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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

CELINA CLAUDIO, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

KC PHARMACEUTICALS, INC., a California
corporation; and DOES 1 through 100,
inclusive;

Defendants.

Case No.: 23STCV27214

Assigned for All Purposes to:
Honorable David S. Cunningham III
Department 11

CLASS ACTION

**NOTICE OF MOTION AND MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT, CONDITIONAL
CERTIFICATION, APPROVAL OF CLASS
NOTICE, SETTING OF FINAL
APPROVAL HEARING DATE;
MEMORANDUM OF POINTS AND
AUTHORITIES IN SUPPORT THEREOF**

[Declaration of Proposed Class Counsel
(Douglas Han); Declaration of Proposed Class
Representative (Celina Claudio); Declaration of
Lisa Mullins; Declaration of Ratna Li; and
[Proposed] Order filed concurrently herewith]

Hearing Date: February 25, 2026
Hearing Time: 10:00 a.m.
Hearing Place: Department 11

Complaint Filed: November 6, 2023
FAC Filed: February 7, 2024
Trial Date: None Set

1 **PLEASE TAKE NOTICE** that on February 25, 2026 at 10:00 a.m., or as soon as the
2 matter may be heard, before the Honorable David S. Cunningham III in Department 11 of the Los
3 Angeles County Superior Court located at 312 North Spring Street Los Angeles, California 90012,
4 Plaintiff Celina Claudio (“Plaintiff”) will and hereby does move for an order:

- 5 • Granting Preliminary Approval of the class action settlement described herein and
6 as set forth in the Class Action and PAGA Settlement Agreement (“Settlement
7 Agreement,” “Settlement,” or “Agreement”), attached as **Exhibit 2** to the
8 Declaration of Douglas Han, including, and not limited to, the means of allocation
9 and distribution of funds;
- 10 • Approving the Court Approved Notice of Class Action Settlement and Hearing
11 Date for Final Court Approval (“Class Notice”) attached as **Exhibit A** to the
12 Settlement Agreement;
- 13 • Directing the mailing of the Class Notice with a postage-paid return envelope to
14 the Class;
- 15 • Approving the proposed deadlines for the settlement administration process;
- 16 • Conditionally certifying the Class for settlement purposes only;
- 17 • Appointing Justice Law Corporation as Class Counsel;
- 18 • Approving ILYM Group, Inc. as the Administrator;
- 19 • Appointing Plaintiff as the class representative; and
- 20 • Scheduling a hearing to consider whether to grant Final Approval of the Settlement
21 Agreement, at which time the Court will also consider whether to grant Final
22 Approval of the requests for the Class Counsel Fees Payment, Class Counsel
23 Litigation Expenses Payment, Class Representative Service Payment,
24 Administration Expenses Payment, and approval of the allocation of the Private
25 Attorney General Act of 2004 (“PAGA”) Penalties.

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1 This motion is based upon the following memorandum of points and authorities;
2 Declaration of Proposed Class Counsel (Douglas Han); Declaration of Proposed Class
3 Representative (Celina Claudio); Declaration of Lisa Mullins; Declaration of Ratna Li; [Proposed]
4 Order filed concurrently with this motion; pleadings and other records on file with the Court in
5 this matter; and such documentary evidence and oral argument as may be presented at the hearing.
6

7 Dated: July 28, 2025

JUSTICE LAW CORPORATION

8 By: 
9 _____

Douglas Han

Attorneys for Plaintiff

TABLE OF CONTENTS

I.	INTRODUCTION	10
II.	BACKGROUND	10
III.	INVESTIGATION/ LITIGATION HISTORY	10
a.	Discovery, Investigation, and the Parties’ Staunchly Conflicting Positions	10
b.	The Parties Were Able to Reach an Agreement	11
i.	The Parties Attended Mediation Which Led to the Settlement	11
ii.	The Settlement Was Reached as a Result of Arm’s-Length Negotiations	11
iii.	The Settlement Is the Result of Thorough Investigation and Discovery	12
c.	Terms of the Settlement	12
i.	Deductions from the Settlement.....	12
ii.	Calculating Settlement Payments	12
iii.	Notice to the Class	13
iv.	Distribution of Funds	13
v.	Release of Claims	13
d.	Counsel for Both Parties Are Experienced in Similar Litigation	14
IV.	ARGUMENT	15
a.	Class Action Settlements Are Subject to Court Review	15
b.	The Settlement Is a Reasonable Compromise of Claims.....	15
i.	The Settlement Amount of \$650,000 Is Fair and Reasonable	16
ii.	The PAGA Penalties of \$50,000 Is Reasonable	17
c.	Discount Analysis Justifies the Settlement	18
d.	Conditional Certification of the Class Is Appropriate	19
i.	The Class Is Ascertainable and Sufficiently Numerous	19
ii.	Class Members Share a Well-defined Community of Interest	20
1.	Common Issues Predominate.....	20

1	2.	Plaintiff’s Claims Are Typical of the Class Claims.....	21
2	3.	Plaintiff Is Adequate to Represent the Class.....	21
3	4.	Class Action is Superior for the Fair and Efficient Adjudication of	
4		this Controversy	22
5	e.	The Settlement Is Fair, Reasonable, and Adequate	22
6	f.	Notice to the Class Complies with Rules of Court, Rule 3.769(f).....	22
7	V.	CONCLUSION.....	23

