

Arby Aiwarzian (SBN 269827)
Ryan Slinger (SBN 351297)
Harris Koepenick (SBN 364423)
LAWYERS for JUSTICE, PC
450 North Brand Blvd., Suite 900
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff Rey Pardillo

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ALAMEDA**

REY PARDILLO, individually, and on
behalf of other aggrieved employees pursuant
to the California Private Attorneys General
Act;

Plaintiff,

vs.

ELMA ELECTRONIC INC., a Delaware
corporation; and DOES 1 through 100,
inclusive,

Defendants.

REY PARDILLO, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

vs.

ELMA ELECTRONIC INC., a Delaware
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No. 24CV078295
(Consolidated with Case No. 24CV085186)

Honorable Chad Stegeman
Department 17

CLASS ACTION

**PLAINTIFF'S NOTICE OF MOTION AND
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT; MEMORANDUM
OF POINTS AND AUTHORITIES**

Hearing Date: October 1, 2026
Hearing Time: 3:00 p.m.
Department: 17

Complaint Filed: June 3, 2024
FAC Filed: July 29, 2024
Trial Date: None Set

**TO THE HONORABLE COURT AND TO ALL PARTIES AND THEIR COUNSEL OF
RECORD:**

PLEASE TAKE NOTICE that on October 1, 2026, at 3:00 p.m. or as soon thereafter as the matter may be heard before the Honorable Chad Stegeman in Department 17 of the Superior Court of California for the County of Alameda, located at 1225 Fallon Street, Oakland, California 94612, Plaintiff Rey Pardillo (“Plaintiff” or “Class Representative”) will, and hereby does, move for an order:

- Granting preliminary approval of the proposed class action settlement described herein and as set forth in the Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement,” “Agreement,” or “Settlement Agreement”), attached as “**EXHIBIT 3**” to the Declaration of Ryan Slinger in Support of Plaintiff’s Motion for Preliminary Approval of Class Action and PAGA Settlement;
- Certifying the proposed Class for settlement purposes only;
- Appointing Plaintiff Rey Pardillo as Class Representative;
- Appointing Arby Aiwarzian, Ryan Slinger, and Harris Koepenick of Lawyers *for* Justice, PC as Class Counsel;
- Approving the proposed Notice of Class Action and PAGA Settlement and Release (“Class Notice”), attached as “**EXHIBIT A**” to the [Proposed] Order Granting Preliminary Approval of Class Action and PAGA Settlement, and directing the mailing thereof in accordance with the Settlement Agreement;
- Approving ILYM Group, Inc. as the Settlement Administrator; and
- Scheduling a hearing to consider final approval of the Settlement.

This Motion is made pursuant to Rule 3.769 of the California Rules of Court, which require approval by the Court of the settlement of a putative class action, and Rule 3.1113(e), which allows the Court to preliminarily certify a class for settlement purposes, and permits the Court to extend the page limit for memoranda.

This motion is based upon the following memorandum of points and authorities, the Settlement Agreement, the Declaration of Proposed Class Counsel (Ryan Slinger) and Proposed

Class Representative (Rey Pardillo) in support thereof, as well as the pleadings and other records on file with the Court in this matter, and such evidence and oral argument as may be presented at the hearing on this motion.

Dated: September 8, 2026

LAWYERS for JUSTICE, PC

By: 

