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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

GREGORIO REGALADO and ALMA TREJO, as
individuals and on behalf of all others similarly
situated,

Plaintiffs,

vs.

R.A.H. INDUSTRIES, INC.; a California
Corporation; and DOES 1 through 100,

Defendants.

Case No. 24STCV00839

*[Assigned for all purposes to the Hon.
Theresa M. Traber, Dept. SSC-1]*

**~~[AMENDED PROPOSED]~~ ORDER
GRANTING PLAINTIFFS' MOTION FOR
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT AND FINAL JUDGMENT**

Date: May 11, 2026
Time: 10:30 a.m.
Dept.: SSC-1

Action Filed: January 11, 2024
Trial Date: None Set

1 This matter came on regularly for hearing before this Court on May 11, 2026, at 10:30 a.m.,
2 pursuant to California Rule of Court 3.769 and this Court's November 13, 2025 Order Granting
3 Preliminary Approval of Class Action Settlement ("Preliminary Approval Order"). Having considered
4 the Parties' Stipulation of Settlement (herein "Settlement Agreement" or "Settlement")¹ and the
5 documents and evidence presented in support thereof, and recognizing the disputed factual and legal
6 issues involved in this case, the risks of further prosecution and the substantial benefits to be received by
7 the Settlement Class pursuant to the Settlement, the Court hereby makes a final ruling that the proposed
8 Settlement is fair, reasonable, and adequate, and is the product of good faith, arm's-length negotiations
9 between the Parties. Good cause appearing therefor, the Court hereby GRANTS Plaintiffs' Motion for
10 Final Approval of Class Action Settlement and ORDERS as follows:

11 1. Final judgment is hereby entered in conformity with the Settlement Agreement and this
12 Final Approval Order.

13 2. The conditional class certification contained in the Preliminary Approval Order is hereby
14 made final, and the Court thus certifies, for purposes of the Settlement only, a Settlement Class defined
15 as:

16 All current and former non-exempt employees who worked for Defendant R.A.H.
17 Industries, Inc. in California from January 11, 2020 through November 13, 2025
(the "Class Period").

18 3. Plaintiffs Gregorio Regalado and Alma Trejo ("Plaintiffs") are hereby confirmed as Class
19 Representatives, and Paul K. Haines and Sean M. Blakely of Haines Law Group, APC and Harout
20 Messrelian of Messrelian Law, Inc., are hereby confirmed as Class Counsel.

21 4. On January 7, 2026, notice was provided to the Settlement Class as set forth in the
22 Settlement. The form and manner of notice were approved by the Court on November 13, 2025, and the
23 notice process has been completed in conformity with the Court's Order. The Court finds that said notice
24 was the best notice practicable under the circumstances. The court-approved Class Notice provided due
25 and adequate notice of the proceedings and matters set forth therein, informed Settlement Class members
26

27 ¹ The amended Stipulation of Settlement (herein "Settlement Agreement" or "Settlement") was filed on
28 November 6, 2025 and attached as Exhibit 1 to the Declaration of Sean M. Blakely in Support of
Plaintiffs' Supplemental Brief. Unless otherwise indicated, all terms used in this Order and Final
Judgment shall have the same meaning as that assigned to them in the Settlement.

1 of their rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e),
2 California Rule of Court 3.769, and due process.

3 5. The Court finds that no Settlement Class member objected or opted out of the Settlement,
4 and that the 100% participation rate supports final approval.

5 6. The Court hereby approves the settlement as set forth in the Settlement Agreement as fair,
6 reasonable, and adequate, and directs the parties to effectuate the Settlement Agreement according to its
7 terms.

8 7. For purposes of settlement only, the Court finds that (a) the members of the Settlement
9 Class are ascertainable and so numerous that joinder of all members is impracticable; (b) there are
10 questions of law or fact common to the Settlement Class, and there is a well-defined community of
11 interest among members of the Settlement Class with respect to the subject matter of the litigation; (c)
12 the claims of the Class Representatives are typical of the claims of the members of the Settlement Class;
13 (d) the Class Representatives have fairly and adequately protected the interests of the Settlement Class
14 members; (e) a class action is superior to other available methods for an efficient adjudication of this
15 controversy; and (f) Class Counsel are qualified to serve as counsel for the Class Representatives and the
16 Settlement Class.

17 8. The Court finds that given the absence of objections to the Settlement, and objections
18 being a prerequisite to appeal, that this Order shall be considered final as of the date of notice of entry.

19 9. The Court orders Defendant to deposit the Gross Settlement Amount of One Million Nine
20 Hundred Thirty-Five Thousand Dollars and Zero Cents (\$1,935,000.00) to the Settlement Administrator,
21 as provided for in the Settlement. Specifically, Defendant shall deposit the Gross Settlement Amount
22 according to the following schedule: (i) Defendant will deposit Nine Hundred Sixty-Seven Thousand Five
23 Hundred Dollars and Zero Cents (\$967,500.00) within thirty (30) calendar days of the Effective Date; and
24 (ii) Defendant shall deposit the remaining Nine Hundred Sixty-Seven Thousand Five Hundred Dollars
25 and Zero Cents (\$967,500.00) no later than thirty (30) calendar days after the first installment payment

26 10. The Court finds that the Individual Settlement Payments, as provided for in the Settlement,
27 are fair, reasonable, and adequate, and orders the Settlement Administrator to distribute the Individual
28 Settlement Payments to Settlement Class member in conformity with the terms of the Settlement.