TABLE OF AUTHORITIES

Cases	Page(s)
<i>Acosta v. TransUnion, LLC</i>	
(C.D. Cal. 2007) 240 F.R.D. 564	19
<i>Aguiar v. Cintas Corp. No. 2</i>	
(2006) 144 Cal.App.4th 121	17
<i>Amaro v. Anaheim Arena Management, LLC</i>	
(2021) 69 Cal.App.5th 521	14
<i>Bartold v. Glendale Federal Bank</i>	
(2000) 81 Cal.App.4th 816	20
<i>In re Beef Industry Antitrust Litigation</i>	
(5th Cir. 1979) 607 F.2d 167	15
<i>Boyd v. Bechtel Corp.</i>	
(N.D.Cal. 1979) 485 F.Supp.610	12
<i>Brinker Restaurant Corp. v. Superior Court</i>	
(2012) 53 Cal.4th 1004	20
<i>Capitol People First v. Department of Developmental Services</i>	
(2007) 155 Cal.App.4th 676	20
<i>Classen v. Weller</i>	
(1983) 145 Cal.App.3d 27	21
<i>Detroit v. Grinnell Corp.</i>	
(2d Cir. 1974) 495 F.2d 448.....	19
<i>Dunbar v. Albertson's Inc.</i>	
(2006) 141 Cal.App.4th 1422	17
<i>Dunk v. Ford Motor Co.</i>	
(1996) 48 Cal.App.4th 1794	15, 22
<i>Espinoza v. Galardi South Enters.</i>	
(S.D.Fla. Jan. 11, 2016, No. 14-21244-CIV-GOODMAN) 2016 U.S.Dist.LEXIS.....	20

Cases	Page(s)
<i>In re General Motors Corp. Engine Interchange Litigation</i>	
(7th Cir. 1979) 594 F.2d 1106	19
<i>Ghazaryan v. Diva Limousine, Ltd.</i>	
(2008) 169 Cal.App.4th 1524	20
<i>Green v. Obledo</i>	
(1981) 29 Cal.3d 126	15
<i>Harris v. Superior Court</i>	
(2007) 154 Cal.App.4th 164	17
<i>Hicks v. Kaufman & Broad Home Corp.</i>	
(2001) 89 Cal.App.4th 908	19
<i>Hopson v. Hanesbrands Inc.</i>	
(N.D. Cal. Apr. 3, 2009) No. 08-00844, 2009 U.S. Dist. LEXIS 33900	17
<i>Iowa Beef Processors, Inc. v. Meat Price Investigators Ass’n</i>	
(1981) 452 U.S. 905	15
<i>Jones v. JGC Dallas LLC</i>	
(N.D.Tex. Nov. 29, 2012, Civil Action No. 3:11-CV-2743-O) 2012 U.S.Dist.LEXIS	
185042	20
<i>Kullar v. Foot Locker Retail, Inc.</i>	
(2008) 168 Cal.App.4th 116	15, 16
<i>Linder v. Thrifty Oil Co.</i>	
(2000) 23 Cal.4th 429	20
<i>Linney v. Cellular Alaska P’ship</i>	
(9th Cir. 1998) 151 F.3d 1234	19
<i>Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles</i>	
(2010) 186 Cal.App.4th 399	15, 16
<i>Nordstrom Com. Cases</i>	
(2010) 186 Cal.App.4th 576	17

Cases	Page(s)
<i>Sav-On Drug Stores, Inc. v. Superior Court</i>	
(2004) 34 Cal.4th 319	16, 19, 20
<i>Thurman v. Bayshore Transit Mgmt.</i>	
(2012) 203 Cal.App.4th 1112	17
<i>Vasquez v. Superior Court</i>	
(1971) 4 Cal.3d 800	15
<i>Walsh v. IKON Office Solutions, Inc.</i>	
(2007) 148 Cal.App.4th 1440	17
Rules	
Federal Rule 23	15
Rules of Court, Rule 3.769	15
Rules of Court, Rule 3.769 (f)	22
Rules of Court, Rule 3.769 (g).....	15
Statutes	
Business & Professions Code § 17200	16
Code of Civil Procedure § 382.....	19, 22
Code of Civil Procedure § 877.6.....	16
Code of Civil Procedure § 1542.....	14
Labor Code § 201.....	17
Labor Code § 202.....	17
Labor Code § 203.....	17
Labor Code § 204.....	17
Labor Code § 210.....	17
Labor Code § 218.5.....	17
Labor Code § 221.....	17
Labor Code § 226.3.....	17
Labor Code § 226.7.....	17