Ryan Slinger
Harris Koepenick
Attorneys for Plaintiff Rey Pardillo

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

TABLE OF CONTENTS

I. SUMMARY OF MOTION.....1

II. PROCEDURAL HISTORY AND FACTUAL BACKGROUND2

III. SUMMARY OF THE SETTLEMENT TERMS4

**IV. LEGAL STANDARD FOR PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENTS.....6**

**V. THE COURT SHOULD PRELIMINARY APPROVE THE SETTLEMENT
.....6**

**A. The Settlement Resulted from Arm’s-Length Negotiations Based
Upon Extensive Investigation and Discovery.7**

B. The Settlement Is Fair, Reasonable, and Adequate.....9

C. The Settlement Is of Significant Value.....10

VI. CERTIFICATION OF THE CLASS IS APPROPRIATE10

A. The Class Is Ascertainable and Sufficiently Numerous.11

B. The Class Shares a Well-Defined Community of Interest.11

**VII. APPOINTMENT OF CLASS COUNSEL AND ALLOCATION FOR
ATTORNEYS’ FEES AND COSTS.....12**

VIII. THE PROPOSED CLASS NOTICE IS ADEQUATE15

IX. APPOINTMENT OF THE SETTLEMENT ADMINISTRATOR16

XI. CLASS REPRESENTATIVE ENHANCEMENT PAYMENT17

XII. CONCLUSION17

TABLE OF AUTHORITIES

Cases

<i>7-Eleven Owners for Fair Franchising v. Southland Corp.</i> (2000) 85 Cal.App.4th 1135	7
<i>Bartold v. Glendale Federal Bank</i> (2000) 81 Cal.App.4th 816	11
<i>Beech Cinema, Inc. v. Twentieth-Century Fox Film Corp.</i> (S.D.N.Y. 1979) 480 F.Supp. 1195	14
<i>Capitol People First v. Department of Developmental Services</i> (2007) 155 Cal.App.4th 676	11
<i>Cartt v. Superior Court</i> (1975) 50 Cal.App.3d 960	15, 16
<i>Chavez v. Netflix, Inc.</i> (2008) 162 Cal.App.4th 43	14
<i>City of Detroit v. Grinnell Corporation</i> (2d Cir. 1974) 495 F.2d 448	6
<i>Dunk v. Ford Motor Co.</i> (1996) 48 Cal.App.4th 1794	6, 7
<i>Estrada v. Dr. Pepper/Seven-Up</i> , Los Angeles County Superior Court, Case No. BC 262247 (May 2005)	14
<i>Hicks v. Kaufman & Broad Home Corp.</i> (2001) 89 Cal.App.4th 908	11
<i>In re American Bank Note Holographics, Inc., Securities Litigation</i> (S.D.N.Y. 2001) 127 F.Supp.2d 418	9
<i>In re Ampicillin Antitrust Litigation</i> (D. D.C. 1981) 526 F.Supp. 494	14
<i>Ketchum v. Moses</i> (2001) 24 Cal.4th 1122	14
<i>Kullar v. Foot Locker Retail, Inc.</i> (2008) 168 Cal.App.4th 116	10
<i>Laffitte v. Robert Half Int’l, Inc.</i> (2016) 1 Cal.5th 480	14
<i>Lealao v. Beneficial Cal., Inc.</i> (2000) 82 Cal.App.4th 19	13, 14
<i>Linder v. Thrifty Oil Co.</i> (2000) 23 Cal.4th 429	11
<i>Mendoza v. United States</i> (9th Cir. 1980) 623 F.2d 1338	15
<i>Moore v. IKEA</i> , Los Angeles Superior Court, Case No. BC 263646 (Sept. 2006)	14
<i>Officers for Justice v. Civil Service Commission of City and County of San Francisco</i> (9th Cir. 1982) 688 F.2d 615	6
<i>Rose v. City of Hayward</i> (1981) 126 Cal.App.3d 926	11
<i>Sav-On Drug Stores, Inc. v. Superior Court</i> (2004) 34 Cal.4th 319	10, 11
<i>Vranken v. Atlantic Richfield Co.</i> (N.D. Cal. 1995) 901 F.Supp. 294	17
<i>Wershba v. Apple Computer, Inc.</i> (2001) 91 Cal.App.4th 224	7

