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Attorneys for Plaintiffs

FILED

Superior Court of California
County of Los Angeles

04/22/2025

David W. Slybia, Executive Officer / Clerk of Court

By: _____ A. He _____ Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

LIZBETH REYES and ANGELA ALFARO,
as individuals, on behalf of themselves and all
other aggrieved employees,

Plaintiffs,

vs.

IMPRESS COMMUNICATIONS, INC., a
California corporation; and DOES 1 through
100,

Defendants.

Case No. 23STCV23663

*[Case assigned for all purposes to the Hon.
Stuart M. Rice, Dept. SSC-1]*

**~~[PROPOSED]~~ JUDGMENT AND ORDER
GRANTING PLAINTIFFS' MOTION
FOR APPROVAL OF SETTLEMENT OF
CLAIMS BROUGHT UNDER THE
PRIVATE ATTORNEYS' GENERAL
ACT, REASONABLE ATTORNEYS'
FEES, COSTS, AND ENHANCEMENT
PAYMENTS**

Date: April 22, 2025

Time: 10:30 a.m.

Dept.: SSC-1

Complaint filed: September 28, 2023

Trial Date: None Set

1 This matter came on regularly for hearing before this Court on April 22, 2025 at 10:30
2 a.m. Having considered the Parties' PAGA Settlement Agreement ("Settlement");¹ the documents
3 and evidence presented in support thereof; and recognizing the disputed factual and legal issues
4 involved in this case; the risks of further prosecution, the substantial benefits to be received by
5 the State of California and the Aggrieved Employees pursuant to the Settlement; and the fair,
6 reasonable, and adequate nature of the settlement obtained as a result of good faith arm's-length
7 negotiations between the parties, the Court hereby makes a final ruling that the Settlement is
8 approved pursuant to Labor Code section 2699(l). Good cause appearing therefore, the Court
9 hereby GRANTS Plaintiffs Lizbeth Reyes and Angela Alfaro's ("Plaintiffs") Motion for
10 Approval of Claims under the Private Attorneys General Act ("Motion") and ORDERS as
11 follows:

12 1. The "Aggrieved Employees" consist of all current and former non-exempt
13 employees who worked for Defendant Impress Communications, Inc. ("Defendant") within the
14 State of California at any time from September 28, 2022 to June 10, 2024 (the "PAGA Period").

15 2. The California Labor & Workforce and Development Agency ("LWDA") has
16 been provided notice of the Settlement in accordance with PAGA, California Labor Code §
17 2699(l)(2), (l)(4). In particular, on the date Plaintiffs filed a Motion seeking approval of the
18 Settlement with the Court, Plaintiffs submitted to the LWDA a notice of the Settlement enclosing
19 a copy of the PAGA Settlement Agreement. Plaintiffs' notice of the Settlement to the LWDA
20 complied with the notice requirements of PAGA.

21 3. The Court hereby approves the settlement as set forth in the Settlement as fair,
22 reasonable, and adequate, and directs the parties to effectuate the Settlement according to its
23 terms.

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27 ¹ All terms used in this Order shall have the same meaning as that assigned to them in the PAGA
28 Settlement Agreement, attached as Exhibit 1 to the Declaration of Sean M. Blakely submitted
concurrently with the Motion.

1 4. The Court orders that Defendant shall fully fund the Gross Settlement Amount of
2 \$95,000.00 by transmitting the funds to the Administrator no later than thirty (30) days after the
3 Effective Date ², pursuant to the terms of this Settlement.

4 5. The Court hereby approves, as to form and content, the proposed Notice of PAGA
5 Settlement and Release of Claims submitted by the parties and included as Exhibit A to the
6 Settlement.

7 6. The Court hereby appoints Phoenix Settlement Administrators as the Settlement
8 Administrator.

9 7. Within fifteen (15) days after the Effective Date, Defendant shall provide the
10 Settlement Administrator with a list containing each Aggrieved Employee's full name, last-
11 known mailing address, Social Security number, and number of PAGA Pay Periods, pursuant to
12 the terms of the Settlement.

