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9 *Attorneys for Plaintiff*

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF RIVERSIDE**

12 RACHEL SANGER, individually, and on behalf
13 of all others similarly situated,

14 *Plaintiff,*

15 v.

16 SOUTHERN CALIFORNIA VETERINARY
17 CENTER, INC. DBA SOUTHERN
18 CALIFORNIA VETERINARY CENTER, a
California corporation; and DOES 1 through
10, inclusive,

19 *Defendants.*

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

MAY 27 2026

D. Board DB

Case No.: CVRI2306412 (Lead)
Case No.: CVRI2400368

Assigned for all purposes to:
Hon. Harold Hopp
Dept. 1

**~~PROPOSED~~ JUDGMENT AND ORDER
GRANTING PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

FINAL APPROVAL HEARING

Date: May 19, 2026
Time: 8:30 a.m.
Dept: 1

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

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MAY 28 2026

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1 This matter came on for hearing on May 19, 2026 at 8:30 a.m., in Department 1 of the
2 above-referenced Court on the Motion for Final Approval of Class Action and PAGA Settlement
3 pursuant to California Rules of Court, Rule 3.769. On October 16, 2025, this Court issued a
4 Revised Order Granting Plaintiff's Motion for Preliminary Approval of Class Action and PAGA
5 Settlement. Plaintiff Rachel Sanger ("Plaintiff") now seeks an order granting final approval of
6 the Class Action and PAGA Settlement Agreement ("Settlement"), a copy of which is attached
7 to the Declaration of John G. Yslas in Support of Plaintiff's Motion for Preliminary Approval
8 of Class Action and PAGA Settlement as **Exhibit 2**.

9 Having received and considered the Settlement, the supporting papers filed by the
10 Parties, and the evidence and argument in conjunction with the Motion for Preliminary Approval
11 of Class Action and PAGA Settlement granted on October 16, 2025, and the instant Motion for
12 Final Approval of Class Action and PAGA Settlement, the Court grants final approval of the
13 Settlement and HEREBY ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

14 1. Pursuant to the Revised Order Granting Plaintiff's Motion for Preliminary Approval of
15 Class Action and PAGA Settlement, the Class Notice was sent to each Class Member by First
16 Class mail. These papers informed Class Members of the terms of the Settlement, their right to
17 receive an Individual Settlement Payment, and their right to: (a) comment on or object to the
18 Settlement; (b) request exclusion from the Settlement and pursue their own remedies; (c) dispute
19 the calculation of their Individual Settlement Payment; and (d) appear at the final approval hearing.
20 No Class Member has objected to the proposed Settlement, and no Class Member has requested
21 exclusion.

22 2. The Court finds and determines that this notice procedure afforded adequate protections
23 to Class Members and provides the basis for the Court to make an informed decision regarding
24 approval of the Settlement based on the responses of the Class. The Court finds and determines
25 that the notice provided in this case was the best notice practicable, which satisfied the
26 requirements of law and due process.

27 3. With respect to the Class and for purposes of approving this Settlement only, this Court
28 finds and concludes that: (a) the members of the Class are ascertainable and so numerous that

1 joinder of all members is impracticable; (b) there are questions of law or fact common the class
2 and a well-defined community of interest among members of the Class with respect to the subject
3 matter of the action; (c) the claims of Class Representative Rachel Sanger are typical of the claims
4 of the Class Members; (d) the Class Representative has fairly and adequately protected the interests
5 of the Class; (e) a class action is superior to other available methods for an efficient adjudication
6 of this controversy; and (f) counsel of record for the Class Representative are qualified to serve as
7 Class Counsel.

8 4. The Court has certified a Class for settlement purposes only, defined as all persons
9 employed by Defendant in California and classified as an hourly-paid or non-exempt employee
10 who worked for Defendant during the Class Period (from June 4, 2019 to October 18, 2024). The
11 Court deems this definition sufficient for purposes of California Rules of Court, Rule 3.765(a).

12 5. The Court hereby confirms John G. Yslas, Diego Aviles, Harry Erganyan, Mariam
13 Nazaretyan, and Lisa B. Iturriaga of Wilshire Law Firm, PLC as Class Counsel.

14 6. The Court hereby confirms Plaintiff Rachel Sanger as the Class Representative.

15 7. The Court finds and determines that the terms of the Settlement are fair, reasonable,
16 and adequate, and directs the Parties to effectuate the Settlement according to its terms, having
17 found that the Settlement was reached as a result of informed and non-collusive arm's length
18 negotiations facilitated by a neutral mediator. The Court finds that the Parties conducted adequate
19 investigation, research, and discovery, and that their attorneys were able to reasonably evaluate
20 their respective positions. The Court also finds that the Settlement will enable the Parties to avoid
21 additional and potentially substantial litigation costs, as well as delay and risks if the Parties were
22 to continue to litigate the case. The Court has reviewed the monetary recovery provided as part of
23 the Settlement and recognizes the significant value accorded to the Class.