Statutes

Cal. Code Civ. Proc. § 1781.....	15
Cal. Code Civ. Proc. § 1781(f).....	6

Other Authorities

Conte & Newberg, Newberg on Class Actions § 11.25 (4th Ed.)	6
Conte & Newberg, Newberg on Class Actions § 11.47 (4th Ed.)	10
Conte & Newberg, Newberg on Class Actions § 14.03 (4th Ed.)	14
Conte & Newberg, Newberg on Class Actions § 8.21 (4th Ed.)	16
Conte & Newberg, Newberg on Class Actions § 8.29 (4th Ed.)	16
<i>Manual for Complex Litigation</i> § 21.311 (4th ed. 2007)	15
<i>Manual for Complex Litigation</i> § 21.312 (4th ed. 2007)	16

Rules

Fed. R. Civ. P. 23(c)(2)	16
Fed. R. Civ. P. 23(e).....	21

MEMORANDUM OF POINTS AND AUTHORITIES

I. SUMMARY OF MOTION

Plaintiff Rey Pardo ("Plaintiff" or "Class Representative") seeks preliminary approval of the Joint Stipulation of Class Action and PAGA Settlement and Release ("Settlement," "Agreement," or "Settlement Agreement") entered into by and between Plaintiff, individually and on behalf of all others similarly situated and other aggrieved employees, on the one hand, and Defendant Elma Electronic, Inc. ("Defendant"), on the other hand. Subject to approval by the Court, Plaintiff and Defendant (together, the "Parties") have agreed to settle the lawsuits for a Gross Settlement Amount of \$900,000.00.¹

Plaintiff also seeks to provisionally certify the following Class for settlement purposes, which Defendant does not oppose:

All current and former non-exempt employees who worked for Defendant in California at any time during the Class Period, and who reside in California ("Class" or "Class Members").²

Class Members who do not submit a timely and valid Request for Exclusion from the Class Settlement ("Settlement Class Members") will receive a *pro rata* share of the Net Settlement Amount ("Individual Settlement Share"). The net payment of each Settlement Class Member's Individual Settlement Share ("Individual Settlement Payment") will be distributed to Settlement Class Members on a *pro rata* basis based upon the number of weeks each Class Member worked for Defendant as a non-exempt employee in California during the Class Period ("Class Workweeks").³

¹ Settlement Agreement, attached as "EXHIBIT 3" to Declaration of Ryan Slinger ("Slinger Decl."), ¶ 10.s. If it is determined that the total number of Class Workweeks exceed 20,926 by more than ten percent (10%) (i.e. exceeds 23,019) during the Class Period, at Defendant's option either: (a) the Gross Settlement Amount will be increased on a *pro rata* basis equal to the percentage increase in the number of Class Workweeks above 23,019 Workweeks (e.g., if the threshold of 23,019 Class Workweeks is exceeded by 1%, the Gross Settlement Amount will increase by 1%), or, (b) the Class Period will end as of the date the ten percent (10%) threshold was reached (i.e., the date on which the Class Workweeks total reached 23,019) and such date shall be referred to as the "Alternate Class Period End Date." In the event that Defendant chooses to end the Class Period on the Alternative Class Period End Date, then, the PAGA Period will also end on the Alternate Class Period End (and such date shall be referred to as the "Alternate PAGA Period End Date"). *See id.*, ¶ 41.

² *Id.*, ¶ 10.e. "Class Period" is defined as the period from July 29, 2020 through the earlier of May 12, 2025, or, if applicable, the Alternate Class Period End Date. *See id.*, ¶ 10.g.

³ Settlement Agreement, ¶¶ 10.j, 10.u, 10.v, and 10.oo.

The Settlement, upon final approval by the Court and funding of the Gross Settlement Amount, will operate to resolve the Released Class Claims of Plaintiff and Settlement Class Members and the Released PAGA Claims of the State of California.⁴

II. PROCEDURAL HISTORY AND FACTUAL BACKGROUND

Elma is a global leader in embedded computing solutions, including integrated chassis systems, board products, modular enclosures, equipment cabinets, and precision hardware components in standard and custom configurations. Founded in 1962 near Zurich, Switzerland, Elma opened its United States headquarters in Fremont, California in 1985. Plaintiff is a former employee of Defendant.