13 8. Within fourteen (14) days after Defendant funds the Gross Settlement Amount,
14 the Administrator will mail checks for all Individual PAGA Payments, the LWDA PAGA
15 Payment, the Administration Expenses Payment, the Plaintiffs' Enhancement Payments, PAGA
16 Counsel Fees Payment, and the PAGA Counsel Litigation Expenses Payment. Disbursement of
17 the PAGA Counsel Fees Payment. PAGA Counsel Litigation Expenses Payment shall not precede
18 disbursement of Individual PAGA Payments, pursuant to the terms of the Settlement.

19 9. The Court finds that attorneys' fees in the amount of one-third of the Gross
20 Settlement Amount (currently estimated to be \$31,666.67) for Plaintiffs' Counsel, and
21 reimbursement of litigation costs of up to \$10,578.43 to Plaintiffs' Counsel, are fair, reasonable,
22 and adequate, and orders the Settlement Administrator to distribute these payments to Plaintiffs'
23 Counsel as provided for in the PAGA Settlement Agreement.

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27 ² "Effective Date" means the date by when both of the following have occurred: (a) the Court
28 enters a Judgment on its Order approving the PAGA Settlement and (b) the Judgment is final.
The Judgment is final as of the latest of the following occurrences: (a) the day the Court enters
Judgment; (b) the time allowed for appeals has expired; or (c) any appeals taken have been fully
resolved.

1 10. The Court orders that the Settlement Administrator shall be paid up to \$2,950.00
2 for all of its work done and to be done until the completion of this matter, and finds that sum
3 appropriate.

4 11. The Court finds that the requested Enhancement Payments of \$5,000.00 to each
5 Plaintiff (\$10,000.00 in total) are fair, adequate, and reasonable in recognition of the unique
6 contributions they made and the risks they undertook on behalf of the Aggrieved Employees and
7 the State of California, and orders that the Settlement Administrator distribute this payment to
8 Plaintiffs as provided for in the PAGA Settlement Agreement.

9 12. The Court finds that the amount of \$29,853.68, representing 75% of the Net
10 Settlement Amount, allocated as PAGA civil penalties under the Settlement, to be paid to the
11 LWDA as provided for by the Settlement, is fair, adequate, and reasonable, and orders that
12 payment be made to the LWDA in accordance with the terms of the Settlement Agreement. The
13 Court further finds that the amount of \$9,951.22, representing 25% of the Net Settlement Amount,
14 allocated as PAGA civil penalties under the Settlement, to be paid to the Aggrieved Employees
15 (i.e., Individual PAGA Payments) as provided for by the Settlement, is fair, adequate, and
16 reasonable, and orders that payment be made to Aggrieved Employees on a *pro rata* basis in
17 accordance with the terms of the Settlement and this Order.

18 13. Checks for Individual PAGA Payments sent to Aggrieved Employees shall be
19 valid for 180 days after issuance. Funds remaining from any checks for Individual PAGA
20 Payments uncashed for more than 180 days after issuance, shall be sent to the State Controller's
21 Office Unclaimed Property Division in the name of the Aggrieved Employee.

22 14. The Court approves the scope of the release as set forth in the Settlement.
23 Following entry of this Judgment and Order and the Gross Settlement Amount being fully funded,
24 all Aggrieved Employees on behalf of the LWDA, themselves, and their respective former and
25 present representatives, agents, attorneys, heirs, administrators, successors, and assigns, shall and
26 hereby do release the Released Parties from all claims under PAGA for civil penalties, costs,
27 expenses, attorneys' fees, or interest that were alleged, or reasonably could have been alleged,
28 based on the PAGA Period facts stated in the Operative Complaint and the PAGA Notice.

1 15. Plaintiffs are directed to submit a copy of this Order and entry of judgment to the
2 LWDA within ten (10) calendar days of the date of this Order and entry of judgment.

3 16. Plaintiffs shall file a declaration confirming the final distribution of funds on or
4 before April 22, 2026.

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6 **IT IS SO ORDERED, ADJUDGED, AND DECREED.**

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8 Dated: April 22, 2025

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By: Stuart M. Rice / Judge
Honorable Stuart M. Rice
Judge of the Superior Court