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On behalf of herself and all persons similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES – STANLEY MOSK COURTHOUSE

NEENA JARAMILLO-JOHNSON, on behalf
of herself and all others similarly situated;

Plaintiffs,

vs.

LOGIC AUTOMOTIVE GROUP LLC, a
California Limited Liability Company; and
DOES 1 through 50, Inclusive,

Defendants.

Case No. 24STCV02391

*[Assigned to the Honorable Thomas D. Long,
Dept. 48]*

**~~[PROPOSED]~~ ORDER AND JUDGMENT
GRANTING PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT,
REPRESENTATIVE ENHANCEMENT
AND REQUEST FOR ATTORNEY FEES
AND COSTS**

Hearing: Motion for Final Approval

Date: December 30, 2025

Time: 8:30 a.m.

Dept.: 48

Action Filed: January 30, 2024

FAC Filed: February 13, 2025

Trial Date: None Currently Scheduled

Reservation ID: 151184848246

ORDER AND JUDGMENT

The motion brought by Plaintiff Neena Jaramillo-Johnson ("Plaintiff" or "Class Representative") for an order granting final approval of class action settlement came on for hearing in Department 48 of this Court on December 9, 2025 at 8:30 a.m. This is a wage and

hour class and Private Attorneys General Act (“PAGA”) representative action brought against Defendant, Logic Automotive Group LLC (“Defendant”).

The Court, having read the papers filed with regard to Plaintiff’s motion for final approval of class action settlement and hearing argument regarding that motion, hereby FINDS, ORDERS AND ADJUDGES:

1. The Court has jurisdiction over the subject matter of this litigation and over all parties to this Action, including the class members, representative action members, and Labor and Workforce Development Agency (“LWDA”).

2. The Court certifies the class for purposes of settlement. The class to whom this judgment applies is defined as follows: “Class” means all current and former non-exempt employees of Defendants who worked in California between March 22, 2022 to March 24, 2025 (the “Class Period”).

3. Aggrieved Employees under PAGA to whom this judgment applies are defined as follows: “Aggrieved Employee” means all current and former non-exempt employees of Defendants who worked in California between November 14, 2022 and July 29, 2025 (the “PAGA Period”).

4. The Court finds that the settlement agreement was entered into in good faith, is a product of arm’s-length negotiations between the parties and that the terms of the settlement are fair, reasonable, adequate, and in the best interests of the settlement class. The Court also finds the settlement satisfies the standards and applicable requirements for final approval of this class action settlement under California law, including the provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule 3.769.

5. The settlement agreement is therefore finally approved and incorporated herein.

a. The Gross Settlement Amount (“GSA”) is \$212,675.00

b. The Net Settlement Fund (“Net”) is \$69,454.06, exclusive of the Aggrieved Employees’ PAGA portion of the settlement (\$6,250.00; 25% of the \$25,000.00 PAGA Payment) (GSA minus the following):

c. Class Counsel, Haig B. Kazandjian Lawyers, APC are awarded attorneys’ fees

in the amount of \$85,070.00 and costs in the amount of \$16,900.94.

d. The Court grants the requested Class Representative enhancement award totaling \$10,000.00.

e. The settlement administrator, ILYM Group Inc., is granted payment in the amount of \$6,250.00 for its fees and services.

f. The Court approves the PAGA payment of \$25,000.00 payable as follows:

i. \$18,750.00 (75% of \$25,000.00 PAGA Payment) payable to the LWDA.

ii. The Court approves payment of \$6,250.00 (25% of \$25,000.00 PAGA Aggrieved Employees Payment) payable to the Aggrieved Employees.

g. In addition to the GSA, Defendants will be separately responsible for any employer payroll taxes required by law.

6. The Court orders the parties to the settlement agreement to perform forthwith each of their obligations as set forth according to its terms.

7. Funding: Within thirty (21) days after the Court signs this Judgment, Defendants shall provide the Settlement Administrator sufficient funds to make all payments required under this Settlement.

