



PLAINTIFF/PETITIONER: Armando De La Cruz  
 DEFENDANT/RESPONDENT: Royal Plywood Company, LLC

CASE NUMBER:  
 24STCV09460 / Dept. 15

**PROOF OF SERVICE BY FIRST-CLASS MAIL  
 NOTICE OF ENTRY OF JUDGMENT OR ORDER**

**(NOTE: You cannot serve the Notice of Entry of Judgment or Order if you are a party in the action. The person who served the notice must complete this proof of service.)**

1. I am at least 18 years old and **not a party to this action**. I am a resident of or employed in the county where the mailing took place, and my residence or business address is (*specify*):

PLEASE SEE ATTACHED PROOF OF SERVICE.

2. I served a copy of the *Notice of Entry of Judgment or Order* by enclosing it in a sealed envelope with postage fully prepaid and (*check one*):

- a. ☐ deposited the sealed envelope with the United States Postal Service.  
 b. ☐ placed the sealed envelope for collection and processing for mailing, following this business's usual practices, with which I am readily familiar. On the same day correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service.

3. The *Notice of Entry of Judgment or Order* was mailed:

- a. on (*date*):  
 b. from (*city and state*):

4. The envelope was addressed and mailed as follows:

- a. Name of person served:

Street address:

City:

State and zip code:

- b. Name of person served:

Street address:

City:

State and zip code:

- c. Name of person served:

Street address:

City:

State and zip code:

- d. Name of person served:

Street address:

City:

State and zip code:

☐ Names and addresses of additional persons served are attached. (*You may use form POS-030(P).*)

5. Number of pages attached:

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date: June 19, 2026

Isabel Yang

(TYPE OR PRINT NAME OF DECLARANT)



(SIGNATURE OF DECLARANT)

# EXHIBIT A

**FILED**  
Superior Court of California  
County of Los Angeles

06/16/2026

David W. Slayton, Executive Officer / Clerk of Court

By: E. Martinez Deputy

Arby Aiwazian (SBN 269827)  
Joanna Ghosh (SBN 272479)  
Yasmin Hosseini (SBN 326399)  
Selena Matavosian (SBN 348044)  
Erica Stepanian (SBN 362054)  
**LAWYERS for JUSTICE, PC**  
450 North Brand Blvd., Suite 900  
Glendale, California 91203  
Tel: (818) 265-1020 / Fax: (818) 265-1021

*Attorneys for Plaintiff and the Class*

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
**FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE**

ARMANDO DE LA CRUZ, individually, and  
on behalf of other members of the general  
public similarly situated and on behalf of other  
aggrieved employees pursuant to the California  
Private Attorneys General Act;

Plaintiff,

vs.

ROYAL PLYWOOD COMPANY, LLC, a  
Delaware limited liability company; and DOES  
1 through 100, inclusive,

Defendants.

Lead Case No.: 24STCV09460  
(*Related Case No. 24NWCV02386*)

Honorable Timothy Patrick Dillon  
Department 15

**CLASS ACTION**

**~~PROPOSED~~ FINAL APPROVAL  
ORDER AND JUDGMENT**

Date: June 16, 2026  
Time: 10:00 a.m.  
Department: 15

Complaint Filed: April 15, 2024  
FAC Filed: October 1, 2025  
Trial Date: None Set

1 This matter has come before the Honorable Timothy Patrick Dillon, in Department 15 of  
2 the above-entitled Court, located at 312 North Spring Street, Los Angeles, California 90012, on  
3 June 16, 2026 at 10:00 a.m., on Plaintiff Armando De La Cruz’s (“Plaintiff”) Motion for Final  
4 Approval of Class Action and PAGA Settlement, Class Counsel Fees Payment, Class Counsel  
5 Litigation Expenses Payment, and Class Representative Service Payment (“Motion for Final  
6 Approval”). Lawyers *for* Justice, PC, appeared on behalf of Plaintiff and the Class, and  
7 Freeman, Mathis & Gary LLP appeared on behalf of Defendant Royal Plywood Company, LLC  
8 (“Defendant”).

