ATTORNEY OR PARTY WITHOUT ATTORNEY STATE BAR NUMBER:
NAME: Maria Halwdjian (SBN 358015)
FIRM NAME: LAWYERS for JUSTICE, PC
STREET ADDRESS: 450 North Brand Blvd., Suite 900
CITY: Glendale STATE: CA ZIP CODE: 91203
TELEPHONE NO.: 818.265.1020 FAX NO.: 818.265.1021
EMAIL ADDRESS: maria@calljustice.com
ATTORNEY FOR *(name)*: Plaintiffs BRIAN ESTEVEZ and LUIS AGUILAR

FOR COURT USE ONLY

SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES
STREET ADDRESS: 312 North Spring Street
MAILING ADDRESS:
CITY AND ZIP CODE: Los Angeles, 90012
BRANCH NAME: Spring Street Courthouse

PLAINTIFF/PETITIONER: BRIAN ESTEVEZ and LUIS AGUILAR
DEFENDANT/RESPONDENT: ULTIMATE REMOVAL, INC

NOTICE OF ENTRY OF JUDGMENT OR ORDER

CASE NUMBER: 23STCV30090

(Check one): [✖] **UNLIMITED CASE** (Amount demanded exceeded $35,000) [ ] **LIMITED CASE** (Amount demanded was $35,000 or less)

TO ALL PARTIES :

1. A judgment, decree, or order was entered in this action on *(date)*: October 12, 2026

2. A copy of the judgment, decree, or order is attached to this notice.

EXHIBIT 1 - FINAL APPROVAL ORDER AND JUDGMENT

EXHIBIT 2 - MINUTE ORDER RE: HEARING ON MOTION FOR FINAL APPROVAL

Date: October 20, 2026

Maria Halwadjian
(TYPE OR PRINT NAME OF [✖] ATTORNEY [ ] PARTY WITHOUT ATTORNEY)

Maria Halwadjian
(SIGNATURE)

Form Approved for Optional Use
Judicial Council of California
CIV-130 [Rev. January 1, 2024]

www.courts.ca.gov

PLAINTIFF/PETITIONER: BRIAN ESTEVEZ and LUIS AGUILAR DEFENDANT/RESPONDENT: ULTIMATE REMOVAL, INC	CASE NUMBER: 23STCV30090

PROOF OF SERVICE BY FIRST-CLASS MAIL
NOTICE OF ENTRY OF JUDGMENT OR ORDER

(NOTE: You cannot serve the* Notice of Entry of Judgment or Order *if you are a party in the action. The person who served the notice must complete this proof of service.)

1. I am at least 18 years old and **not a party to this action.** I am a resident of or employed in the county where the mailing took place, and my residence or business address is *(specify):*
   PLEASE SEE ATTACHED PROOF OF SERVICE

2. I served a copy of the *Notice of Entry of Judgment or Order* by enclosing it in a sealed envelope with postage fully prepaid and *(check one):*
   a. ☐ deposited the sealed envelope with the United States Postal Service.
   b. ☐ placed the sealed envelope for collection and processing for mailing, following this business's usual practices, with which I am readily familiar. On the same day correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service.

3. The *Notice of Entry of Judgment or Order* was mailed:
   a. on *(date):*
   b. from *(city and state):*

4. The envelope was addressed and mailed as follows:
   a. Name of person served:
      Street address:
      City:
      State and zip code:
   b. Name of person served:
      Street address:
      City:
      State and zip code:
   c. Name of person served:
      Street address:
      City:
      State and zip code:
   d. Name of person served:
      Street address:
      City:
      State and zip code:

   ☐ Names and addresses of additional persons served are attached. *(You may use form POS-030(P).)*

5. Number of pages attached:

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date: October 20, 2026

Deven Launchbaugh
(TYPE OR PRINT NAME OF DECLARANT)

Maria Kalmadjian
(SIGNATURE OF DECLARANT)

EXHIBIT 1

Electronically Received 08/27/2026 06:14 PM

FILED
Superior Court of California
County of Los Angeles
10/12/2026
David W. Slayton, Executive Officer / Clerk of Court
By: A. Leong Deputy

Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
Yasmin Hosseini (SBN 326399)
Selena Matavosian (SBN 348044)
Maria Halwadjian (SBN 358015)
LAWYERS *for* JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiffs and the Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES–SPRING STREET COURTHOUSE

BRIAN ESTEVEZ, LUIS AGUILAR, 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;

Plaintiffs,

vs.

ULTIMATE REMOVAL, INC., a California corporation; and DOES 1 through 100, inclusive,

Defendants.