8. Distribution of GSA: Within fifteen (14) calendar days after receipt of the Gross Settlement Amount from Defendant, the Settlement Administrator shall make the following payments as approved by the Court: (1) Individual Settlement Payments to Participating Class Members; (2) the Class Representative Payment; (3) the Attorneys' Fees; (4) the Litigation Costs and Expenses; (5) the PAGA Payment; (6) the payment to the Aggrieved Employees; and (7) payment to the Settlement Administrator for its administration duties performed and to be performed to conclude its obligations pursuant to the Settlement Agreement.

9. Individual Class Payment Calculation: An Individual Class Payment shall be calculated by (a) dividing the Net Settlement Amount by the total number of Workweeks worked by all Participating Class Members during the Class Period and (b) multiplying the result by each Participating Class Member's Workweeks.

10. Uncashed Checks: Any checks that are not cashed upon the expiration of the void

date—the uncashed funds shall be paid to the State Controller Unclaimed Property Fund in the name of the Class Member for whom the funds are designated.

11. Class Counsel and the Claims Administrator have used their best efforts to locate class members and to provide them with notice that fully and accurately informs class members of all material elements of the proposed settlement. The Court finds that the notice program implemented pursuant to the Settlement Agreement (i) constituted the best practicable notice, (ii) was reasonably calculated, under the circumstances, to apprise members of the class of the pendency of the Litigation, their right to object or exclude themselves from the proposed settlement, and to appear at the Final Approval Hearing, (iii) was reasonable and constituted valid, due, adequate, and sufficient notice to all members of the class, and (iv) met all applicable requirements of due process under California law.

12. No objections to the settlement were filed. No members of the class opted out of the settlement and are therefore excluded from the Class Action Release.

13. Accordingly, Effective on the date when Defendants fully fund the entire Gross Settlement Amount and fund all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, the Court adjudges that Plaintiff and the members of the class as defined above at paragraphs 2 & 3, who have not otherwise opted out are conclusively deemed to have released and discharged Defendants and the released parties from any and all settled claims which are defined as follows:

- a. Release by Participating Class Members: All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors and assigns, release Released Parties from (i) all claims that were alleged, or reasonably could have been alleged, in the operative Action and ascertained in the course of the Litigation, including, any and all claims, actions, and causes of action during the Class Period of March 22, 2022 through to March 24, 2025, (1) failure to provide employment records in violation of Labor Code sections 226, 432, and 1198.5; (2) failure to pay overtime and double time wages; (3) failure to pay

minimum and straight time wages; (4) failure to provide meal periods in violation of Labor Code sections 226.7 and 512; (5) failure to keep accurate and itemized wage statements in violation of Labor Code section 226 and the IWC Wage Orders; (6) failure to pay waiting time penalties in violation of Labor Code sections 201, 202, and 203; (7) failure to timely pay earned wages in violation of Labor Code sections 204 and 210; (8) failure to provide rest periods in violation of Labor Code section 226.7 and the IWC Wage Orders; (9) failure to reimburse business expenses in violation of Labor Code sections 2800 and 2802; (10) failure to pay reporting time pay in violation of the IWC Wage Orders; (11) failure to pay split shift wages in violation of the IWC Wage Orders; (12) failure to provide notice of paid sick time and accrual in violation of Labor Code section 246; (13) unlawful business practices in violation of Business and Professions Code section 17200, et seq.; and (14) employer and individuals acting on behalf of employer's personal liability for causing Labor Code violations (Labor Code section 558.1). Except as set forth in Section 5.3 of the Settlement Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers' compensation, or claims based on facts occurring outside the Class Period of March 22, 2022 to March 24, 2025.