9 On February 3, 2026, the Court entered the Order Granting Preliminary Approval of  
10 Class Action and PAGA Settlement (“Preliminary Approval Order”), thereby preliminarily  
11 approving the settlement of the above-entitled actions in accordance with the Class Action and  
12 PAGA Settlement Agreement (“Settlement,” “Agreement,” or “Settlement Agreement”), which,  
13 together with the exhibits annexed thereto set forth the terms and conditions for settlement of the  
14 Actions.

15 Having reviewed the Settlement Agreement and duly considered the parties’ papers and  
16 oral argument, and good cause appearing,

17 **THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:**

- 18 1. The Motion for Final Approval is granted in its entirety.
- 19 2. This Final Approval Order and Judgment incorporates by reference the  
20 definitions in the Settlement Agreement and Preliminary Approval Order, and all capitalized  
21 terms used, but not defined, herein shall have the same meanings as in the Settlement  
22 Agreement and Preliminary Approval Order.
- 23 3. Unless otherwise specified, all citations and references to the Private Attorneys  
24 General Act of 2004, California Labor Code sections 2698, et seq. (“PAGA”) are to the version  
25 of that statute prior to the recent amendment effective July 1, 2024; the amended statute does  
26 not apply to the Actions, or the Settlement pursuant to California Labor Code section  
27 2699(v)(1), as amended, because the notice to the Labor and Workforce Development Agency  
28 (“LWDA”) was filed prior to June 19, 2024.

1           4.       This Court has jurisdiction over the Class Members as it pertains to the Actions  
2 and the claims asserted in the Actions, the Court also has jurisdiction over all parties to the  
3 Actions as it pertains to the Actions and the claims asserted in the Actions.

4           5.       The Court finds that the applicable requirements of California Code of Civil  
5 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied, with  
6 respect to the Class and the Settlement. The Court hereby makes final its earlier provisional  
7 certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order.  
8 The Class is hereby defined to include: all current and former hourly-paid or non-exempt  
9 employees of Defendant in California employed during the Class Period (“Class” or “Class  
10 Members”).

11          6.       The aggrieved employees for purposes of the PAGA Settlement are hereby  
12 defined to consist of the following individuals: all current and former hourly-paid or non-  
13 exempt employees of Defendant in California employed during the PAGA Period.

14          7.       The Court finds that the Court Approved Notice of Class Action Settlement and  
15 Hearing Date for Final Court Approval (“Class Notice”) that was provided to the Class  
16 Members, fully and accurately informed the Class Members of all material elements of the  
17 Settlement, of their opportunity to participate in the Settlement, object to or comment on the  
18 Class Settlement, or to seek exclusion from the Class Settlement; the Class Notice was the best  
19 notice practicable under the circumstances; was valid, due, and sufficient notice to all Class  
20 Members; and complied fully with the laws of the State of California, the United States  
21 Constitution, due process and other applicable law. The Class Notice fairly and adequately  
22 described the Settlement and provided the Class Members with adequate instructions and a  
23 variety of means to obtain additional information.

24          8.       Pursuant to California law, the Court hereby grants final approval to the  
25 Settlement and finds that it is fair, reasonable, and adequate, and in the best interests of the  
26 Class as a whole. More specifically, the Court finds that the Settlement was reached following  
27 meaningful formal and informal discovery and investigation conducted by Lawyers *for* Justice,  
28 PC (“Class Counsel”), and that the Settlement is the result of serious, informed, adversarial, and

1 arms-length negotiations between the parties. In so finding, the Court has considered all of the  
2 evidence presented, including evidence regarding the strength of Plaintiff's claims; the risk,  
3 expense, and complexity of pursuing the claims presented; the likely duration of further  
4 litigation; the amount offered in the Settlement; the extent of investigation and discovery  
5 completed; and the experience and views of Class Counsel. The Court finds that the Settlement,  
6 including the monetary allocations and payments, appear within the range of reasonableness,  
7 and that the monetary recovery to the Class is fair, adequate, and reasonable when balanced  
8 against the probable outcome of further litigation relating to certification, liability, and damages  
9 issues. The Court has further considered the absence of any objections by the Class Members to  
10 the Class Settlement. Accordingly, the Court hereby directs that the Settlement be affected in  
11 accordance with the Settlement Agreement and the following terms and conditions.