On March 29, 2024, Plaintiff provided written notice by electronic upload to the California Labor and Workforce Development Agency (“LWDA”) and Defendant of the specific provisions of the California Labor Code that were alleged to be violated (“PAGA Notice”).⁵

On June 3, 2024, Plaintiff filed a Complaint for Enforcement Under the Private Attorneys General Act, Cal. Lab. Code § 2698, *Et Seq.* in the Superior Court for the County of Alameda, thereby commencing the above-captioned lawsuit (“PAGA Action”).⁶

On July 29, 2024, Plaintiff filed a Class Action Complaint for Damages, thereby commencing a putative class action entitled *Rey Pardillo v. Elma Electronic, Inc.*, in the Superior Court for the County of Alameda, Case No. 24CV085186 (“Class Action”) (together with the PAGA Action, the “Actions”).⁷

On July 29, 2024, Plaintiff sent an amended letter to the LWDA and Defendant to correct Plaintiff’s dates of employment (“Amended PAGA Notice”) (together with the PAGA Notice, the “PAGA Notices”).⁸

///

⁴ Settlement Agreement, at ¶¶ 35.a & 36. See *id.* at ¶ 10.hh for the full scope of the “Released Class Claims,” *id.* at ¶ 10.ii for the full scope of the “Released PAGA Claims,” and *id.* at ¶ 10.jj for the definition of the “Released Parties.”

⁵ Slinger Decl. ¶ 2.

⁶ *Id.*, ¶ 3.

⁷ *Id.*, ¶ 4.

⁸ *Id.*, ¶ 5.

On July 29, 2024, Plaintiff filed a First Amended Complaint for Enforcement Under the Private Attorneys General Act, Cal. Lab. Code § 2698, *Et Seq.* in the PAGA Action to reflect Plaintiff's corrected dates of employment.⁹

On August 8, 2025, the Parties filed the Joint Stipulation to Consolidate Case Numbers 24CV078295 and 24CV085186; [Proposed] Order Thereon. On August 11, 2026, the Court issued an Order to Consolidate the Actions, and assigning the PAGA Action as the lead action.¹⁰

Plaintiff's core allegations are that Defendant has violated California wage and hour law, including but not limited to laws set forth in the California Labor Code, by engaging in a uniform practice and procedure, with respect to Plaintiff, Class Members, and PAGA Members of, *inter alia*, failing to pay all overtime and minimum wages, at all or at the correct rate of pay, failing to provide compliant meal and rest periods and associated premium pay, failing to timely pay wages during employment and upon termination of employment, failing to provide compliant wage statements, failing to maintain requisite payroll records, and failing to reimburse necessary business expenses, and thereby engaged in unfair business practices in violation of California Business and Professions Code section 17200, *et seq.*, and conduct giving rise to civil penalties recoverable under the Private Attorneys General Act of 2004 (California Labor Code sections 2698, *et seq.*). Plaintiff contends that he, and the Class Members, are entitled to, *inter alia*, unpaid wages, penalties (including and not limited to, penalties pursuant to PAGA), and attorneys' fees and costs.¹¹

The Parties have actively litigated the Actions since the PAGA Action was commenced on June 3, 2024. On March 11, 2025, the Parties participated in arm's-length and informed negotiations with Mediator Tagore Subramaniam, Esq. ("Mediator"), a respected mediator of complex wage and hour actions.¹² With the aid of the mediator, the Parties reached the Settlement described herein to resolve the Actions in their entirety.¹³

///

⁹ Slinger Decl., ¶ 6.

¹⁰ *Id.*, ¶ 7.

¹¹ *Id.*, ¶ 29.

¹² *Id.*, ¶ 24.