	Statutes	Page(s)
1		
2	Labor Code § 226 (a)	17
3	Labor Code § 226 (b)	17
4	Labor Code § 226 (c)	17
5	Labor Code § 246.....	17
6	Labor Code § 432.5.....	17
7	Labor Code § 510.....	17
8	Labor Code § 512 (a)	17
9	Labor Code § 551.....	17
10	Labor Code § 552.....	17
11	Labor Code § 558.....	17
12	Labor Code § 1174 (d)	17
13	Labor Code § 1194.....	17
14	Labor Code § 1197.....	17
15	Labor Code § 1197.1.....	17
16	Labor Code § 1198.....	17
17	Labor Code § 1198.5.....	17
18	Labor Code § 2698.....	10
19	Labor Code § 2800.....	17
20	Labor Code § 2802.....	17

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1 **I. INTRODUCTION**

2 This motion seeks preliminary approval of a non-reversionary proposed wage-and-hour
3 class action settlement by Plaintiff on behalf of herself and all current and former hourly-paid or
4 non-exempt employees of Defendant KC Pharmaceuticals, Inc. (“Defendant”) within the State of
5 California at any time during the period from November 6, 2019, through August 10, 2025
6 (“Class,” “Class Members,” and “Class Period”). At the time of this filing, the number of Class
7 Members is estimated to be three hundred two (302), which was confirmed by Defendant.
8 (Declaration of Douglas Han In Support of Motion for Preliminary Approval of Class Action
9 Settlement (“Han Decl.”), ¶¶ 8, 9.)

10 **II. BACKGROUND**

11 On November 2, 2023, Plaintiff provided written notice to the California Labor and
12 Workforce Development Agency and Defendant. (Han Decl., *supra*, at ¶ 10; Exhibit 3.)

13 On November 6, 2023, Plaintiff filed a wage-and-hour class action lawsuit in the Superior
14 Court of California, County of Los Angeles, alleging eight (8) causes of action. (Han Decl., *supra*,
15 at ¶ 11.)

16 On February 7, 2024, Plaintiff filed a First Amended Complaint adding a cause of action
17 for violation of Labor Code section 2698 (PAGA). (Han Decl., *supra*, at ¶ 12; Exhibit 4.)

18 After engaging in discovery, investigations, and negotiations, on May 12, 2025, the Parties
19 attended mediation with the mediator Deborah Saxe that resulted in the settlement of this matter.
20 (Han Decl., *supra*, at ¶ 13.)

21 **III. INVESTIGATION/ LITIGATION HISTORY**

22 **a. Discovery, Investigation, and the Parties’ Staunchly Conflicting Positions**

23 After initiating this lawsuit, the Parties engaged in discovery. (Han Decl., *supra*, at ¶ 15.)
24 The Parties drafted and propounded general interrogatories, special interrogatories, requests for
25 admissions, and requests for production of documents. (*Ibid.*) Plaintiff even drafted and filed a
26 Motion to Compel Defendant to Provide Further Responses, reviewed Defendant’s opposition, and
27 drafted and filed a reply. (*Ibid.*) Plaintiff also reviewed and opposed Defendant’s Motion for
28 Protective Order. (*Ibid.*) The Parties met and conferred and agreed to engage in the informal

1 exchange of information and then eventually attended mediation. (Han Decl., *supra*, at ¶ 15.)

2 Prior to mediation, Defendant produced documents relating to its policies, practices, and
3 procedures. (Han Decl., *supra*, at ¶ 16.) As part of Defendant’s production, Plaintiff reviewed time
4 records, pay records, and information relating to the size and scope of the Class. (*Ibid.*) Putative
5 class members were also located and interviewed to attain a better understanding of the extent and
6 frequency of the alleged day-to-day violations. (*Ibid.*)

7 Based on the information provided by Defendant and interviews with putative class
8 members, Plaintiff contends – and Defendant denies – Defendant: (1) failed to provide employees
9 with legally mandated meal and rest breaks; (2) failed to pay employees for all hours worked; (3)
10 maintained an illegal rounding practice; (4) failed to reimburse employees for necessary business
11 expenses; (5) issued noncompliant wage statements; and (6) is liable for waiting time penalties.
12 (Han Decl., *supra*, at ¶¶ 18-25.)

13 **b. The Parties Were Able to Reach an Agreement**

14 **i. The Parties Attended Mediation Which Led to the Settlement**

15 The Parties attended mediation with an experienced mediator. (Han Decl., *supra*, at ¶ 26.)
16 During the mediation, the Parties discussed Defendant’s current financial condition and that would
17 entail agreeing to a payment plan. (*Ibid.*) Under the auspices of the mediator, the Parties reached
18 a settlement, the terms of which were memorialized in the Agreement. (*Id.* at ¶ 26; Exhibits 2, 5.)

