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Attorneys for FRANCISCO ARROYO MORA, on behalf of himself,
all others similarly situated, and on behalf of the general public

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF ORANGE

FRANCISCO ARROYO MORA on behalf
of himself, all others similarly situated, and
on behalf of the general public,

Plaintiffs,

v.

STERLING PLUMBING, INC.; and DOES
1-100,

Defendants.

Case No. 30-2024-01371468-CU-OE-CXC

*[Assigned for all purposes to the Honorable
Layne H. Melzer]*

**NOTICE OF ENTRY OF ORDER
GRANTING PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS AND PAGA
ACTION SETTLEMENT**

1 **TO ALL PARTIES AND THEIR ATTORNEYS OF RECORD:**

2 NOTICE IS HEREBY GIVEN that on May 8, 2026, the Court entered an Order Granting
3 Plaintiffs' Motion for Final Approval of Class and PAGA Action Settlement and entered Final
4 Judgment. A true and correct copy of this order and judgment is attached hereto as **Exhibit 1**.

5 Dated: May 11, 2026

MARA LAW FIRM, PC

7
8 /s/ Carter Cordura

David Mara, Esq.

Carter Cordura, Esq.

9 Attorneys for FRANCISCO ARROYO and all others
10 similarly situated, and on behalf of the general public
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Exhibit 1

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SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF ORANGE

FRANCISCO ARROYO MORA on behalf of
himself, all others similarly situated, and on
behalf of the general public,
Plaintiffs,
v.
STERLING PLUMBING, INC.; and DOES
1-100,
Defendants.

CASE NO. 30-2024-01371468-CU-OE-CXC

*[Assigned for all purposes to the Honorable Layne
H. Melzer; CX102]*

**[REVISED PROPOSED] ORDER
GRANTING PLAINTIFF’S MOTION FOR
FINAL APPROVAL OF CLASS AND PAGA
ACTION SETTLEMENT AND ENTERING
FINAL JUDGMENT**

Date: March 5, 2026
Time: 2:00 p.m.

1 **TO ALL PARTIES AND THEIR RESPECTIVE COUNSEL OF RECORD:**

2 Plaintiff's Motion for Final Approval of Class and PAGA Action Settlement ("Motion
3 for Final Approval") came before this Court, the Honorable Layne H. Melzer, presiding, on
4 March 5, 2026. The Court having considered the papers submitted in support of the Motion for
5 Final Approval, HEREBY ORDERS AND MAKES THE FOLLOWING
6 DETERMINATIONS:

7 1. All terms used herein shall have the same meaning as defined in the Parties'
8 Joint Stipulation and Settlement Agreement and the Order Granting Plaintiff Francisco Arroyo
9 Mora's Motion for Preliminary Approval of Class and PAGA Representative Action Settlement
10 ("Preliminary Approval Order"). The Joint Stipulation and Settlement Agreement may be
11 found at Register of Action No. 115, attached as **Exhibit 1** to the Declaration of David of Mara
12 ISO Plaintiff's Motion for Final Approval of Class Action Settlement.

13 2. The Court finds that the applicable requirements of California Code of Civil
14 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied with
15 respect to the Class and the settlement. The Court hereby makes final its earlier provisional
16 certification of the Class for settlement purposes, as set forth in the Preliminary Approval
17 Order. The Class is hereby defined to include all persons who worked for Defendant as non-
18 exempt, hourly paid employees in the State of California at any time from November 4, 2022,
19 to October 28, 2024 ("Class" or "Class Members").

20 3. The "Aggrieved Employees" are defined to include all persons who worked for
21 Defendant as non-exempt, hourly paid employees in the State of California at any time from
22 November 4, 2022, to October 28, 2024.

23 4. The Court has jurisdiction over the claims of the Class Members asserted in this
24 proceeding and over all parties to the proceeding.

25 5. The Court Approved Notice of Class Action Settlement and Hearing Date for
26 Final Approval ("Class Notice") was mailed by first-class U.S. mail to all Class Members. The
27 Class Notice informed the Class of the material terms of the settlement, of their right to receive
28 a *pro rata* portion of the Net Settlement Amount, of their right to request exclusion from the

1 settlement, of their right to comment upon or object to the settlement and to appear in person or
2 through counsel at the Final Approval Hearing and of the date set for the Final Approval
3 Hearing. Adequate periods of time were provided by each of these procedures.

4 6. In response to the Class Notice, no member of the Class submitted a written
5 objection to the settlement or stated an intention to appear at the Final Approval Hearing. In
6 addition, no member of the Class submitted a request to be excluded from the settlement.
7 Moreover no member of the Class submitted any workweek disputes.