12 9. A full opportunity has been afforded to the Class Members to participate in the  
13 Final Approval Hearing, and all Class Members and other persons wishing to be heard have  
14 been heard. The Class Members also have had a full and fair opportunity to exclude themselves  
15 from the Class Settlement. Accordingly, the Court determines that Plaintiff and all Class  
16 Members who did not submit a valid and timely Request for Exclusion from the Class  
17 Settlement ("Participating Class Members"), individually and on behalf of their respective  
18 successors, assigns, agents, attorneys, executors, heirs and personal representatives, are bound  
19 by the Class Settlement and by this Final Approval Order and Judgment, and thereby, as of the  
20 Effective Date, shall fully and finally release and discharge the Released Parties, and each of  
21 them, from the Released Class Claims.

22 10. The Court finds that Plaintiff has satisfied the prerequisites under PAGA,  
23 including, and not limited to, providing the LWDA and Defendant with notice of the specific  
24 provisions of the California Labor Code alleged to have been violated, including, and not  
25 limited to, the facts and theories to support the alleged violations, in conformity with California  
26 Labor Code § 2699.3(a). The Court also finds that the Settlement Agreement has been  
27 submitted to the LWDA in conformity with California Labor Code § 2699(1)(2). Pursuant to  
28 California Labor Code § 2699(1)(2), the Court has also considered and reviewed the PAGA

1 Settlement and the allocation of \$70,000.00 toward civil penalties under the California Private  
2 Attorneys General Act of 2004 (“PAGA Penalties”), and the Court finds that they are fair,  
3 reasonable, and appropriate, and hereby approved. The Administrator shall distribute the PAGA  
4 Penalties as follows: the amount of \$52,500.00 to the LWDA (“LWDA PAGA Payment”), and  
5 the amount of \$17,500.00 to the Aggrieved Employees, in accordance with the terms and  
6 methodology set forth in the Settlement Agreement.

7 11. The Court determines that, Plaintiff, the State of California (with respect to  
8 Aggrieved Employees), and all Aggrieved Employees, individually and on behalf of their  
9 respective successors, assigns, agents, attorneys, executors, heirs and personal representatives,  
10 are bound by the PAGA Settlement and this Final Approval Order and Judgment, and thereby,  
11 as of the Effective Date, shall fully and finally release and discharge the Released Parties, and  
12 each of them, from the Released PAGA Claims.

13 12. The Court hereby directs that the Settlement be affected in accordance with the  
14 Settlement Agreement, Preliminary Approval Order, and the terms and conditions set forth  
15 herein.

16 13. The Court finds that payment of the Administration Expenses Payment in the  
17 amount of \$8,000.00 to Phoenix Class Action Administration Solutions (“Phoenix” or  
18 “Administrator”), is appropriate for the services performed and costs incurred and to be incurred  
19 for the notice and settlement administration process, and is hereby approved. It is hereby  
20 ordered that the Administrator shall issue payment to itself in the amount of \$8,000.00, in  
21 accordance with the terms and methodology set forth in the Settlement Agreement.

22 14. The Court finds that the Class Representative Service Payment in the amount of  
23 \$7,500.00 to Plaintiff Armando De La Cruz is fair and reasonable, and hereby approved. It is  
24 hereby ordered that the Administrator issue payment in the amount of \$7,500.00 to Plaintiff  
25 Armando De La Cruz for his Class Representative Service Payment, according to the terms set  
26 forth in the Settlement Agreement.

