising out of, relating to, or resulting from her employment and/or separation of employment with Defendant, which Plaintiff, at any time up until the execution of the Settlement Agreement, had or claimed to have or may have. It is agreed that this is a general release and is to be broadly construed as a release of all claims, provided that, notwithstanding the foregoing, this Paragraph expressly does not include a release of any claims that cannot be released hereunder by law. Any and all rights granted under any state or federal law or regulation limiting the effect of the Settlement Agreement, including the provisions of Section 1542 of the California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California Civil Code reads as follows:

> A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED

PARTY.

19. "Released Parties" means Defendant, and each of its past, present and future agents, employees, servants, officers, directors, partners, trustees, representatives, shareholders, members, attorneys, direct and indirect parents and subsidiaries, equity sponsors, related companies/corporations and/or partnerships (defined as a company/corporation and/or partnership that is, directly or indirectly, under common control with Defendant or any of its parents and/or affiliates), divisions, assigns, predecessors, successors, insurers, consultants, joint ventures, any actual or alleged joint employers, affiliates, and alter-egos, and all of their respective past, present and future employees, directors, officers, agents, attorneys, stockholders, fiduciaries, parents, subsidiaries, and assigns.

20. This Court shall retain jurisdiction with respect to all matters related to the administration and consummation of the Settlement, and any and all claims asserted in, arising out of, or related to the subject matter of the lawsuit, including but not limited to all matters related to the Settlement and the determination of all controversies relating thereto.

21. Notice of entry of this Order and Judgment shall be given to the Class Members by posting a copy of this 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 Order and Judgment.

22. A Compliance Hearing is set for _____ at _____ in Department 3 of this Court located at Howard G. Gibson Courthouse, 10820 Justice Center Drive, Roseville, California 95678. The Settlement Administrator shall file a Final Report by _____.

IT IS SO ORDERED.

Dated: _____

_____
Honorable Michael W. Jones