

FILED
San Diego Superior Court

FEB 20 2026

Clerk of the Superior Court
By: K. Mulligan, Deputy

1 Arrash T. Fattahi (SBN 333676)
arrash.fattahi@wilshirelawfirm.com
2 Arman A. Salehi (SBN 351112)
arman.salehi@wilshirelawfirm.com
3 Emily K. Borman (SBN 303180)
emily.borman@wilshirelawfirm.com
4 Courtney M. Miller (SBN 327850)
courtney.miller@wilshirelawfirm.com
5 **WILSHIRE LAW FIRM, PLC**
6 660 S. Figueroa Street, Sky Lobby
Los Angeles, California 90017
Telephone: (213) 381-9988
7 Facsimile: (213) 381-9989

8 Attorneys for Plaintiff

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10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF SAN DIEGO**

12 EFRAIN FLORES FLORES, individually, and
13 on behalf of all others similarly situated,

14 *Plaintiff,*

15 v.

16 PACIFIC GREEN LANDSCAPE, INC., a
California corporation; and DOES 1 through 10,
17 inclusive,

18 *Defendants.*

Case No.: 37-2023-00054631-CU-OE-CTL

*[Assigned for All Purposes to the Hon. Blaine
K. Bowman, Dept. 74]*

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

Preliminary Approval Hearing:

Date: February 20, 2026

Time: 8:30 a.m.

Dept: 74

Action Filed: December 18, 2023

1 The Motion for Preliminary Approval of Class Action and PAGA Settlement came
2 before this Court on February 20, 2026, at 8:30 a.m., in Department 74 of the Superior Court of
3 California, County of San Diego, Hall of Justice, located 330 West Broadway, San Diego,
4 California 92101. The Court, having considered the proposed Class Action and PAGA
5 Settlement Agreement and Class Notice entered into by and between Plaintiff Efrain Flores
6 Flores ("Plaintiff") and Defendant Pacific Green Landscape, Inc. ("Defendant," and together
7 with Plaintiff, the "Parties"), attached as **Exhibit 3** to the Declaration of Arrash T. Fattahi in
8 Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement
9 (hereinafter collectively, the "Settlement" or "Settlement Agreement"); having considered the
10 Motion for Preliminary Approval of Class Action and PAGA Settlement; having considered the
11 points and authorities and declaration submitted by the Parties in support thereof; and good
12 cause appearing, HEREBY ORDERS THE FOLLOWING:

13 1. The Court finds on a preliminary basis that the Settlement Agreement appears to
14 be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval.
15 The Court grants preliminary approval of the Settlement and the Settlement Class based upon
16 the terms set forth in the Settlement Agreement between the Parties, attached to the Declaration
17 of Arrash T. Fattahi in Support of Plaintiff's Motion for Preliminary Approval of Class Action
18 and PAGA Settlement as **Exhibit 3**.

19 2. The Settlement falls within the range of reasonableness of a settlement which
20 could ultimately be given final approval by this Court, and appears to be presumptively valid,
21 subject only to any objections that may be raised at the Final Approval Hearing and final
22 approval by this Court. Defendant has agreed to pay \$1,100,000.00 to cover (a) Individual Class
23 Payments to Participating Class Members (class members who do not validly opt out); (b)
24 Private Attorneys General Act ("PAGA") Penalties in the amount of \$60,000.00 with 75%
25 (\$45,000.00) allocated to the California Labor & Workforce Development Agency ("LWDA")
26 PAGA Payment and 25% (\$15,000.00) allocated to the Individual PAGA Payments to be paid
27 to aggrieved employees; (c) Class Representative Service Payment of up to \$10,000.00; (d)
28 Class Counsel Fees Payment not to exceed one third (1/3) of the Gross Settlement Amount

1 (\$366,666.67) and Class Counsel Litigation Expenses Payment up to \$40,000.00 for actual
2 litigation expenses incurred by Class Counsel; and (e) Administrator Expenses Payment not to
3 exceed \$11,950.00.

4 3. The Court preliminarily finds that the terms of the Settlement appear to be within
5 the range of possible approval, pursuant to California Code of Civil Procedure § 382 and
6 applicable law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair
7 and reasonable to the class members when balanced against the probable outcome of further
8 litigation relating to class certification, liability and damages issues, and potential appeals; (2)
9 significant informal discovery, investigation, research, and litigation have been conducted such
10 that counsel for the Parties at this time are able to reasonably evaluate their respective positions;
11 (3) settlement at this time will avoid substantial costs, delay, and risks that would be presented
12 by the further prosecution of the litigation; and (4) the proposed Settlement has been reached as
13 the result of intensive, serious, and non-collusive negotiations between the Parties with the
14 assistance of a well-respected class action mediator. Accordingly, the Court preliminarily finds
15 that the Settlement Agreement was entered into in good faith.