19 **ii. The Settlement Was Reached as a Result of Arm’s-Length Negotiations**

20 The Settlement was reached because of arm’s-length negotiations. (Han Decl., *supra*, at ¶
21 29.) Though cordial and professional, the settlement negotiations have always been adversarial
22 and non-collusive in nature. (*Ibid.*) At the mediation, the Parties’ counsel conducted extensive
23 arm’s-length settlement negotiations until an agreement was ultimately reached. (*Ibid.*)

24 Plaintiff and Class Counsel recognize the expense and length of additional proceedings
25 necessary to continue the litigation through trial and any possible appeals. (Han Decl., *supra*, at ¶
26 30.) Plaintiffs and Class Counsel also considered Defendant’s present financial condition and its
27 ability to fund a settlement pursuant to a payment plan. (*Ibid.*) Plaintiff and Class Counsel also
28 considered the uncertainty and risk of further litigation, potential outcome, and difficulties and

delays inherent in such litigation. (*Ibid.*) Plaintiff and Class Counsel believe that the Settlement Agreement is a fair, adequate, and reasonable settlement and is in the best interests of the Class Members. (Han Decl., *supra*, at ¶ 30.)

iii. The Settlement Is the Result of Thorough Investigation and Discovery

The Parties investigated and evaluated the strengths and weaknesses of the claims and defenses before settling and engaged in research and discovery to support the Settlement. (Han Decl., *supra*, at ¶ 31.) The Settlement was only possible following significant investigation and evaluation of the relevant policies and practices, permitting Class Counsel to engage in a comprehensive analysis of liability and potential damages. (*Ibid.*) This case has reached the stage where the Parties understand “the strength of the case; the reasonableness of the settlement in light of the attendant risks of litigation, and in light of the best possible recovery” sufficient to support the Settlement’s reasonableness, adequacy, and fairness. (Han Decl., *supra*, at ¶ 31; *Boyd v. Bechtel Corp.* (N.D.Cal. 1979) 485 F.Supp. 610, 617.)

c. Terms of the Settlement

i. Deductions from the Settlement

The Parties agreed that (subject to the Court’s approval) this matter be settled and compromised for the non-reversionary sum of \$650,000 (“Gross Settlement Amount”) which includes: (1) Class Counsel Fees Payment up to \$227,500 (35% of the Gross Settlement Amount); (2) Class Counsel Litigation Expenses Payment up to \$25,000; (3) Class Representative Service Payment up to \$10,000; (4) Administration Expenses Payment up to \$10,000; and (5) PAGA Penalties up to \$50,000. (Han Decl., *supra*, at ¶ 27.)

ii. Calculating Settlement Payments

After all Court-approved deductions from the Gross Settlement Amount, it is estimated that \$327,500 (“Net Settlement Amount”) will be paid to Participating Class Members – with a gross *average* Individual Class Payment estimated at \$1,084.44. (Han Decl., *supra*, at ¶ 28.)

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1 The Participating Class Members will receive a proportionate share of the Net Settlement
2 Amount using the formula set forth in the Settlement Agreement. (Han Decl., *supra*, at ¶ 26;
3 Exhibit 2, *supra*, at § C(2)(e).) Individual Class Payments will be allocated twenty percent (20%)
4 to the settlement of wage claims and eighty percent (80%) to the settlement of claims for interests
5 and penalties. (*Ibid.*)

6 The portion of the PAGA Penalties that is to be paid to each Aggrieved Employee shall be
7 determined using the formula set forth in the Settlement Agreement. (Han Decl., *supra*, at ¶ 26;
8 Exhibit 2, *supra*, at § C(2)(d).) Aggrieved Employees' portion of the PAGA Penalties will be
9 allocated as one hundred percent (100%) penalties. (*Ibid.*)

10 **iii. Notice to the Class**

11 No later than fourteen (14) calendar days after the Court grants Preliminary Approval of
12 the Settlement, Defendant will deliver the Class Data to the Administrator. (Han Decl., *supra*, at ¶
13 26; Exhibit 2, *supra*, at § G(4)(a).) No later than fourteen (14) calendar days after receiving the
14 Class Data, the Administrator will send the Class Notice with a translation to all Class Members
15 identified in the Class Data via first-class United States Postal Service mail. (*Id.* at § G(4)(c).)

16 **iv. Distribution of Funds**

17 The Gross Settlement Amount will be funded and distributed pursuant to the timeline and
18 manner set forth in the Settlement. (Han Decl., *supra*, at ¶ 26; Exhibit 2, *supra*, at §§ D(2), D(3).)
19 Uncashed settlement checks will be canceled and transmitted to the California Controller's
20 Unclaimed Property Fund in the name of the Class Member. (*Id.* at §§ D(3)(a), D(3)(c).)

21 **v. Release of Claims**

22 Effective on the date when Defendant fully funds the Gross Settlement Amount and
23 separately pays all employer payroll taxes owed on the Wage Portion of the Individual Class
24 Payments, all Participating Class Members, on behalf of themselves and their former and present
25 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the
26 Released Parties from the Released Class Claims. (Han Decl., *supra*, at ¶ 26; Exhibit 2, *supra*, at
27 § E(2).)

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1 Effective on the date when Defendant fully funds the Gross Settlement Amount and
2 separately pays all employer payroll taxes owed on the Wage Portion of the Individual Class
3 Payments, all Participating and Non-Participating Class Members, who are Aggrieved Employees,
4 are deemed to release, on behalf of themselves and their former and present representatives, agents,
5 attorneys, heirs, administrators, successors, and assigns, the Released Parties from the Released
6 PAGA Claims. (Han Decl., *supra*, at ¶ 26; Exhibit 2, *supra*, at § E(3).)