BRIAN ESTEVEZ, LUIS AGUILAR, individually, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act;

Plaintiffs,

vs.

ULTIMATE REMOVAL, INC., a California corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No. 23STCV30090
[Consolidated with Case No.23PSCCV03670]

Honorable Elaine Lu
Department SSC-9

CLASS ACTION

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

Date:	October 6, 2026
Time:	8:30 a.m.
Department:	SSC-9
Complaint Filed:	December 8, 2023
FAC Filed:	July 17, 2025
Trial Date:	None Set
Deadline to File MFA:	August 27, 2026
Deadline to File Opposition:	September 8, 2026
Deadline to File Reply:	September 22, 2026

This matter has come before the Honorable Elaine Lu, in Department SSC-9 of the above-entitled Court, located at 312 North Spring Street, Los Angeles, California 90012, on October 6, 2026 at 8:30 a.m., Plaintiffs Brian Estevez and Luis Aguilar (together, "Plaintiffs") Motion for Final Approval of Class Action and PAGA Settlement, Class Counsel Fees Payment and Class Counsel Litigation Expenses Payments, and Class Representative Service Payments ("Motion for Final Approval"). Lawyers *for* Justice, PC, appeared on behalf of Plaintiffs and the Class, and Landegger Verano, ALC appeared on behalf of Ultimate Removal, Inc. ("Defendant").

On April 2, 2026, the Court entered the Final Ruling ("Preliminary Approval Order"), thereby preliminarily approving the settlement of the above-entitled Action in accordance with the First Amended Class Action and PAGA Settlement Agreement and Class Notice ("Settlement," "Agreement," or "Settlement Agreement"), which, together with the exhibits annexed thereto set forth the terms and conditions for settlement of the actions.

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

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

1. The Motion for Final Approval is granted in its entirety.

2. This Final Approval Order and Judgment incorporates by reference the definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized terms used, but not defined, herein shall have the same meanings as in the Settlement Agreement and Preliminary Approval Order.

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

4. This Court has jurisdiction over the Class Members as it pertains to the above captioned action ("Action") and the claims asserted in the Action, the Court also has jurisdiction over all parties to the Action as it pertains to the Action and the claims asserted in the Action.

5. The Court finds that the applicable requirements of California Code of Civil Procedure section 382 and California Rule of Court 3.769, *et seq*. have been satisfied, with respect to the Class and the Settlement. The Court hereby makes final its earlier provisional certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order. The Class is hereby defined to include: all current and former non-exempt, hourly paid employees who worked for Defendant Ultimate Removal, Inc. in California at any time during the Class Period (i.e., the period from December 8, 2019 to March 25, 2025) ("Class").

6. The aggrieved employees for purposes of the PAGA Settlement are hereby defined to consist of the following individuals: all current and former non-exempt, hourly paid employees who worked for Defendant in California at any time during the PAGA Period (i.e., the period from September 15, 2022 to March 25, 2025).

7. The Court finds that the Court-approved Court Approved Notice of Class Action Settlement and Hearing Date for Final Court Approval ("Class Notice") that was provided to the Class Members, fully and accurately informed the Class Members of all material elements of the Settlement, of their opportunity to participate in the Settlement, object to or comment on the Class Settlement, or to seek exclusion from the Class Settlement; the Class Notice was the best notice practicable under the circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the State of California, the United States Constitution, due process and other applicable law. The Class Notice fairly and adequately described the Settlement and provided the Class Members with adequate instructions and a variety of means to obtain additional information. No objectors appeared at the duly noticed hearing on the Parties' Motion for Final Approval of Class Action Settlement.

8. Pursuant to California law, the Court hereby grants final approval to the Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the Class as a whole. More specifically, the Court finds that the Settlement was reached following meaningful informal discovery and investigation conducted by Lawyers *for* Justice, PC ("Class

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

9. A full opportunity has been afforded to the Class Members to participate in the Final Approval Hearing, and all Class Members and other persons wishing to be heard have been heard. The Class Members also have had a full and fair opportunity to exclude themselves from the Class Settlement. Accordingly, the Court determines that Plaintiffs and all Class Members who did not submit a valid and timely Request for Exclusion from the Class Settlement ("Participating Class Members"), individually and on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, are bound by the Class Settlement and by this Final Approval Order and Judgment, and thereby, as of the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes on the Wage Portion of the Individual Class Payments, shall generally, release and discharge Defendant, and any of its past, present and/or future, directors, officers, partners, principals, trustees, shareholders, owners, members, managers, executive-level employees, administrators, agents, attorneys, insurers, predecessors, successors, assigns, DBAs, parents, subsidiaries, affiliates, and joint venturers ("Released Parties") from the Released Class Claims. Released Class Claims is defined as:

///

> All Participating Class Members and Plaintiffs, on behalf of themselves and their respective former and present ~~12~~ representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from any and all claims that were or could have been alleged based on the facts set forth in the Operative Complaint in the Class Action that arose during the Class Period including without limitation with respect to the following claims: (a) failure to pay overtime wages; (b) failure to provide compliant meal periods or pay meal period premiums in lieu thereof; (c) failure to authorize and permit compliant rest periods or pay rest period premiums in lieu thereof; (d) failure to pay minimum and straight time wages; (e) failure to timely pay all earned wages and final paychecks due at time of separation of employment; (f) failure to timely pay wages during employment; (g) failure to provide complete and accurate wage statements; (h) failure to keep requisite payroll records; (i) failure to reimburse necessary business-related expenses and costs; (j) all claims under California Business & Professions Code § 17200 for unfair business practices that could have been premised on the facts, claims, causes of action or legal theories described above; and (k) violation of the California Industrial Wage Orders that could have been premised on the facts, claims, causes of action or legal theories described above, as well as any potential penalties, interest or attorneys' fees associated with all of such causes of action under California law. ("Released Class Claims")

10. The Court finds that Plaintiffs have satisfied the prerequisites under PAGA, including, and not limited to, providing the LWDA and Defendant with notice of the specific provisions of the California Labor Code alleged to have been violated, including, and not limited to, the facts and theories to support the alleged violations, in conformity with California Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been submitted to the LWDA in conformity with California Labor Code § 2699(l)(2). Pursuant to California Labor Code § 2699(l)(2), the Court has also considered and reviewed the PAGA Settlement and the allocation of $150,000.00 toward civil penalties under the California Private Attorneys General Act of 2004 ("PAGA Penalties"), and the Court finds that they are fair, reasonable, and appropriate, and hereby approved. The Settlement Administrator shall distribute the PAGA Penalties as follows: the amount of $112,500.00 to the LWDA ("LWDA PAGA Payment"), and the amount of $37,500.00 to the Aggrieved Employees, in accordance with the terms and methodology set forth in the Agreement.

11. The Court determines that, Plaintiffs, the State of California (with respect to Aggrieved Employees), and all Aggrieved Employees, regardless of whether they are

Participating Class Members or Non-Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, are bound by the PAGA Settlement and this Final Approval Order and Judgment, and thereby, as of the Effective Date, shall fully and finally release and discharge the Released Parties, and each of them, from the Released PAGA Claims. Released PAGA Claims is defined as:

> All Aggrieved Employees, regardless of whether they are Participating Class Members or Non-Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from all claims, demands, rights, liabilities and causes of action under the California Labor Code Private Attorneys General Act, California Labor Code section 2698, et seq., that were alleged, or reasonably could have been alleged, based on the claims asserted in the Operative Complaint in the Class Action, the PAGA Notices provided on behalf of Plaintiffs to the LWDA, and ascertained in the course of the Actions, arising during or with respect to the PAGA Period. ("Released PAGA Claims").

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

13. The Court finds that payment of Administration Expenses Payment in the amount of $9,000.00 to Phoenix Settlement Administrators ("Phoenix" or "Administrator"), is appropriate for the services performed and costs incurred and to be incurred for the notice and settlement administration process, and is hereby approved. It is hereby ordered that the Administrator shall issue payment to itself in the amount of $9,000.00, in accordance with the terms and methodology set forth in the Settlement Agreement.

14. The Court finds that the Class Representative Service Payments in the amount of $7,500.00 each to Plaintiffs Brian Estevez and Luis Aguilar are fair and reasonable, and hereby approved. It is hereby ordered that the Administrator issue payment in the amount of $7,500.00 each to Plaintiffs Brian Estevez and Luis Aguilar for their Class Representative Service Payments, according to the terms set forth in the Settlement Agreement.

15. The Court finds that attorneys' fees in the amount of $416,666.67 to Class 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 Administrator issue payment in the amount of $416,666.67 to Class Counsel for the Class Counsel Fees Payment, 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 $28,510.56 to Class Counsel is reasonable, and hereby approved. It is hereby ordered that the Administrator issue payment in the amount of $28,510.56 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 following the funding of the Gross Settlement Amount, the 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) Class Representative Service Payments to Plaintiffs, (e) Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment to Class Counsel, and (f) Administration Expenses Payment to the Administrator, in accordance with terms and methodology set forth in the Settlement Agreement.