- b. The Court further adjudges that Plaintiff and the PAGA Aggrieved Employees, as defined in paragraph 3 above, have released and discharged Defendants and the released parties from any and all settled claims which are defined as follows: Release by Non-Participating Class Members And Participating Class Members Who Are Aggrieved Employees: All Non-Participating Class Members, and Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and

present representatives, agents, attorneys, heirs, administrators, successors and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Action and the PAGA Notice and ascertained in the course of the Action, including, all PAGA claims pled or that could have been pled based on the factual allegations contained in the operative complaints and PAGA letter sent by PLAINTIFF that occurred during the PAGA Period of November 14, 2022 through the date of preliminary approval that stated violations of California Labor Code §§ 201, 202, 203, 204, 206, 210, 226(a), 226.2, 226.3, 226.7, 226.8, 246, 256, 432, 510, 512(a), 558(a), 558.1, 1174(d), 1174.5, 1175, 1182.12, 1194, 1194.5, 1197, 1197.1, 1198, 1198.5, 1199, 2753, and 2802 as to the Aggrieved Employees and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and PAGA claims outside of the PAGA Period. The time period for this release is the PAGA Period of November 14, 2022 through July 29, 2025.

14. The Court bars and permanently enjoins Plaintiffs, the Participating Class Members and PAGA Group Members from asserting, instituting, or prosecuting, either directly or indirectly, any settled claims which any class member or aggrieved employee had or has to the extent provided in the settlement agreement.

15. The Parties are ordered to give notice of this order to all class members and Aggrieved Employees in accordance with California Rule of Court, rule 3.771(b) by posting a copy of this Order on the Settlement Administrators website.

16. The Court hereby orders class counsel to submit both this judgment and the order granting final approval to the LWDA in accordance with Labor Code section 2699, subdivision (l)(3).

17. **The Court hereby orders class counsel to file a final Report re: Distribution of the Settlement Funds to the Court by December 2, 2026. The Court sets a ~~non-~~**

1 ~~appearance case management~~ ^{status conference} review for December ¹⁸ ~~16~~, 2026 at 8:30 ~~a.m., OR for~~
2 ~~_____~~, 2026 at ~~_____~~ a.m./p.m. in Department 48 at Stanley Mosk
3 Courthouse.

4 18. Without affecting the finality of this Judgment and Order in any way, the Court
5 retains jurisdiction pursuant to Code of Civil Procedure section 664.6 over: (1) implementation
6 and enforcement of the settlement agreement pursuant to further orders of the Superior Court
7 until each and every act agreed to be performed by the parties hereto shall have been performed
8 pursuant to the settlement agreement; (2) any other action necessary to conclude this settlement
9 and to implement the settlement agreement; and (3) the enforcement, construction, and
10 interpretation of the settlement agreement.

11 19. Neither this Order granting final approval and entering Judgment, nor the
12 settlement agreement on which it is based are an admission or concession by any party of any
13 fault, omission, liability or wrongdoing. This Judgment is not a finding of the validity or
14 invalidity of any claims in this action or a determination of any wrongdoing by any party. The
15 final approval of the Parties' settlement will not constitute any opinion, position, or
16 determination of this Court, one way or the other, as to the merits of the claims or defenses of
17 any party.

18 20. This Judgment and Order is intended to be a final disposition of the above-
19 captioned action in its entirety, and it is intended to be immediately appealable.

20 IT IS SO ORDERED.

21
22 Dated: 12/30/2025



Honorable Thomas D. Long,
Judge of the Superior Court

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 801 North Brand Boulevard, Suite 1015, Glendale, California 91203.

On December 4, 2025, I served the foregoing document(s) described as: **[PROPOSED] ORDER GRANTING PLAINTIFF'S MOTION FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT, REPRESENTATIVE ENHANCEMENT AND REQUEST FOR ATTORNEY FEES AND COSTS** by method indicated below, on the interested parties in this action by placing a true copy thereof, enclosed in a sealed envelope, addressed as follows:

By Electronic mail to:

Waldron, Spencer, Esq.
Email: swaldron@fisherphillips.com

Javier, Kelsey, Esq.
Email: kjavier@fisherphillips.com
Fisher & Phillips LLP

2050 Main Street | Suite 1000 | Irvine, CA 92614

(X) BY ELECTRONIC MAIL: I hereby certify that this document was served from Glendale, California, by e-mail delivery on the parties listed herein at their most recent known email address or e-mail of record in this action.

[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 December 4, 2025, at Glendale, California.

/s/ Osbaldo Bautista

Osbaldo Bautista