7 Effective on the date when Defendant fully funds the Gross Settlement Amount and
8 separately pays all employer payroll taxes owed on the Wage Portion of the Individual Class
9 Payments, Plaintiff and her former and present spouses, representatives, agents, attorneys, heirs,
10 administrators, successors, and assigns generally release and discharge the Released Parties from
11 the Plaintiff's Release. (Han Decl., *supra*, at ¶ 26; Exhibit 2, *supra*, at § E(1).) Furthermore,
12 Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of section
13 1542 of the Civil Code. (*Ibid.*)

14 With regards to class action releases, “[A] court may release not only those claims alleged
15 in the complaint and before the court, but also claims which ‘could have been alleged by reason of
16 or in connection with any matter or fact set forth or referred to in’ the complaint.”” (*Amaro v.*
17 *Anaheim Arena Management, LLC* (2021) 69 Cal.App.5th 521, 537.) The scope of the releases in
18 this case are acceptable because they are limited to the scope of the allegations in the operative
19 complaints. Moreover, the released claims are ““based on *the identical factual predicate* as that
20 underlying the claims in the settled class action.”” (*Ibid.*) In other words, the released claims do
21 not ““go beyond the scope of the allegations in the operative complaint”” (*Ibid.*)

22 **d. Counsel for Both Parties Are Experienced in Similar Litigation**

23 The Parties' counsel are experienced in wage-and-hour employment law and class actions.
24 (Han Decl., *supra*, at ¶¶ 2-7; Exhibit 1.) Class Counsel have prosecuted numerous cases on behalf
25 of employees for Labor Code violations and are experienced and qualified to evaluate the class
26 claims, settlement versus trial on a fully informed basis, and viability of the defenses. (*Ibid.*) This
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28

1 experience instructed Class Counsel on the risks and uncertainties of further litigation and guided
2 their determination to endorse the Settlement.¹ (Han Decl., *supra*, at ¶¶ 2-7; Exhibit 1.)

3 **IV. ARGUMENT**

4 **a. Class Action Settlements Are Subject to Court Review**

5 Rules of Court, rule 3.769 requires court approval for class action settlements.² “Before
6 final approval, the court must conduct an inquiry into the fairness of the proposed settlement.”
7 (Rules of Court, rule 3.769(g).) Rule 3.769 further requires a noticed motion for preliminary
8 approval of class settlements:

9 (a) A settlement or compromise of an entire class action, or a cause of action in
10 a class action, or as to a party, requires the approval of the court after
hearing.

11 . . .

12 (c) Any party to a settlement agreement may serve and file a written notice of
13 motion for preliminary approval of the settlement. The settlement
agreement and proposed notice to class members must be filed with the
14 motion, and the proposed order must be lodged with the motion.

15 Courts have discretion to approve settlements that are fair, not collusive, and consider “all
16 the normal perils of litigation as well as the additional uncertainties inherent in complex class
17 actions.” (*In re Beef Industry Antitrust Litigation* (5th Cir. 1979) 607 F.2d 167, 179, cert. den. *sub*
nom. Iowa Beef Processors, Inc. v. Meat Price Investigators Ass’n (1981) 452 U.S. 905.)

18 **b. The Settlement Is a Reasonable Compromise of Claims**

19 An understanding of the amount in controversy is an important factor in whether the
20 settlement “of the class members’ claims is reasonable in light of the strengths and weaknesses of
21 the claims and the risks of the particular litigation.” (*Kullar v. Foot Locker Retail, Inc.* (2008) 168
22 Cal.App.4th 116, 129; see also *Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles* (2010) 186

23 ¹ The final factor mentioned in *Dunk* – the number of objectors – is not determinable until
24 the Class Notice has been provided to the Class, and they have had an opportunity to respond. This
25 information will be provided to the Court in conjunction with the Motion for Final Approval of
Class Action Settlement.

26 ² The California Supreme Court has authorized California’s trial courts to use Federal Rule
27 23 and cases applying it for guidance in considering class issues. (*Vasquez v. Superior Court*
28 (1971) 4 Cal.3d 800, 821; *Green v. Obledo* (1981) 29 Cal.3d 126, 145-146.) Where appropriate,
the Parties cite Federal Rule 23 and federal case law in addition to California law.

Cal.App.4th 399, 409.) The most important factor in this regard is ““the strength of the case for plaintiffs on the merits, balanced against the amount offered in settlement.”” (*Kullar v. Foot Locker Retail, Inc.*, *supra*, 168 Cal.App.4th at p. 130; see also *Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles*, *supra*, 186 Cal.App.4th at p. 409.)

Kullar instructs the court is not to “decide the merits of the case or to substitute its evaluation of the most appropriate settlement for that of the attorneys.” (*Kullar v. Foot Locker Retail, Inc.*, *supra*, 168 Cal.App.4th at p. 133.) *Kullar* does not require a statement of the maximum amount the class could recover if plaintiff prevailed on all her claims, provided there is a record that allows “an understanding of the amount that is in controversy and the realistic range of outcomes of the litigation.” (*Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles*, *supra*, 186 Cal.App.4th at p. 409.) “[A]s the court does when it approves a settlement as in good faith under Code of Civil Procedure § 877.6, the court must at least satisfy itself that the class settlement is within the ‘ballpark’ of reasonableness.” (*Kullar*, at p. 133.)

i. The Settlement Amount of \$650,000 Is Fair and Reasonable

The Settlement Agreement was only possible following significant investigation and evaluation of the relevant policies and procedures, as well as the data produced, as referenced in Section III above, permitting Class Counsel to engage in a comprehensive analysis of liability and potential damages. (Han Decl., *supra*, at ¶ 31.)