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28 ///

1           15.     The Court finds that attorneys' fees in the amount of \$416,666.67 to Class  
2 Counsel falls within the range of reasonableness and that the results achieved justify the award  
3 sought, and is hereby approved. It is hereby ordered that the Administrator issue payment in the  
4 amount of \$416,666.67 to Class Counsel for attorneys' fees, in accordance with the terms and  
5 methodology set forth in the Settlement Agreement.

6           16.     The Court finds that reimbursement of litigation costs and expenses in the  
7 amount of \$21,293.63 to Class Counsel is reasonable, and hereby approved. It is hereby ordered  
8 that the Administrator issue payment in the amount of \$21,293.63 to Class Counsel for  
9 reimbursement of litigation costs and expenses, in accordance with the terms and methodology  
10 set forth in the Settlement Agreement.

11           17.     It is hereby ordered that within thirty (30) calendar days after entry of this Final  
12 Approval Order and Judgment, Defendant shall deposit the Gross Settlement Amount of  
13 \$1,250,000.00 and any and all employer payroll taxes owed on the Wage Portions of the  
14 Individual Class Shares into an account established by the Administrator, in accordance with the  
15 terms and methodology set forth in the Settlement Agreement.

16           18.     It is hereby ordered that within fourteen (14) calendar days following the funding  
17 of the Gross Settlement Amount and Defendant's share of payroll taxes, the Administrator will  
18 issue payments due under the Settlement and approved by the Court as follows: (a) Individual  
19 Class Payments to Participating Class Members, (b) Individual PAGA Payments to Aggrieved  
20 Employees, (c) LWDA PAGA Payment to the LWDA, (d) Class Representative Service  
21 Payment to Plaintiff, (e) Class Counsel Fees Payment and Class Counsel Litigation Expenses  
22 Payment to Class Counsel, and (f) Administration Expenses Payment to the Administrator, in  
23 accordance with terms and methodology set forth in the Settlement Agreement.

24           19.     Each check issued to a Participating Class Member and/or Aggrieved Employee  
25 for his or her Individual Class Payment and/or Individual PAGA Payment shall be valid for a  
26 period of one hundred eighty (180) calendar days from the date of issuance of the check, and  
27 after this time period, the check(s) shall be canceled. The leftover funds associated with checks  
28 issued to Participating Class Member and Aggrieved Employees, after the checks have been

1 canceled, shall be transmitted to the California Controller's Unclaimed Property Fund in the  
2 name of the Participating Class Member and/or Aggrieved Employee. All Participating Class  
3 Members shall be bound by the terms and conditions of the Class Settlement regardless of  
4 whether or not they cash or otherwise negotiate their Individual Class Payment checks. All  
5 Aggrieved Employees shall be bound by the terms and conditions of the PAGA Settlement  
6 regardless of whether or not they cash or otherwise negotiate their Individual PAGA Payment  
7 checks.

8 20. After entry of this Final Approval Order and Judgment, pursuant to California  
9 Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret,  
10 implement, and enforce the Settlement Agreement, Preliminary Approval Order, and this Final  
11 Approval Order and Judgment, to hear and resolve any contested challenge to a claim for  
12 settlement benefits, and to supervise and adjudicate any dispute arising from or in connection  
13 with the distribution of settlement benefits.

14 21. Individualized notice of this Final Approval Order and Judgment is not required.  
15 The Administrator shall post a copy of the Final Approval Order and Judgment on the  
16 Administrator's website for a period of at least sixty (60) calendar days after the date of entry of  
17 this Final Approval Order and Judgment.

18 22. A Final Compliance Hearing is set for 6/17/27 at 4:00 ~~a.m.~~/p.m. in  
19 Department 15. Class Counsel shall submit the Administrator's accounting report regarding the  
20 status of the funding and disbursement of the Settlement at least <sup>two (2)</sup> ~~five (5)~~ court days prior to the  
21 Final Compliance Hearing. The final compliance hearing shall be a Non-Appearance Case Review.

