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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

CARLOS GARCIA, as an individual and on behalf of all others similarly situated,

Plaintiff,

vs.

POVAC INVESTMENTS, INC., a California corporation; and DOES 1 through 100, inclusive,

Defendants.

Case No.: 24STCV03101

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

[AMENDED PROPOSED] ORDER GRANTING PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT

NACR Date: October 22, 2026
Time: 10:30 a.m.
Dept.: SSC-1

The Motion of Plaintiffs Carlos Garcia and Edgar Ixen ("Plaintiffs") for Preliminary Approval of Class Action Settlement will come on regularly for hearing before this Court on October 22, 2026 at 10:30 a.m. The Court, having considered the proposed Amended Class Action and PAGA Settlement Agreement and Class Notice (the "Settlement"), attached as Exhibit B to the Further Declaration of Milan Moore filed concurrently with the Motion; having considered Plaintiffs' Motion for Preliminary Approval of Class Action Settlement, Memorandum of Points and Authorities in support thereof, and supporting declarations filed therewith; and good cause appearing, HEREBY ORDERS THE FOLLOWING:

1. The Court GRANTS preliminary approval of the class action settlement as set forth in the Settlement and finds its terms to be within the range of reasonableness of a settlement that ultimately could be granted approval by the Court at a Final Fairness Hearing. For purposes of the Settlement, the Court finds that the proposed Settlement Class is ascertainable and that there is a sufficiently well-defined community of interest among the members of the Settlement Class in questions of law and fact. Therefore, for settlement purposes only, the Court grants conditional certification of the following Settlement Class:

> All individuals who worked as non-exempt employees of Defendant Povac Investments, Inc. in California at any time during the Class Period.
>
> The Class Period is the period from May 16, 2021 to October 13, 2026.

2. For purposes of the Settlement, the Court designates named Plaintiffs Carlos Garcia and Edgar Ixen as Class Representatives, and Scott M. Lidman, Milan Moore, and Tiara Gose-Hardy of Lidman Law, APC and Paul Haines of Haines Law Group, APC as Class Counsel.

4. The Court designates Phoenix Settlement Administrators as the third-party Settlement Administrator for mailing notices.

5. The Court approves, as to form and content, the Class Notice, which means the Court Approved Notice of Class Action Settlement and Hearing Date for Final Court Approval, which is attached to the Settlement as Exhibit A.

6. The Court finds that the form of notice to the Settlement Class regarding the pendency of the action and of the Settlement, and the methods of giving notice to members of the Settlement Class,

constitutes the best notice practicable under the circumstances, and constitute valid, due, and sufficient notice to all members of the Settlement Class. The form and method of giving notice complies fully with the requirements of California Code of Civil Procedure section 382, California Civil Code section 1781, California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and other applicable law.

7. The Court further approves the procedures for Settlement Class Members to opt out of or object to the Settlement, as set forth in the Class Notice.

8. The procedures and requirements for filing objections in connection with the Final Fairness Hearing are intended to ensure the efficient administration of justice and the orderly presentation of any Settlement Class Member's objection to the Settlement, in accordance with the due process rights of all Settlement Class Members.

9. The Court directs the Settlement Administrator to mail the Notice Packet to the members of the Settlement Class in accordance with the terms of the Settlement.

10. The Class Notice shall provide at least 60 calendar days' notice for members of the Settlement Class to opt out of, or object to, the Settlement.

11. The Final Fairness Hearing on the question of whether the Settlement should be finally approved as fair, reasonable, and adequate is scheduled in Department SSC-1 of this Court, located at 312 N. Spring Street, Los Angeles, California 90012 on March 8, 2027 at 10:30 a.m.

12. At the Final Fairness Hearing, the Court will consider: (a) whether the Settlement should be finally approved as fair, reasonable, and adequate for the Settlement Class; (b) whether a judgment granting final approval of the Settlement should be entered; and (c) whether Plaintiffs' application for reasonable attorneys' fees, reimbursement of litigation expenses, service awards to Plaintiffs, payment of Claims Administrator fees, and payment to the Labor and Workforce Development Agency ("LWDA") for penalties under the Labor Code Private Attorneys General Act ("PAGA") should be granted.

13. Counsel for the parties shall file memoranda, declarations, or other statements and materials in support of their request for final approval of the Settlement, attorneys' fees, litigation expenses, Plaintiffs' service payments, settlement administration costs, and payment to the LWDA for

PAGA penalties prior to the Final Fairness Hearing according to the time limits set by the Code of Civil Procedure and the California Rules of Court.

14. An implementation schedule is below:

Event	**Date**
Defendant to provide Class Data to Settlement Administrator	15 calendar days after issuance of the preliminary approval order
Settlement Administrator to mail Notice Packets to Class Members	14 calendar days after receiving Class Information from Defendant
Deadline for Class Members to request exclusion from, submit disputes, or object to, the Settlement	60 calendar days after mailing of the Notice by the Settlement Administrator
Deadline for Plaintiff to file Motion for Final Approval of Class Action Settlement:	16 Court days before the Final Fairness Hearing
Final Fairness Hearing:	March 8, 2027 at 10:30 a.m.

15. Pending the Final Fairness Hearing, all proceedings in this action, other than proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this Order, are stayed.

16. Counsel for the parties are hereby authorized to utilize all reasonable procedures in connection with the administration of the Settlement which are not materially inconsistent with either this Order or the terms of the Settlement.

IT IS SO ORDERED.

Dated: _____, 2026

_____
Honorable Theresa M. Traber
Judge of the Superior Court