The claims are predicated on the alleged: (1) failure to pay overtime wages; (2) failure to provide meal and rest breaks and pay applicable premium wages; (3) failure to pay minimum wages; (4) failure to timely pay wages; (5) failure to issue compliant wage statements; (6) failure to reimburse business expenses; (7) violation of PAGA; and (8) violation of Business & Professions Code section 17200. (Han Decl., *supra*, at ¶ 32.) Defendant vehemently denies the theories of liability. (*Id.* at ¶ 33.)

While Plaintiff believes that the case is suitable for certification, uncertainties with respect to certification are always present. (Han Decl., *supra*, at ¶ 34.) As the California Supreme Court ruled in *Sav-On Drug Stores, Inc. v. Superior Court* (2004) 34 Cal.4th 319, class certification is always a matter of the trial court’s sound discretion. (*Ibid.*) Decisions following *Sav-On Drug*

1 *Stores, Inc.* have reached different conclusions concerning certification of wage-and-hour claims.³
2 (Han Decl., *supra*, at ¶ 34.) Thus, the calculations for potential damages were discounted.

3 **ii. The PAGA Penalties of \$50,000 Is Reasonable**

4 The provisions of the Labor Code potentially triggering PAGA penalties include Labor
5 Code sections 201, 202, 203, 204, 210, 218.5, 221, 226(a)-(c), 226.3, 226.7, 246, 432.5, 510,
6 512(a), 551, 552, 558, 1174(d), 1194, 1197, 1197.1, 1198, 1198.5, 2800, and 2802. (Han Decl.,
7 *supra*, at ¶ 43.) Defendant asserted that, regardless of the results of the underlying causes of action,
8 PAGA penalties are not mandatory but permissive and discretionary. (*Ibid.*) Defendant also
9 maintained that it had a strong argument that it would be unjust to award maximum PAGA
10 penalties given the law's current unsettled state concerning PAGA penalties. (Han Decl., *supra*, at
11 ¶ 43; *Thurman v. Bayshore Transit Mgmt.* (2012) 203 Cal.App.4th 1112 [reducing penalties by
12 30% under this authority].) Furthermore, Defendant argued that without stacking and limited to
13 the initial violation, the PAGA penalties would be limited to about **\$16,100** (161 employees x \$100
14 penalty for initial violation) on the low end and **\$96,600** (161 employees x \$100 penalty for initial
15 violation x 6 theories of recovery) on the high end. (Han Decl., *supra*, at ¶¶ 44-46.)

16 Plaintiff recognized that the risk that any PAGA award could be reduced. (Han Decl.,
17 *supra*, at ¶ 47.) Many of the causes of action brought were also duplicative of the statutory claims.
18 (*Ibid.*) Allocating \$50,000 to PAGA civil penalties was reasonable given that Defendant is also
19 paying an additional \$600,000 in the class settlement. (*Ibid.*) When PAGA penalties are negotiated
20 in good faith and "there is no indication that [the] amount was the result of self-interest at the
21 expense of other Class Members," such amounts are reasonable.⁴ (*Ibid.*)

22
23 ³ (See e.g. *Harris v. Superior Court* (2007) 154 Cal.App.4th 164 [reversing decertification
24 of class claiming misclassification and ordering summary adjudication in favor of employees],
25 review granted Nov. 28, 2007, (2007) 171 P.3d 545 [not cited as precedent, but rather for
26 illustrative purposes only]; *Walsh v. IKON Office Solutions, Inc.* (2007) 148 Cal.App.4th 1440
27 [affirming decertification of class claiming misclassification]; *Aguiar v. Cintas Corp. No. 2* (2006)
144 Cal.App.4th 121 [reversing denial of certification]; *Dunbar v. Albertson's Inc.* (2006) 141
Cal.App.4th 1422 [affirming denial of certification].)

28 ⁴ (*Hopson v. Hanesbrands Inc.* (N.D.Cal. Apr. 3, 2009, No. CV-08-0844 EDL) 2009
U.S. Dist. LEXIS 33900, at *24; see e.g. *Nordstrom Com. Cases* (2010) 186 Cal.App.4th 576, 579,

Considering Defendant’s defenses, supporting evidence, and position that the case is not suitable for class treatment, the Settlement Agreement is reasonable, adequate, and fair.

c. Discount Analysis Justifies the Settlement

Excluding the civil penalties, which could be completely discretionary, the total estimated potential exposure, assuming certification and prevailing at trial, would be about **\$2,711,106.37** on the low end and around **\$3,021,986.37** on the high end. (Han Decl., *supra*, at ¶ 48.)