18. Each check issued to a Participating Class Member and/or Aggrieved Employee for his or her Individual Settlement Payment and/or Individual PAGA Payment shall be valid for a period of not less than 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. For any Class Member whose Individual Class Payment check or Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the California Controller's Unclaimed Property Fund in the name of the Class Member.

19. 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.

20. Individualized notice of this Final Approval Order and Judgment is not required. The Administrator shall post a copy of the Final Approval Order and Judgment on the 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.

21. A ~~Final Compliance Hearing~~ Non-Appearance Case Review is set for 06/15/2027 at 8:30 a.m./~~p.m.~~ in Department SSC-9. Class Counsel shall submit the Administrator's accounting report regarding the status of the funding and disbursement of the Settlement by no later than 06/08/2027. ~~at least five (5) court days prior to the Final Compliance Hearing.~~

IT IS SO ORDERED.

DATE: 10/12/2026

Elaine Lu

The Honorable Elaine Lu
Judge of the Superior Court

EXHIBIT 2

SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES

Civil Division

Central District, Spring Street Courthouse, Department 9

23STCV30090 October 6, 2026
BRIAN ESTEVEZ, , et al. vs ULTIMATE REMOVAL, INC. 8:30 AM

Judge: Honorable Elaine Lu
Judicial Assistant: Marcos Zavala
Courtroom Assistant: Marcela Tavakoli

CSR: None
ERM: None
Deputy Sheriff: None

APPEARANCES:

For Plaintiff(s): Maria Halwadjian appearing for Arby Aiwazian via - LA Court Connect

For Defendant(s): Kristina Kourasis appearing for Marie D. Davis via - LA Court Connect

NATURE OF PROCEEDINGS: Hearing on Motion for Final Approval of Settlement

The tentative ruling is served in Case Anywhere for all parties and counsel to review. Counsel states they have read and submit on the Court's tentative ruling. The Court adopts the tentative ruling as the final ruling.

No objectors appear this date.

The matter is not called for hearing.

The Court rules as follows:

The Plaintiffs' Notice of Motion and Motion for Final Approval of Class Action and PAGA Settlement, Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment, and Class Representative Service Payments filed by Brian Estevez on 08/27/2026 is Granted.

The Parties' Motion for Final Approval of class action settlement is fair, adequate, and reasonable.

The essential terms are:

- The Gross Settlement Amount ("GSA") is **$1,250,000**, non-reversionary. (¶3.1)
- The Court hereby approves and awards the following payments from the GSA:
    - **$416,666.67 (1/3)** for attorney fees to Class Counsel (¶3.2.2)
    - **$28,510.56** for litigation costs to Class Counsel (*Ibid.*);
    - **$7,500** for Service Payments to each of two Named Plaintiffs (for a total of

$15,000) (¶3.2.1);

o **$9,000** for settlement administration costs (¶3.2.3);

o **$112,500** (75% of $150,000 PAGA penalty) to the LWDA; and **$37,500** (25%) to the Aggrieved Employees. (¶3.2.5)

- Defendant will also pay employer-side taxes. (¶3.1)

- Plaintiffs shall release Defendants from the claims pursuant to the release in the settlement.

Class Counsel is ordered to file and serve a Final Report re: Distribution of the settlement funds by **06/08/2027.**

Non-Appearance Case Review Re: Distribution of Settlement Funds is scheduled for 06/15/2027 at 08:30 AM in Department 9 at Spring Street Courthouse.

Plaintiff to give formal notice and file proof of service of such.

LAWYERS *for* JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale. California 91203

PROOF OF SERVICE

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 and not a party to the within action. My business address is 450 North Brand Blvd., Suite 900, Glendale, California 91203.

On October 20, 2026, I served the foregoing document(s) described as**:**

- **NOTICE OF ENTRY OF JUDGMENT OR ORDER**

on interested parties in this action by Electronic Service as follows:

Marie D. Davis
Roxana Verano
LANDEGGER VERANO & DAVIS, ALC
15760 Ventura Boulevard, Suite 1200
Encino, California 91436

Service Emails: ida@landeggeresq.com ; Cynthia@landeggeresq.com ; roxana@landeggeresq.com; alfred@landeggeresq.com; kristina@landeggeresq.com

Attorneys for Defendant Ultimate Removal, Inc.

[X] BY ELECTRONIC SERVICE
Pursuant to the Court's Order regarding Electronic Service, I caused the documents described above to be E-Served through CASE ANYWHERE by electronically mailing a true and correct copy through CASE ANYWHERE to the individual(s) listed above.

State of California, Labor & Workforce Development Agency Web URL:
http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html

[X] BY ONLINE SUBMISSION
The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

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

Executed on October 20, 2026, at Glendale, California.

Deven Launchbaugh