8 7. The Court finds and determines that this notice procedure afforded adequate
9 protections to Class Members and provides the basis for the Court to make an informed
10 decision regarding approval of the settlement based on the Class Members' response. The
11 Court finds and determines that the Class Notice was the best notice practicable under the
12 circumstances and satisfied the requirements of law and due process.

13 8. The Court further finds and determines that the terms of the settlement are fair,
14 reasonable, and adequate to the Class and to each Class Member. The Gross Settlement
15 Amount ("GSA") is \$239,300.

16 9. Pursuant to California law, the Court hereby grants final approval of the
17 settlement. The Court finds that the settlement was reached as a result of informed and non-
18 collusive arm's-length negotiations facilitated by a neutral mediator. The Court further finds
19 that the Parties conducted extensive investigation, research, and discovery and that their
20 attorneys were able to reasonably evaluate their respective positions. The Court also finds that
21 settlement will enable the Parties to avoid additional and potentially substantial litigation costs,
22 as well as delay and risks if the Parties were to continue to litigate the case. The Court has
23 considered the absence of objections, workweek disputes, and requests for exclusion from the
24 settlement, reviewed the monetary recovery provided as part of the settlement, and recognizes
25 the significant value accorded to the Class. Accordingly, the Court hereby approves the terms
26 set forth in the Joint Stipulation and Settlement Agreement and finds that the settlement is, in
27 all respects, fair, adequate, and reasonable, and directs the Parties to effectuate the settlement
28 according to its terms.

1 10. A full opportunity has been afforded to the Class Members to participate in the
2 Final Approval Hearing, and all Class Members and other persons wishing to be heard have
3 been heard. The Class Members also have had a full and fair opportunity to exclude themselves
4 from the settlement. Accordingly, the Court determines that all Class Members who did not
5 submit a timely and valid request for exclusion from the settlement to the Settlement
6 Administrator (“Participating Class Members”) are bound by this Order Granting Plaintiff’s
7 Motion for Final Approval of Class and PAGA Action Settlement (“Final Approval Order and
8 Judgment”).

9 11. In exchange for a portion of the Net Settlement Amount, upon the date that the
10 settlement funds are paid in full by Defendant, all Participating Class Members shall be deemed
11 and are deemed to have conclusively released and forever discharged the Released Parties from
12 the Released Class Claims, as defined in the Joint Stipulation and Settlement Agreement .

13 12. In exchange for a portion of the PAGA Payment, upon the date that the
14 settlement funds are paid in full by Defendant, all PAGA Aggrieved Employees shall be
15 deemed and are deemed to have conclusively released and forever discharged the Released
16 Parties from the Released PAGA Claims, as defined in the Joint Stipulation and Settlement
17 Agreement .

18 13. The Court hereby confirms David Mara, Jill Vecchi, and Carter Cordura of Mara
19 Law Firm, PC, and Colette Mahon of Lawyers for Employee and Consumer Rights as Class
20 Counsel in this action.

21 14. The Court hereby confirms Plaintiff Francisco Arroyo Mora as the Class
22 Representative in this action.

23 15. The Court finds and determines that the Individual Settlement Shares provided
24 for by the terms of the Joint Stipulation and Settlement Agreement to be paid to the
25 Participating Class Members are fair and reasonable. The Court hereby gives final approval to
26 and orders the payment of those amounts be made to the Participating Class Members in
27 accordance with the terms of the Joint Stipulation and Settlement Agreement.

28 16. The Court finds and determines the Class Representative Enhancement Payment

1 in the sum of \$5,000 to Plaintiff Francisco Arroyo Mora is fair and reasonable. The Court
2 hereby orders the Settlement Administrator to make the payment to the Plaintiff/Class
3 Representative Francisco Arroyo Mora in the amount of \$5,000 for the Class Representative
4 Enhancement Payment in accordance with the terms of the Joint Stipulation and Settlement
5 Agreement .

6 17. The Court finds and determines that the payment to the Settlement
7 Administrator, Apex Class Action LLC, in the sum of \$6,990 for its fee and expenses incurred
8 and to be incurred for the notice and settlement administration process is fair and reasonable.
9 The Court hereby orders the Settlement Administrator to make payment to itself in the amount
10 of \$6,990 for Administration Costs in accordance with the terms of the Joint Stipulation and
11 Settlement Agreement .