¹³ *Ibid.*

1 **III. SUMMARY OF THE SETTLEMENT TERMS**

2 Under the terms of the Settlement, Defendant will pay a Gross Settlement Amount of
3 \$900,000.00 to resolve the Actions.¹⁴ Subject to approval by the Court, the Net Settlement
4 Amount will be calculated by deducting the following amounts from the Gross Settlement
5 Amount: (1) attorneys' fees in an amount not to exceed 35% of the Gross Settlement Amount
6 (i.e., \$315,000.00 if the Gross Settlement Amount remains \$900,000.00) and litigation costs and
7 expenses in an amount not to exceed \$25,000.00 ("Attorneys' Fees and Costs") to Class
8 Counsel; (2) Settlement Administration Costs, which are currently estimated not to exceed
9 \$7,000.00 to the Settlement Administrator ("Settlement Administration Costs"); (3) PAGA
10 Amount of \$135,000.00 ("PAGA Amount"); and (4) payment in the amount of up to \$10,000.00
11 to Plaintiff ("Enhancement Payment").¹⁵ The Parties have agreed to retain ILYM Group, Inc.
12 ("ILYM" or "Settlement Administrator") to handle the notice and settlement administration
13 process.¹⁶

14 The Parties have agreed that the Settlement Administrator will determine each
15 Settlement Class Member's share of the available Net Settlement Amount ("Individual
16 Settlement Share"), in accordance with the Settlement Agreement on a *pro rata* per Class
17 Workweeks basis, which will be adjusted after Final Approval to reflect the total Class
18 Workweeks worked by Settlement Class Member.¹⁷ The Parties have agreed that the Settlement
19 Administrator will determine each PAGA Member's pro rata share of the 25% share of the
20 PAGA Amount, in accordance with the Settlement Agreement on a *pro rata* per PAGA
21 Workweeks basis.¹⁸

22 The Parties agree, for purposes of this Settlement, that Individual Settlement Shares will
23 be allocated 33.33% to wages subject to withholdings and 66.67% to penalties, interest, and
24 non-wage damages.¹⁹ The Settlement Administrator will withhold the employee's share of taxes

25
26 ¹⁴ Settlement Agreement, ¶ 10.s.

27 ¹⁵ *Id.*, ¶¶ 10.x & 15-18.

28 ¹⁶ *Id.*, ¶ 10.mm.

¹⁷ *Id.*, ¶ 19.

¹⁸ *Id.*, ¶ 20.

¹⁹ *Id.*, ¶ 30.

1 and withholdings with respect to the wages portion of the Individual Settlement Share, and issue
2 checks to Settlement Class Members for their Individual Settlement Payments. Each Individual
3 PAGA Payment will be allocated as 100% penalties and will not be subjected to withholdings.²⁰
4 Defendant will provide the funds for any employer-side taxes related to the Individual
5 Settlement Shares.²¹

6 Individual Settlement Payment and Individual PAGA Payment checks will be negotiable
7 for 180 calendar days from the date of their issuance, and thereafter, shall be canceled.²²
8 Thereafter, funds from uncashed Individual Settlement Payment and/or Individual PAGA
9 Payment checks shall be transmitted to United Way (“Proposed *Cy Pres* Recipient”).²³

10 Any Class Member may request to be excluded from the Class Settlement by mailing a
11 Request for Exclusion postmarked on or before the date that is 60 calendar days from the date
12 of the initial mailing of the Class Notice by the Settlement Administrator (“Response
13 Deadline”), unless the 60th day falls on a Sunday or Federal holiday, in which case the Response
14 Deadline will be extended to the next day the U.S. Postal Service is open.²⁴ PAGA Members
15 shall be bound to the PAGA Settlement irrespective of whether they exercise their option to opt
16 out of the Class Settlement.²⁵

17 Only Class Members who have not submitted a Request for Exclusion (i.e., Settlement
18 Class Member) may object to the Class Settlement by submitting an Objection to the Settlement
19 Administrator prior to the Response Deadline or by presenting their objection orally at the Final
20 Approval hearing, regardless of whether they submitted a written objection.²⁶

21 In order to dispute the number of Class Workweeks and/or PAGA Workweeks
22 attributable to an individual Class Member and/or PAGA Member, that Class Member and/or
23

24
25
26 ²⁰ Settlement Agreement, ¶ 30.

