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May 18, 2026

Clerk
Tehama County Superior Court
1740 Walnut St.
Red Bluff, CA 96080

Re: *Kyle Roberts v. Propak Logistics*
Case 23CI-000324

Dear Clerk:

Could you please mail back a copy of the signed final approval order dated May 12, 2026? A stamped return envelope is attached.

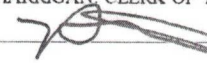
Thank you,
Adam Rose

BLAZING THE LEGAL TRAIL ■

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Attorney for Plaintiff
Kyle Roberts

ELECTRONICALLY
FILED
SUPERIOR COURT OF CALIFORNIA
5/12/2026
COUNTY OF TEHAMA
KEVIN HARRIGAN, CLERK OF THE COURT
BY  DEPUTY

SUPERIOR COURT OF CALIFORNIA
COUNTY OF TEHAMA

KYLE ROBERTS, on his own behalf and
all similarly situated individuals,

Plaintiff,

v.

PROPAK LOGISTICS, LLC; and DOES
1 through 10,

Defendants.

Case No.: 23CI-000324
CLASS ACTION

Honorable Matthew C. McGlynn

**~~[PROPOSED AMENDED]~~ ORDER AND
JUDGMENT GRANTING FINAL APPROVAL
OF CLASS ACTION AND PAGA
SETTLEMENT AND REQUEST FOR
ATTORNEYS' FEES, COSTS, AND CLASS
REPRESENTATIVE SERVICE PAYMENT**

Date: May 12, 2026
Time: 8:30 a.m.
Dept.: 5

Due and adequate notice having been given to the Class as required in said Preliminary Approval Order, and the Court having considered all papers filed and proceedings had herein and otherwise been fully informed in the matter, and good cause appearing therefor, hereby orders:

1. For the reasons set forth in the Preliminary Approval Order, which are adopted and incorporated herein by reference, this Court finds that the applicable requirements of the California Code of Civil Procedure section 382 and Rule 3.769 of the California Rules of Court have been satisfied with respect to the Class and the proposed Settlement.

1 2. This Order Granting Final Approval of Class Action and PAGA Settlement hereby
2 adopts and incorporates by reference the terms and conditions of the Parties' Settlement
3 Agreement, together with the definitions of terms used and contained therein.

4 3. The Court finds that it has jurisdiction over the subject matter of the Class Action
5 and over all Parties to the Class Action, including all members of the Settlement Class.

6 4. Class Members means "all non-exempt employees employed by Propak in
7 California during the Class Period." The Class Period is defined as December 2, 2020, through
8 October 4, 2025.

9 5. Aggrieved Employees means "all non-exempt employees employed by Propak in
10 California during the PAGA Period." The PAGA Period is November 28, 2022, through October
11 4, 2025.

12 6. The Class Notice given to the Class Members fully and accurately informed the
13 Class Members of all material elements of the proposed Settlement and of their opportunity to
14 object to or comment thereon and was the best notice practicable under the circumstances; was
15 valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the
16 State of California, the United States Constitution, due process, and other applicable law. The
17 Class Notice fairly and adequately described the Settlement and provided Class Members
18 adequate instructions and a variety of means to obtain additional information; provided Class
19 Members with a full opportunity and the means to seek exclusion; and described to Class
20 Members the consequences of remaining in the Settlement as opposed to seeking exclusion. A
21 full opportunity has been afforded to the Class Members to participate in the Final Approval
22 Hearing, and all Class Members and other persons wishing to be heard have been heard.
23 Accordingly, the Court determines that all Class Members are bound by this Order and
24 Judgment. There was one opt out and one workweek dispute.

25 7. The Court has considered all relevant factors for determining the fairness of the
26 Settlement and has concluded that all such factors weigh in favor of granting final approval. In
27 particular, the Court finds that the Settlement was reached following meaningful discovery and
28 investigation conducted by Class Counsel; that the Settlement is the result of serious, informed,

adversarial, and arm's-length negotiations between the Parties; and that the terms of the Settlement are in all respects fair, adequate, and reasonable. In so finding, the Court has considered all evidence presented, including evidence regarding the strength of the Plaintiff's case; the risk, expense, and complexity of the claims presented; the likely duration of further litigation and appeal; the amount offered in Settlement; the extent of investigation and discovery completed; and the experience and views of Class Counsel. Accordingly, the Court hereby approves the settlement as set forth in the Settlement Agreement and expressly finds that said Settlement is, in all respects, fair, reasonable, adequate, and in the best interests of the entire Settlement Class and hereby directs implementation of all remaining terms, conditions, and provisions of the Settlement Agreement.

8. The Court hereby approves the Gross Settlement Amount of \$414,750.00.

9. The Court hereby approves attorneys' fees to Class Counsel in the amount of \$138,250.00 as compensation for all attorney time spent on this matter from inception through and including the final Settlement Fairness Hearing.

10. The Court hereby approves reimbursement of litigation costs of up to \$20,000.00 to Class Counsel.

11. The Court hereby approves the payment of costs to the Administrator, ILYM Group, in the amount of \$9,500.00.

12. The Court hereby approves Class Representative Service Payment in the amount of \$5,000.00 to Plaintiff Kyle Roberts in consideration and exchange for his contributions to the Class. The Court finds these amounts are request fair and reasonable.