16 4. A final approval hearing on the question of whether the proposed Settlement,
17 attorneys' fees and costs to Class Counsel, payment to the LWDA and aggrieved employees for
18 their share of the settlement of claims for penalties under the PAGA, and the Class
19 Representative Service Payment should be finally approved as fair, reasonable and adequate as
20 to the members of the Class is hereby set in accordance with the Implementation Schedule set
21 forth below.

22 5. The Court provisionally certifies for settlement purposes only the following class
23 (the "Settlement Class"): "all persons employed by Defendant in California and classified as an
24 hourly-paid non-exempt employee who worked for Defendant during the Class Period."

25 6. "Class Period" means the period from June 23, 2019, to July 30, 2025.

26 7. The Court finds, for settlement purposes only, that the Settlement Class meets the
27 requirements for certification under California Code of Civil Procedure § 382 in that: (1) the
28 Settlement Class Members are so numerous that joinder is impractical; (2) there are questions

1 of law and fact that are common, or of general interest, to all Settlement Class Members, which
2 predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the
3 Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect
4 the interests of the Settlement Class Members; and (5) a class action is superior to other
5 available methods for the fair and efficient adjudication of the controversy.

6 8. The Court appoints as Class Representative, for settlement purposes only,
7 Plaintiff Efrain Flores Flores. The Court further preliminarily approves Plaintiff's ability to
8 request a Class Representative Service Payment up to \$10,000.00.

9 9. The Court appoints, for settlement purposes only, Arrash T. Fattahi, Arman A.
10 Salehi, Emily K. Borman, and Courtney M. Miller of Wilshire Law Firm, PLC as Class Counsel.
11 The Court further preliminarily approves Class Counsel's ability to request attorneys' fees of
12 up to one third (1/3) of the Gross Settlement Amount (\$366,666.67), and costs not to exceed
13 \$40,000.00.

14 10. The Court appoints Phoenix Settlement Administrators as the Settlement
15 Administrator with reasonable administration costs estimated not to exceed \$11,950.00.

16 11. Plaintiff is granted leave to amend to file a First Amended Complaint, a finalized
17 version of **Exhibit 2** to the Declaration of Arrash T. Fattahi in Support of Plaintiff's Motion for
18 Preliminary Approval of Class Action and PAGA Settlement, in material form.

19 12. The Court approves, as to form and content the Class Notice, attached to the
20 Settlement Agreement. The Court finds on a preliminary basis that plan for distribution of the
21 Class Notice to Settlement Class Members satisfies due process, provides the best notice
22 practicable under the circumstances, and shall constitute due and sufficient notice to all persons
23 entitled thereto.

24 13. The Parties are ordered to carry out the Settlement according to the terms of the
25 Settlement Agreement.

26 14. Any class member who does not timely and validly request exclusion from the
27 Settlement may object to the Settlement Agreement.

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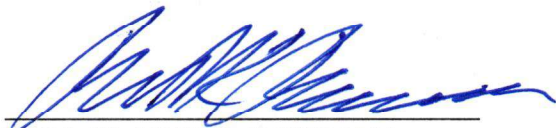
15. The Court orders the following Implementation Schedule:

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	21 days after the Court grants Preliminary Approval of the Settlement
Class Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class Data
Response Deadline: Last day for Class Members to submit written objections, challenges to workweeks and/or pay periods, and requests for exclusion	45 days after Class Notice is mailed out by the Administrator (with an additional 14 days for Class Members whose Class Notice was remailed)
Filing Deadline: Last day to file Motion for Final Approval, Request for Attorneys' Fees and Costs, and Class Representative Service Payment to Plaintiff	16 court days before the Final Approval Hearing
Final Approval Hearing	<u>June 26</u> , 2026, at <u>8:30</u> a.m./ p.m. in Dept. 74 of the above-referenced Court.

16. The Court further ORDERS that, pending further order of this Court, all proceedings in this lawsuit, except those contemplated herein and in the settlement, are stayed.

IT IS SO ORDERED.

DATE: 2-20-26


HON. BLAINE K. BOWMAN
JUDGE OF THE SUPERIOR COURT