27 ²¹ *Id.*, ¶ 14.

28 ²² *Id.*, ¶ 25.c.

²³ *Ibid.*

²⁴ *Id.*, ¶ 26.

²⁵ *Ibid.*

²⁶ Settlement Agreement, ¶ 27.

PAGA Member must submit a written letter to the Settlement Administrator, and include copies of any supporting evidence they may have.²⁷

///

IV. LEGAL STANDARD FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENTS

The settlement of a class action requires approval by the court. *Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1800; Cal. Code Civ. Proc. § 1781(f). Courts review class action settlements in a two-step process: (1) an earlier conditional review by the court; and (2) a later detailed review after the period during which notice is distributed to class members for their comments or objections. Conte & Newberg, *Newberg on Class Actions* § 11.24 (4th Ed. 2002). Preliminary approval of a settlement does not require a court to make a final determination that the settlement is fair, reasonable, and adequate. Rather, that decision is made only at the final approval stage. Cal. R. Ct. 3.769(g).

In considering a potential class settlement, a court need not reach any ultimate conclusions on the issues of fact and law which underlie the merits of the dispute and need not engage in a trial on the merits. See *City of Detroit v. Grinnell Corporation* (2d Cir. 1974) 495 F.2d 448, 456; *Officers for Justice v. Civil Service Commission of City and County of San Francisco* (9th Cir. 1982) 688 F.2d 615, 625. Neither formal notice nor a hearing is required for the trial court to grant provisional class certification and preliminary approval; the court may grant such relief upon an informal application by the settling parties and may conduct any necessary hearing in court or in chambers, at the court's discretion. *Newberg*, § 11.25.

V. THE COURT SHOULD PRELIMINARY APPROVE THE SETTLEMENT

The trial court has broad discretion to determine whether a proposed settlement is fair under the circumstances of the case. *Dunk*, 48 Cal.App.4th at 1800. To make this fairness determination, courts must consider several relevant factors, including “the strength of the Plaintiff's case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of

²⁷ *Id.*, ¶ 24.c.

discovery completed and the stage of the proceedings, the experience and view of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement.” *Dunk*, 48 Cal.App.4th at 1801. “The list of factors is not exclusive and the court is free to engage in a balancing and weighing of the factors depending on the circumstances of each case.” *Wershba v. Apple Computer, Inc.* (2001) 91 Cal.App.4th 224, 245. Furthermore, courts give “proper deference to the private consensual decision of the parties.” *Hanlon*, 150 F.3d at 1027 (citation omitted).

The proponent of the settlement has the burden to show that it is fair and reasonable. *Wershba*, 91 Cal.App.4th at 245. “A presumption of fairness exists where: (1) the settlement is reached through arm’s-length bargaining; (2) investigation and discovery are sufficient to allow counsel and the court to act intelligently; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is small.” *Id.*; *Dunk*, 48 Cal.App.4th at 1802; *7-Eleven Owners for Fair Franchising v. Southland Corp.* (2000) 85 Cal.App.4th 1135, 1151.

A. The Settlement Resulted from Arm’s-Length Negotiations Based Upon Extensive Investigation and Discovery.

The Parties have actively litigated the Actions since the PAGA Action was commenced on June 23, 2024. Both sides investigated the veracity, strength, and scope of the claims throughout the cases, and Class Counsel was actively preparing the matters for class certification and trial.²⁸

Class Counsel conducted significant investigation and formal and informal discovery regarding the facts of the cases, including and not limited to, the exchange, review, and analysis of a volume of documents and data from Plaintiff, Defendant, and other sources.²⁹ Class Counsel served multiple sets of formal written discovery requests onto Defendant (specifically, Requests for Production of Documents (Set One), Special Interrogatories (Sets One and Two), and Form Interrogatories – General (Set One)). Additionally, Class Counsel noticed the depositions of Defendant’s Person Most Knowledgeable regarding Organizational Structure and

²⁸ Slinger Decl., ¶¶ 24-26.