13. The Court hereby approves the PAGA allocation of \$42,000.00 of which \$31,500.00 shall be payable to the Labor Workforce Development Agency and \$10,500.00 shall be payable to the Aggrieved Employees.

14. No other costs or fees relief shall be awarded, either against Defendant or any other of the Released Parties, as defined in the Settlement Agreement.

15. The Administrator shall mail all Participating Class Members their settlement checks enclosed in an envelope bearing the notation, "YOUR CLASS ACTION SETTLEMENT

1 CHECK IS ENCLOSED.”

2 16. Participating Class Members shall have up to 180 days from the date of mailing to
3 negotiate their settlement distribution check.

4 17. If (i) any of the Participating Class Members are current employees of the
5 Defendant, (ii) the settlement distribution checks mailed to those Participating Class Members is
6 returned to the Administrator as being undeliverable, and (iii) the Administrator is unable to
7 locate a valid mailing address, the Administrator shall arrange with the Defendant to have those
8 settlement distribution checks delivered to the Participating Class Members at their place of
9 employment.

10 18. Upon entry of Judgment by the Court in accordance with the Settlement
11 Agreement:

12 a. All Participating Class Members (including Plaintiff), on behalf of themselves
13 and their respective former and present representatives, agents, attorneys, heirs, administrators,
14 successors, and assigns, release the Released Parties from all claims for wages, statutory, and
15 civil penalties, damages, liquidated damages, premiums, interest, restitution, injunctive and
16 declaratory relief, fees, and costs, that were alleged in the Operative Complaint in the Action
17 and/or the PAGA Notice and Amended PAGA Notice submitted by Plaintiff to the LWDA
18 against Propak in the Action, and/or claims which could have been alleged that reasonably relate
19 to or which reasonably arise out of the same set of operative facts pled therein, including, but not
20 limited to, all claims asserted in the Action for alleged:: (a) Failure to provide or pay premium
21 payments for meal periods (*see* Labor Code §§ 204, 223, 226.7, 512, 1198 1194, 1197; IWC
22 Wage Order No. 1-2001, § 11); (b) Failure to authorize and permit or pay premium payments for
23 rest periods (*see* Labor Code §§ 204, 223, 226.7, 512, 1198; IWC Wage Order No. 1-2001, §
24 12); (c) failure to pay minimum wage, overtime, or other amounts of wages for failing to
25 compensate "all hours worked" (*see* Cal Labor Code §§ 223, 510, 1194, 1197, 1198; IWC Wage
26 Order No. 1-2001, §§ 3-4); (d) Failure to pay wages due to discharged and quitting employees
27 (*see* Labor Code §§ 201-203); (e) Failure to timely pay wages during employment (*see* Labor
28 Code § 204); (f) Failure to provide accurate, itemized wage statements (*see* Labor Code§

1 226(a)); (g) Failure to reimburse business expenses (*see* Labor Code § 2800-2802); (h) unfair
2 business practices (*see* Bus & Prof. Code §17200, *et seq*); and (i) all other statutory and
3 regulatory violations alleged in the Operative Complaint in the Action (“Released Class
4 Claims”).

5 b. The State of California, in addition to all Aggrieved Employees, and Plaintiff as a
6 proxy for the LWDA are deemed to release, on behalf of themselves and their respective former
7 and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the
8 Released Parties from all claims for civil penalties under the Labor Code pursuant to PAGA that
9 were alleged, or reasonably could have been alleged, based on the facts stated in the Operative
10 Complaint and/or the PAGA Notice and Amended PAGA Notice, including, but not limited to,
11 all PAGA claims asserted in the Action for alleged: (a) Failure to provide or pay premium
12 payments for meal periods (*see* Labor Code §§ 204, 223, 226.7, 512, 1198 1194, 1197; IWC
13 Wage Order No. 1-2001, § 11); (b) Failure to authorize and permit or pay premium payments for
14 rest periods (*see* Labor Code §§ 204, 223, 226.7, 512, 1198; IWC Wage Order No. 1-2001, §
15 12); (c) any and all claims involving any alleged failure to pay minimum wage, overtime, or
16 other amounts of wages for failing to compensate “all hours worked” (*see* Cal Labor Code §§
17 223, 510, 1194, 1197, 1198; IWC Wage Order No. 1-2001, §§ 3-4); (d) Failure to pay wages due
18 to discharged and quitting employees (*see* Labor Code §§ 201-203); (e) Failure to timely pay
19 wages during employment (*see* Labor Code § 204); (f) Failure to provide accurate, itemized
20 wage statements (*see* Labor Code § 226(a)); and (g) Failure to reimburse business expenses (*see*
21 Labor Code § 2800-2802) (“Released PAGA Claims”).

22 19. Neither Defendant nor any related persons or entities shall have any further
23 liability for costs, expenses, interest, attorney’s fees, or for any other charge, expense, or liability,
24 except as provided in the Settlement Agreement.

25 20. By operation of the entry of this Order, as of the Effective Date, the parties are
26 ordered to perform their respective duties and obligations under the Settlement Agreement.

27
28 The date for the Final Report (Nonappearance) Hearing is 3/2/27 at 8:30.

1 IT IS SO ORDERED.

2
3 Date: 5/12/2026

4 
Honorable Matthew C. McGlynn
Judge of the Superior Court