Category	Potential Exposure	Certification Risk	Merits Risk	Realistic Exposure
Rest Break Premiums	\$836,681.09	70%	60%	\$100,401.73
Meal Break Premiums	\$73,237.76	60%	50%	\$14,647.55
Overtime/Minimum Wage: Off-the-Clock Work	\$621,760 to \$932,640	50%	50%	\$155,440 to \$233,160
Rounding	\$8,389.12	30%	50%	\$2,936.19
Unreimbursed Business Expenses	\$277,592	20%	70%	\$66,622.08
Wage Statement Penalty	\$644,000	40%	40%	\$231,840
Waiting Time Penalty	\$249,446.40	40%	40%	\$89,800.70
MAXIMUM TOTAL EXPOSURE	\$2,711,106.37 to \$3,021,986.37⁵			\$661,688.25 to \$739,408.25⁶

The realistic recovery for this case is about **\$661,688.25** on the low end and **\$739,408.25** on the high end. (Han Decl., *supra*, at ¶ 56.) The Gross Settlement Amount is about twenty-one percent (21.51%) of the maximum potential exposure and around eighty-eight percent (87.91%) of the maximum realistic exposure at trial, which is a reasonable settlement. (*Ibid.*)

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“[T]rial court did not abuse its discretion in approving a settlement which does not allocate any damages to the PAGA claims”.)

⁵ (Han Decl., *supra*, at ¶¶ 35-42.)

⁶ (*Id.* at ¶¶ 49-55.)

1 The only question at preliminary approval is whether the settlement is within the range of
2 possible approval. (*In re General Motors Corp. Engine Interchange Litigation* (7th Cir. 1979) 594
3 F.2d 1106, 1124; *Acosta v. TransUnion, LLC* (C.D. Cal. 2007) 240 F.R.D. 564, 575.) “The fact
4 that a proposed settlement may only amount to a fraction of the potential recovery does not, in and
5 of itself, mean that the proposed settlement is grossly inadequate and should be disapproved.”
6 (*Detroit v. Grinnell Corp.* (2d Cir. 1974) 495 F.2d 448, 455; see also *Linney v. Cellular Alaska*
7 *P’ship* (9th Cir. 1998) 151 F.3d 1234, 1242, “[I]t is the very uncertainty of outcome in litigation
8 and avoidance of wasteful and expensive litigation that induce consensual settlements. The
9 proposed settlement is not to be judged against a hypothetical or speculative measure of what
10 might have been achieved by the negotiators”). This settlement is in line with the realistic exposure
11 if Plaintiff prevailed at trial and provides a significant recovery for the Class Members.

12 **d. Conditional Certification of the Class Is Appropriate**

13 Code of Civil Procedure section 382 “authorizes class actions ‘when the question is one of
14 a common or general interest, of many persons, or when the parties are numerous, and it is
15 impracticable to bring them all before the court.’” (*Sav-On Drug Stores, Inc. v. Superior Court*,
16 *supra*, 34 Cal.4th at p. 326.) California courts certify class actions if plaintiff identifies “both [1]
17 an ascertainable class and [2] a well-defined community of interest among class members.” (*Ibid.*)

18 The Class is ascertainable and numerous as to make it impracticable to join all Class
19 Members, and there are common questions of law and fact that predominate over any questions
20 affecting any individual Class Member. (Han Decl., *supra*, at ¶ 57.) Plaintiff contends that her
21 claims are typical of the claims of the Class, and Class Counsel will fairly and adequately protect
22 the interests of the Class. (*Ibid.*) Plaintiff asserts that the prosecution of separate actions by
23 individual Class Members would create the risk of inconsistent or varying adjudications. (*Ibid.*)

24 **i. The Class Is Ascertainable and Sufficiently Numerous**

25 “Ascertainability is required in order to give notice to putative class members as to whom
26 the judgment in the action will be res judicata.” (*Hicks v. Kaufman & Broad Home Corp.* (2001)
27 89 Cal.App.4th 908, 914.) “A class is ascertainable if it identifies a group of unnamed plaintiffs
28 by describing a set of common characteristics sufficient to allow a member of that group to identify

1 himself or herself as having a right to recover based on the description.” (*Bartold v. Glendale*
2 *Federal Bank* (2000) 81 Cal.App.4th 816, 828.) The proposed class must also be sufficiently
3 numerous. (*Linder v. Thrifty Oil Co.* (2000) 23 Cal.4th 429, 435.)

4 This case involves approximately three hundred two (302) Class Members, meaning that
5 the Class is sufficiently numerous. (Han Decl., *supra*, at ¶ 58; *Ghazaryan v. Diva Limousine, Ltd.*
6 (2008) 169 Cal.App.4th 1524, 1531, n.5 [finding a proposed class of “as many as 190 current and
7 former employees” is sufficiently numerous].)

8 **ii. Class Members Share a Well-defined Community of Interest**

9 The community of interest requirement “embodies three factors: (1) predominant common
10 questions of law or fact; (2) class representatives with claims or defenses typical of the class; and
11 (3) class representatives who can adequately represent the class.” (*Sav-On Drug Stores, Inc. v.*
12 *Superior Court*, *supra*, 34 Cal.4th at p. 326.) “[T]he community of interest requirement for
13 certification *does not mandate that class members have uniform or identical claims.*” (*Capitol*
14 *People First v. Department of Developmental Services* (2007) 155 Cal.App.4th 676, 692 (emphasis
15 in original).) Rather, courts focus on the defendant’s internal policies and “pattern and practice . .
16 . in order to assess whether that common behavior toward similarly situated plaintiffs renders class
17 certification appropriate.” (*Ibid.*) The application of each of these factors is discussed below.