12 18. Pursuant to the terms of the settlement, and the authorities, evidence and
13 argument submitted by Class Counsel, the Court hereby approves of an attorneys' fee award in
14 the sum of \$79,766.66 and a Cost Award of \$14,966.84 to Class Counsel. The Court finds such
15 amounts to be fair and reasonable. The Court hereby orders the Settlement Administrator to
16 make payment to Class Counsel in the amount of \$79,766.66 for attorneys' fees and \$14,966.84
17 for litigation expenses in accordance with the terms of the Joint Stipulation and Settlement
18 Agreement .

19 19. The Court finds and determines that the payment to the Labor and Workforce
20 Development Agency ("LWDA"), in the sum of \$37,500 (which is 75% of the \$50,000
21 allocated to claims under PAGA), is fair and reasonable. The Court hereby orders the
22 Settlement Administrator to make the payment to the LWDA in the amount of \$37,500 for the
23 PAGA payment in accordance with the terms of the Joint Stipulation and Settlement
24 Agreement . The Court orders that the remaining amount of \$12,500 be distributed to PAGA
25 Aggrieved Employees in accordance with the terms of the Joint Stipulation and Settlement
26 Agreement .

27 20. Neither Defendant nor any related persons or entities shall have any further
28 liability for costs, expenses, interest, attorneys' fees, or for any other charge, expense, or

1 liability, except as provided for by the Joint Stipulation and Settlement Agreement . Pursuant
2 to the terms of the Joint Stipulation and Settlement Agreement , Defendant shall not be liable
3 for more than the agreed upon Gross Settlement Amount.

4 21. The Court finds and determines that the release contained in the Joint Stipulation
5 and Settlement Agreement is appropriate and shall bind all Participating Class Members.

6 22. Nothing in this Final Approval Order and Judgment shall preclude any action to
7 enforce the Parties' obligations pursuant to the Joint Stipulation and Settlement Agreement or
8 pursuant to this Final Approval Order and Judgment, including the requirement that Defendant
9 make payments to Settlement Class Members in accordance with the Joint Stipulation and
10 Settlement Agreement .

11 23. The Court finds and determines that nothing in the Joint Stipulation and
12 Settlement Agreement or this Final Approval Order and Judgment is intended or will be
13 construed as an admission of liability or wrongdoing by Defendant.

14 24. The Court hereby enters final judgment in this action in accordance with the
15 terms of the Joint Stipulation and Settlement Agreement , Preliminary Approval Order, and this
16 Final Approval Order and Judgment.

17 25. The Settlement Administrator will post a copy of this Final Approval Order and
18 Judgment on the website for 180 days: <https://apexclassaction.com/sterling/>

19 26. A Final Approval hearing will be set for March 4, 2027, at 2:00 p.m. A
20 declaration from the settlement administrator must be filed at least 16 court days prior to the
21 compliance hearing.

22 27. The Parties shall bear their own costs and attorneys' fees except as otherwise
23 provided for by the Joint Stipulation and Settlement Agreement and this Final Approval Order
24 and Judgment.

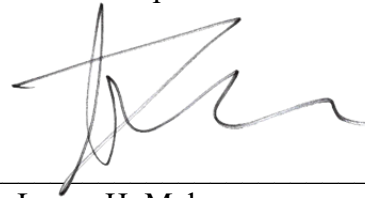
25 28. Without affecting the finality of this Final Approval Order and Judgment in any
26 way, the Court retains jurisdiction of all matters relating to the interpretation, administration,
27 implementation, effectuation and enforcement of this order and the Settlement pursuant to
28 California Code of Civil Procedure section 664.6 and California Rules of Court, rule 3.769(h).

1 **JUDGMENT**

2 29. This document shall constitute a judgment for purposes of California Rules of
3 Court, Rule 3.769(h). In accordance with, and for the reasons stated in this Final Approval
4 Order and Judgment, judgment shall be entered within the meaning and for purposes of Code of
5 Civil Procedure sections 577, 904.1(a), and Rules 3.769, and 8.104 of the California Rules of
6 Court whereby named Plaintiff/Class Representative and all Settlement Class Members shall
7 take nothing from Defendant except as expressly set forth in the Joint Stipulation and
8 Settlement Agreement. The Court, pursuant to California Rule of Court 3.769(h) and California
9 Code of Civil Procedure section 664.6, shall retain jurisdiction over the parties to enforce the
10 terms of the judgment.

11 **IT IS SO ORDERED.**

12 Dated: **May 08, 2026**



Honorable Layne H. Melzer
Superior Court Judge