24 8. The Court hereby approves that Defendant shall pay a total of \$120,000.00 to resolve
25 this litigation.

26 9. The Court finds and determines that the Individual Settlement Payments to be paid
27 to Settlement Class Members as provided for by the Settlement are fair and reasonable. The Court
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1 hereby gives final approval to and orders the payment of those amounts to be made to the
2 Settlement Class Members in accordance with the Settlement.

3 10. From the Settlement Amount, the Court finds and determines that payment of
4 \$10,000.00 in civil penalties under PAGA is fair, reasonable, and appropriate. The Labor and
5 Workforce Development Agency will receive 75% (\$7,500.00), and the remaining 25%
6 (\$2,500.00) will be distributed to Aggrieved Employees (defined as a person employed by
7 Defendant in California and classified as an hourly-paid or non-exempt employee who worked for
8 Defendant during the PAGA Period (from November 17, 2022 to October 18, 2024). The Court
9 hereby grants final approval to and orders the payment of the amount in accordance with the
10 Settlement.

11 11. From the Settlement Amount, the Court finds and determines the Class
12 Representative Service Payment of \$7,500.00 to the named Plaintiff is fair and reasonable. The
13 Court hereby grants final approval to and orders the payment of that amount to be paid to the named
14 Plaintiff for her service as a class representative and for her agreement to release claims.

15 12. From the Settlement Amount, the Court finds and determines that the fees and expenses
16 in administering the Settlement incurred by Phoenix Settlement Administrators ("Phoenix") in the
17 amount of \$6,500.00 are fair and reasonable. The Court hereby grants final approval to and orders
18 the payment of that amount in accordance with the Settlement.

19 13. Pursuant to the terms of the Settlement, and the authorities, evidence, and argument
20 submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the amount
21 of \$39,996.00 and litigation costs in the amount of \$20,333.02. The Court hereby grants final
22 approval to and orders the payment of those amounts in accordance with the Settlement.

23 14. Without affecting the finality of this Order or the entry of judgment in any way, this
24 Court retains continuing jurisdiction of all matters relating to the implementation, interpretation,
25 administration, effectuation and enforcement of this order and the Settlement.

26 15. Defendant Southern California Veterinary Center, Inc. ("Defendant") shall not have any
27 further liability for costs, expenses, interest, attorneys' fees, or for any other charge, expense, or
28 liability, except as provided for by the Settlement.

1 16. Neither the making of this Settlement nor the entry into the Settlement constitutes an
2 admission by Defendant, nor is this order a finding of the validity of any claims in this case or of
3 any other wrongdoing. Further, the Settlement is not a concession and shall not be used as an
4 admission of any wrongdoing, fault, or omission of any entity or persons, nor may any action taken
5 to carry out the terms of the Settlement be construed as an admission or concession by or against
6 Defendant.

7 17. Any envelope transmitting a settlement distribution to a class member shall bear the
8 notation, "YOUR CLASS ACTION SETTLEMENT CHECK IS ENCLOSED."

9 18. Any settlement distribution check shall be negotiable for at least 90 days but not more
10 than 180 days from the date of mailing.

11 19. Phoenix shall mail a reminder postcard to any class member whose settlement
12 distribution check has not been negotiated within 60 days after the date of mailing.

13 20. If (i) any of the class members are current employees of the Defendant, (ii) the
14 distribution mailed to those employees is returned to Phoenix as being undeliverable, and (iii)
15 Phoenix is unable to located a valid mailing address, Phoenix shall arrange with Defendant to have
16 those distributions delivered to the employees at their place of employment.

17 21. Upon completion of administration of the Settlement, the Settlement Administrator will
18 provide written certification of such completion to the Court, which shall be filed with the Court
19 within five court days before the non-appearance compliance hearing set for **May 19, 2027 at 8:30**
20 **a.m.**

21 22. The Court hereby enters final judgment in accordance with the terms of the Settlement,
22 the Revised Order Granting Plaintiff's Motion for Preliminary Approval of Class Action
23 Settlement, and this Order.

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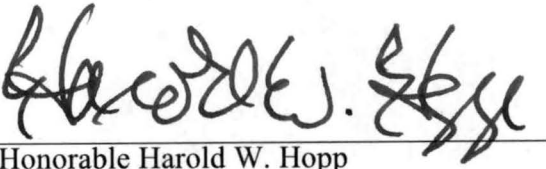
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1 23. The Parties will bear their own costs and attorneys' fees except as otherwise provided
2 by this Court's Order awarding Class Counsel's attorneys' fees and litigation costs.

3 **IT IS SO ORDERED.**

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5 Dated: May 26, 2016


Honorable Harold W. Hopp
Judge of the Superior Court