22 **IT IS SO ORDERED.**

23 DATE: 06/16/2026



24   
25 The Honorable Timothy Patrick Dillon  
26 Judge of the Los Angeles County Superior  
27 Court of California  
28

# **EXHIBIT B**

**SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES**

**Civil Division**

Central District, Spring Street Courthouse, Department 15

**24STCV09460**

**ARMANDO DE LA CRUZ, vs ROYAL PLYWOOD  
COMPANY, LLC**

June 16, 2026

10:00 AM

Judge: Honorable Timothy Patrick Dillon

Judicial Assistant: E. Martinez

Courtroom Assistant: C. Gomez

CSR: None

ERM: None

Deputy Sheriff: None

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**APPEARANCES:**

For Plaintiff(s): No Appearances

For Defendant(s): No Appearances

Other Appearance Notes: For Plaintiff(s): Erica Stepanian (via LACC); For Defendant(s):

Elizabeth Y. Mu (via LACC);

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**NATURE OF PROCEEDINGS:** Hearing on Motion for Final Approval of Settlement

*The matter being originally scheduled at 10 AM is continued to 2:30 PM this same date. Notice provided to the parties via CaseAnywhere.*

The matter is called for hearing at 2:30 PM this date.

The Court has read and considered all documents filed in connection to the above-entitled motion.

There are no objectors this date.

The Court and counsel confer regarding the moving papers.

The Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class Representative Service Payment; Memorandum of Points and Authorities in Support Thereof filed by Armando De La Cruz on 05/22/2026 is Granted.

The interlineated Final Approval Order and Judgment is signed and filed this date.

A Non-Appearance Case Review Re: Distribution Report is scheduled for 06/17/2027 at 04:00 PM in Department 15 at Spring Street Courthouse.

The non-lead case is scheduled for a Non-Appearance Case Review the same date and time to trail the lead action.

**SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES**

**Civil Division**

Central District, Spring Street Courthouse, Department 15

**24STCV09460**

**ARMANDO DE LA CRUZ, vs ROYAL PLYWOOD  
COMPANY, LLC**

June 16, 2026

10:00 AM

Judge: Honorable Timothy Patrick Dillon

Judicial Assistant: E. Martinez

Courtroom Assistant: C. Gomez

CSR: None

ERM: None

Deputy Sheriff: None

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The Judicial Assistant hereby gives notice to Plaintiff via the lead case, who is to give further and formal notice.

Clerk's Certificate of Service by Electronic Notification is attached.

**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 450 North Brand Blvd., Suite 900, Glendale, California 91203.

On June 19, 2026, I served the foregoing document(s) described as: **NOTICE OF ENTRY OF JUDGMENT OR ORDER** on interested parties in this action by Electronic Service as follows:

Daniel Parker Jett ([djett@fmglaw.com](mailto:djett@fmglaw.com))  
Elizabeth Y. Mu ([elizabeth.mu@fmglaw.com](mailto:elizabeth.mu@fmglaw.com))  
**FREEMAN, MATHIS & GARY LLP**  
550 South Hope Street, Suite 2200  
Los Angeles, California 90071

Additional Emails: Jodie Alamillo ([Jodie.Alamillo@fmglaw.com](mailto:Jodie.Alamillo@fmglaw.com));  
Sharlen D. Campbell-Clements  
([Sharlen.Campbell-Clements@fmglaw.com](mailto:Sharlen.Campbell-Clements@fmglaw.com))

Attorneys for Defendant Royal Plywood Company, LLC.

**[X] BY ELECTRONIC SERVICE**

Pursuant to the Court's Order regarding Electronic Service, I caused the documents described above to be E-Served through Case Anywhere by electronically mailing a true and correct copy through Case Anywhere to the individual(s) listed above.

State of California, Labor & Workforce Development Agency Web URL:  
<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

**[X] BY ONLINE SUBMISSION**

The foregoing documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(l). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

**[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 June 19, 2026, at Glendale, California.

  
Isabel Yang

**PROOF OF SERVICE**