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ANNETTE MOLINA

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

ANNETTE MOLINA, individually and on
behalf of others similarly situated,

Plaintiff,

vs.

CREDIT UNION OF SOUTHERN
CALIFORNIA, and DOES 1 through 100,
inclusive;

Defendants.

CASE NO.: 24STCV05105

*[Assigned for All Purposes to the Honorable
Judge Elaine Lu – Department 9]*

**~~[PROPOSED]~~ ORDER AND JUDGMENT
GRANTING FINAL APPROVAL OF
CLASS ACTION SETTLEMENT, CLASS
REPRESENTATIVE SERVICE AWARD,
AND ATTORNEYS' FEES AND COSTS**

1 **[PROPOSED] ORDER AND JUDGMENT**

2 Plaintiff Annette Molina's ("Plaintiff") Motion for Final Approval of Class Action
3 Settlement, Class Representative Service Award, and Attorneys' Fees and Costs ("Motion") came
4 regularly for hearing before this Court on September 30, 2025, at 10:00 a.m. The Court, having
5 considered the Parties' Class Action And PAGA Settlement Agreement ("Settlement Agreement"
6 or "Settlement") and the documents and evidence presented in support thereof, and recognizing
7 the disputed factual and legal issues involved in this case, the risks of further prosecution, and the
8 benefits to be received by the Settlement Class pursuant to the Settlement, the Court hereby makes
9 a final ruling that the proposed Settlement is fair, reasonable, and adequate, and is the product of
10 good faith, arms-length negotiations between the Parties. Good cause appearing therefore, the
11 Court hereby **GRANTS** Plaintiff's Motion and **ORDERS** and enters **JUDGMENT** as follows:

12 1. Final judgment is hereby entered in conformity with the Settlement and the
13 Motion.

14 2. The conditional class certification is hereby made final, and the Court thus
15 certifies, for purposes of the Settlement, a Settlement Class consisting of:

16 All non-exempt, hourly individuals that worked for Defendant Credit Union of
17 Southern California ("Defendant") in California at any time during the period from
February 28, 2020, to December 31, 2024 ("Class Period").

18 3. The release by Settlement Class Members is as follows:

19 All Participating Class Members, on behalf of themselves and their respective
20 former and present representatives, agents, attorneys, heirs, administrators,
21 successors, and assigns, release Released Parties from (i) all claims that were
alleged, or reasonably could have been alleged, based on the Class Period facts
22 stated in the Operative Complaint and ascertained in the course of the Action.

23 4. Annette Molina is hereby confirmed as Class Representative. Paul K. Haines of
Haines Law Group, APC and Sam Sani of Sani Law, APC, are hereby confirmed as Class
24 Counsel.

25 5. Notice was provided to Settlement Class Members as set forth in the Settlement
26 Agreement, which was preliminarily approved by the Court on April 16, 2025, and the notice
27 process has been completed in conformity with the Settlement Agreement. The Court finds that
28 said notice was the best notice practicable under the circumstances. The Notice provided due and

adequate notice of the proceedings and matters set forth therein, informed Settlement Class members of their rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e), California Rule of Court 3.769, and due process.

6. The Court finds that no Settlement Class Members objected to the Settlement, and three Settlement Class Member opted out of the Settlement, and that the resulting 99.4% participation rate in the Settlement supports final approval.

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

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

9. The Court finds that given the absence of objections, and objections being a prerequisite to appeal, this Order shall be considered final as of the date it is signed by this Court.

10. The Court orders that Defendants shall deposit the Gross Settlement Amount into an account established by Phoenix Class Action Administration (“Settlement Administrator”), as provided for in the Settlement.

11. The Court finds that the Individual Class Payments, as provided for in the Settlement, are fair, reasonable, and adequate, and orders the Settlement Administrator to distribute the individual payments in conformity with the terms of the Settlement.

12. The Court finds that the payment to the State of California Labor and Workforce Development Agency (“LWDA”) in the amount of \$82,500.00 for its share of the settlement of

Plaintiff's representative action under the California Labor Code Private Attorneys General Act ("PAGA") is fair, reasonable and adequate, and orders the Settlement Administrator to distribute this payment to the LWDA in conformity with the terms of the Settlement.

\$7,500.00

13. The Court finds that a service award in the amount of ~~\$10,000.00~~ to Plaintiff Annette Molina is appropriate for the risks undertaken, her service to the Settlement Class, and her general release of claims. The Court finds that this award is fair, reasonable, and adequate, and orders that the Settlement Administrator make this payment in conformity with the terms of the Settlement.

14. The Court finds that attorneys' fees in the amount of \$366,666.67, and actual litigation costs of \$16,349.83 for Class Counsel are fair, reasonable, and adequate, and orders that the Settlement Administrator distribute these payments to Class Counsel in conformity with the terms of the Settlement.

15. The Court orders that the Settlement Administrator shall be paid \$10,000.00 from the Gross Settlement Amount for all of its work done and to be done until the completion of this matter and finds that sum appropriate.

16. This document shall constitute a final judgment pursuant to California Rule of Court 3.769(h), which provides, "If the court approves the settlement agreement after the final approval hearing, the court must make and enter judgment. The judgment must include a provision for the retention of the court's jurisdiction over the parties to enforce the terms of the judgment. The court may not enter an order dismissing the action at the same time as, or after, entry of judgment." The Court will retain jurisdiction to enforce the Settlement, the Final Approval Order, and this Judgment.

17. Upon the date that this Order and Judgment is final, and by operation of this Order and Judgment, the release by Settlement Class Members (as defined in the Settlement Agreement) of each Participating Class Member against the Released Parties, are fully, finally, and forever released, relinquished, and discharged pursuant to the terms of the Settlement Agreement.

18. The Court will retain jurisdiction to enforce the Settlement, the Final Approval Order, and this Judgment.

19. The Court sets a ~~Final Accounting Hearing~~ on _____ at _____ a.m./p.m. Plaintiff shall file a ~~Status Report~~ at least ten (10) calendar days prior to the hearing. Final Report re: Distribution of the settlement funds by January 8, 2027. Plaintiff to give notice.

IT IS SO ORDERED.

09/30/2025

Dated: _____, 2025



Honorable Elaine Lu
Judge of the Superior Court