²⁹ *Id.*, ¶ 25.

1 Job Descriptions.³⁰ The volume of data and documents that Class Counsel reviewed and
2 analyzed included and was not limited to: Plaintiff's employment records, Class Members' time
3 and pay data, Defendant's Employee Handbook, company policy acknowledgements, internal
4 memoranda, job descriptions, Defendant's operations and employment practices, forms,
5 procedures, and policies, among other information and documents.³¹ Class Counsel had the
6 opportunity to interview Plaintiff to gather facts and to identify potential witnesses.³² In
7 addition, Class Counsel has extensive experience in California wage-and-hour class actions.³³
8 The Parties engaged in extensive settlement negotiations and participated in a full-day mediation
9 conducted by Tagore Subramaniam, Esq., a well-respected mediator experienced in mediating
10 complex labor and employment matters.³⁴ Prior to and during the mediation and settlement
11 negotiations, the Parties exchanged extensive information and engaged in discussions regarding
12 their evaluations of the cases and various aspects of the cases, including but not limited to, the
13 risks and delays of further litigation, including the risks of proceeding with class certification
14 and/or representative adjudication, the law relating to off-the-clock theory, regular rate, meal
15 and rest periods, PAGA representative claims, and wage-and-hour enforcement; the evidence
16 produced and analyzed; and the possibility of appeals.³⁵ During all settlement discussions, the
17 Parties conducted their negotiations at arm's length in an adversarial position.³⁶ Arriving at a
18 settlement that was acceptable to both Parties was not easy. Both sides felt strongly about their
19 ability to prevail at certification and at trial.³⁷ After conducting investigations, formal and
20 informal discovery, extensive settlement negotiations, and with the aid of the mediator's
21 evaluation, the Parties have agreed that the matters are well-suited for settlement given the legal
22 issues relating to Plaintiff's principal claims, as well as the costs and risks to both sides that
23 would attend further litigation.³⁸

24 ³⁰ Ibid.

25 ³¹ Slinger Decl., ¶ 25.

26 ³² Ibid.

27 ³³ *Id.*, ¶¶ 18-22.

28 ³⁴ *Id.*, ¶ 24.

³⁵ Ibid.

³⁶ Ibid.

³⁷ Slinger Decl., ¶ 24.

³⁸ Ibid.

1 **B. The Settlement Is Fair, Reasonable, and Adequate.**

2 The Settlement represents a fair, adequate, and reasonable resolution of the matter.³⁹
3 The Settlement was calculated using the information and data uncovered during litigation, case
4 investigation, and the formal and informal exchange of information.⁴⁰ The Settlement takes into
5 account the potential risks and rewards inherent in any case and, in particular, in the matters at
6 issue.⁴¹ Moreover, considering all of the facts and circumstances of the lawsuits, the Settlement
7 represents a fair, reasonable, and adequate recovery for the Class.⁴²

8 Assuming that the Attorneys' Fees and Costs, Enhancement Payment, PAGA Amount,
9 and Settlement Administration Costs are approved by the Court and paid in the full amounts
10 provided for by the Settlement, the Settlement provides for a Net Settlement Amount that is
11 currently estimated to be \$408,000.00.⁴³ Additionally, 25% of the PAGA Amount (i.e., PAGA
12 Employee Amount), which is \$33,750.00 out of \$135,000.00, will be distributed to the PAGA
13 Members. The entire Net Settlement Amount will be fully paid out to the Settlement Class
14 Member, in accordance with the Settlement Agreement.

15 The amount of each Settlement Class Member's Individual Settlement Share and each
16 PAGA Member's Individual PAGA Payment will be calculated based on their Class Workweeks
17 and/or PAGA Workweeks during the Class Period and PAGA Period, respectively.⁴⁴ "An
18 allocation formula need only have a reasonable, rational basis [to warrant approval], particularly
19 if recommended by experienced and competent class counsel." *In re American Bank Note*
20 *Holographics, Inc., Securities Litigation* (S.D.N.Y. 2001) 127 F.Supp.2d 418, 429-30. Here,
21 the allocation is reasonably related to the number of Class Workweeks and/or PAGA
22 Workweeks actually worked for Defendant during the relevant period and should be approved.