18 **1. Common Issues Predominate**

19 The “common issues” requirement “involves analysis of whether the proponent’s ‘theory
20 of recovery’ is likely to prove compatible with class treatment.” (*Capitol People First v.*
21 *Department of Developmental Services*, *supra*, 155 Cal.App.4th at p. 690.) In other words, courts
22 determine whether the elements necessary to establish liability are susceptible to common proof,
23 even if the class members must individually prove their damages. (*Brinker Restaurant Corp. v.*
24 *Superior Court* (2012) 53 Cal.4th 1004, 1024). These types of claims are regularly granted class
25 certification when the plaintiff can present evidence of common policies. (See e.g. *Jones v. JGC*
26 *Dallas LLC* (N.D.Tex. Nov. 29, 2012, Civil Action No. 3:11-CV-2743-O) 2012 U.S.Dist.LEXIS
27 185042 [certified collective action involving 190 dancers]; *Espinoza v. Galardi South Enters.*
28 (S.D.Fla. Jan. 11, 2016, No. 14-21244-CIV-GOODMAN) 2016 U.S.Dist.LEXIS 2904 [court

certified class of dancers on state law claims].)

Plaintiff asserts that common issues of fact and law predominate as to each of the claims alleged. (Han Decl., *supra*, at ¶ 59.) Plaintiff contends that all Class Members were subject to the same or similar employment practices, policies, and procedures described in detail above. (*Ibid.*)

2. Plaintiff's Claims Are Typical of the Class Claims

Typical claims rely on legal theories and facts that are substantially like those of other class members. (*Classen v. Weller* (1983) 145 Cal.App.3d 27, 46.)

Plaintiff is a former employee of Defendant and alleges that she and the Class Members were employed by the same company and injured by common policies and practices related to the claims described above. (Han Decl., *supra*, at ¶ 60; Declaration of Celina Claudio Re Adequacy In Support of Motion for Preliminary Approval of Class Action Settlement ("Claudio Decl."), ¶¶ 2-8, 12-15.) Plaintiff seeks relief for these claims and derivative claims on behalf of the Class. (Han Decl., *supra*, at ¶ 60; Claudio Decl., *supra*, at ¶¶ 2-8, 12-15.) Thus, the claims arise from the same employment practices and are based on the same legal theories applicable to the Class. (Han Decl., *supra*, at ¶ 60; Claudio Decl., *supra*, at ¶¶ 2-8, 12-15.)

3. Plaintiff Is Adequate to Represent the Class

Plaintiff has proven to be an adequate class representative. (Han Decl., *supra*, at ¶ 61; Claudio Decl., *supra*, at ¶¶ 9-11, 16-21.) Plaintiff conducted herself diligently and responsibly in representing the Class, understands the fiduciary obligations, and actively participated in the prosecution of this case. (Han Decl., *supra*, at ¶ 61; Claudio Decl., *supra*, at ¶¶ 9-11, 16-21.) Plaintiff spent time in meetings and conferences with Class Counsel to provide counsel with a complete understanding of her work experience and environment. (Han Decl., *supra*, at ¶ 61; Claudio Decl., *supra*, at ¶¶ 9-11, 16-21.) Plaintiff has no interests adverse to the interests of the other Class Members. (Han Decl., *supra*, at ¶ 61; Claudio Decl., *supra*, at ¶¶ 9-11, 16-21.)

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1 **V. CONCLUSION**

2 Plaintiff submits the Settlement is in the best interests of the Class. Under the applicable
3 class action criteria and guidelines, the Settlement should be preliminarily approved, Class should
4 be conditionally certified for settlement purposes, and Class Notice should be approved.

5
6 Dated: July 28, 2025

JUSTICE LAW CORPORATION

7 By: 
8 Douglas Han
9 *Attorneys for Plaintiff*

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PROOF OF SERVICE
1013A(3) CCP

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 751 N. Fair Oaks Avenue, Suite 101, Pasadena, California 91103 and my electronic service address is dmather@justicelawcorp.com.

On July 28, 2025, I served the foregoing document described as

NOTICE OF MOTION AND MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT, CONDITIONAL CERTIFICATION, APPROVAL OF CLASS NOTICE, SETTING OF FINAL APPROVAL HEARING DATE; MEMORANDUM OF POINTS AND AUTHORITIES IN SUPPORT THEREOF

for the following case: **Claudio v. KC Pharmaceuticals, Inc.**
LWDA/Court Case No.: **LWDA Case No.: CM-991406-23**
Court Case No.: 23STCV27214
Los Angeles County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

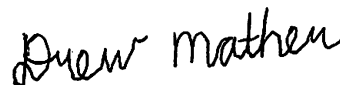
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[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 July 28, 2025, at Pasadena, California.



Drew Mather