1 11. The Court finds that an enhancement payment in the amount of \$9,000.00 to each Plaintiff
2 (for a total of \$18,000.00) is appropriate for their risks undertaken and service to the Settlement Class.
3 The Court finds that these payments are fair, reasonable, and adequate, and orders that the Settlement
4 Administrator make these payments in conformity with the terms of the Settlement.

5 12. The Court finds that attorneys' fees in the amount of \$645,000.00 and actual litigation
6 costs of \$20,173.16 for Class Counsel, are fair, reasonable, and adequate in light of the common fund
7 created by the Settlement, and orders that the Settlement Administrator distribute these payments to Class
8 Counsel in conformity with the terms of the Settlement. The allocation of attorneys' fees awarded shall
9 be as follows: 92.5% to Haines Law Group, APC, and 7.5% to Messrelian Law Inc. The allocation of
10 litigation costs awarded shall be as follows: \$19,351.28 to Haines Law Group, APC, and \$821.88 to
11 Messrelian Law Inc.

12 13. The Court orders that the Settlement Administrator, ILYM Group, Inc., shall be paid
13 \$6,350.00 from the Gross Settlement Amount in conformity with the terms of the Settlement, for all of
14 its work done and to be done until the completion of this matter and finds that sum appropriate.

15 14. The Court finds that the payment to the California Labor & Workforce Development
16 Agency ("LWDA") in the amount of \$37,500.00 for its 75% share of the \$50,000.00 settlement of
17 Plaintiffs' representative action under the California Labor Code Private Attorneys General Act
18 ("PAGA") is fair, reasonable, and adequate, and orders the Settlement Administrator to distribute this
19 payment to the LWDA in conformity with the terms of the Settlement. The remaining 25% or \$12,500.00
20 is to be distributed to the Aggrieved Employees in conformity with the terms of the Settlement.

21 15. This Court orders that any settlement checks shall be valid and negotiable for 180 days
22 from the date of issuance of the check, and that any funds associated with a check that is not negotiated
23 within 180 days of mailing to a Settlement Class member shall be transferred to Santa Clarita Valley
24 Food Pantry, a 501(c)(3) nonprofit dedicated to feeding children and families, as the *cy pres* recipient.

25 16. The Settlement is not an admission by Defendant, nor is this Order and Final Judgment a
26 finding of the validity of any allegations or of any wrongdoing by Defendant. Neither this Order and
27 Final Judgment, the Settlement, nor any document referred to herein, nor any action taken to carry out
28 the Settlement, shall be construed or deemed an admission of liability, culpability, or wrongdoing on the

1 part of Defendant.

2 17. Upon the Effective Date and Defendant's complete funding of the Gross Settlement
3 Amount, Plaintiffs and every member of the Settlement Class will fully release and discharge Defendant,
4 and all of its past and present officers, directors, shareholders, employees, agents, principals, heirs,
5 representatives, accountants, auditors, consultants, and their respective successors and predecessors in
6 interest, subsidiaries, affiliates, parents and attorneys (collectively, the "Released Parties"), as follows:
7 Settlement Class members will release all claims, demands, rights, liabilities and causes of action that
8 were pled in the operative Second Amended Class and Representative Action Complaint ("SAC") based
9 on the factual allegations alleged in the SAC that arose during the Class Period, including: (a) failure to
10 pay all regular wages, minimum wages and overtime wages due; (b) failure to provide all meal periods;
11 (c) failure to authorize and permit all rest periods; (d) failure to provide complete, accurate or properly
12 formatted wage statements; (e) waiting time penalties; (f) unfair business practices that could have been
13 premised on the claims, causes of action or legal theories of relief described above or any of the claims,
14 causes of action or legal theories of relief pleaded in the SAC; and (g) all damages, penalties, interest and
15 other amounts recoverable under said claims, causes of action or legal theories of relief ("Class Released
16 Claims"). The res judicata effect of the Judgment will be the same as that of the Release. The period of
17 the Class Released Claims shall extend to the limits of the Class Period. In addition, all Settlement Class
18 members who worked for Defendant at any time from October 6, 2022 through November 13, 2025 (the
19 "PAGA Period") are "Aggrieved Employees" and shall release the Released Parties from all claims for
20 PAGA civil penalties that could have been premised on the facts alleged in the SAC and Plaintiffs' PAGA
21 notices to the Labor & Workforce Development Agency ("the PAGA Released Claims").

22 18. This document shall constitute a final judgment pursuant to California Rule of Court
23 3.769(h) which provides, "If the court approves the settlement agreement after the final approval hearing,
24 the court must make and enter judgment. The judgment must include a provision for the retention of the
25 court's jurisdiction over the parties to enforce the terms of the judgment. The court may not enter an order
26 dismissing the action at the same time as, or after, entry of judgment." The Settlement Administrator
27 shall post this Final Judgement on its website. The Court will retain jurisdiction to enforce the Settlement,
28 this Final Approval Order, and this Judgment entered in connection with the Settlement.

1 19. The Settlement Administrator shall file a declaration regarding the disbursement of
2 Settlement funds on or before July 27, 2027. A Non-Appearence Case Review re filing of declaration
3 regarding disbursement of Settlement funds is set for August 3, 2027.

4
5 **IT IS SO ORDERED.**

6
7 Dated: May 13, 2026

A handwritten signature in black ink, appearing to read 'T. Traber', written over a horizontal line.

Honorable Theresa M. Traber
Judge of the Superior Court