23 In light of the foregoing considerations, Class Counsel believes that the Settlement as a
24 whole is fair, reasonable, and adequate, and is in the best interest of the Class Members, PAGA

25
26 ³⁹ Slinger Decl., ¶¶ 24, 26, & 35.

27 ⁴⁰ *Id.*, ¶¶ 33.

28 ⁴¹ *Id.*, ¶¶ 33-35.

⁴² *Id.*, ¶¶ 24, 26, & 35.

⁴³ *Id.*, ¶ 9.

⁴⁴ Settlement Agreement, ¶¶ 19-20.

Members, and the State of California.⁴⁵ Although the recommendations of Class Counsel are not conclusive, the Court can properly take the recommendations into account, particularly if Class Counsel appear to be competent, and have experience with this type of litigation, and investigation have been completed, as is the case here. *Newberg*, §11.47. Accordingly, the Court should grant preliminary approval of the Settlement.

C. The Settlement Is of Significant Value.

Pursuant to *Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, the Parties conducted extensive formal and informal discovery and exchanged a volume of documents, data, and information prior to mediation.⁴⁶ The information that Class Counsel obtained from Plaintiff, Defendant, and other sources allowed Class Counsel to develop valuation models in order to evaluate the potential value and merit of the claims, and perform a complete evaluation of Defendant's defenses thereto.⁴⁷ As outlined in the Declaration of Ryan Slinger, Class Counsel performed an extensive analysis of each and every claim pursuant to *Kullar* prior to entering into the Settlement.⁴⁸

VI. CERTIFICATION OF THE CLASS IS APPROPRIATE

The requisites for establishing class certification are met, and the Parties have stipulated to conditional certification of the Class for settlement purposes only.⁴⁹ California Code of Civil Procedure Section 382 “authorizes class actions when the question is one of a common or general interest, of many persons, or when the Parties are numerous, and it is impracticable to bring them all before the court.” *Sav-On Drug Stores, Inc. v. Superior Court* (2004) 34 Cal.4th 319, 326. California courts certify class actions where the Plaintiff identifies “both [1] an ascertainable class and [2] a well-defined community of interest among class members.” *Id.*

///

///

///

⁴⁵ Slinger Decl., ¶¶ 24, 26, & 35.

⁴⁶ *Id.* ¶ 25.

⁴⁷ *Id.*, ¶ 33.

⁴⁸ *Id.*, ¶¶ 33-35.

⁴⁹ Settlement Agreement, ¶ 11.

1 **A. The Class Is Ascertainable and Sufficiently Numerous.**

2 “Ascertainability is required in order to give notice to putative class members as to whom
3 the judgment in the action will be *res judicata*.” *Hicks v. Kaufman & Broad Home Corp.* (2001)
4 89 Cal.App.4th 908, 914. “A class is ascertainable if it identifies a group of unnamed Plaintiffs
5 by describing a set of common characteristics sufficient to allow a member of that group to
6 identify himself or herself as having a right to recover based on the description.” *Bartold v.*
7 *Glendale Federal Bank* (2000) 81 Cal.App.4th 816, 828. The proposed Class must also be
8 sufficiently numerous. *Linder v. Thrifty Oil Co.* (2000) 23 Cal.4th 429, 435; *see also Rose v.*
9 *City of Hayward* (1981) 126 Cal.App.3d 926, 934-35 (indicating that a class of 30 to 40
10 individuals satisfies the numerosity requirement as joinder is not practical at that point). The
11 Class here is estimated to be approximately 141 individuals, which is sufficiently numerous.⁵⁰
12 Further, all Class Members can and will be identified by Defendant to the Settlement
13 Administrator through a review of Defendant's employment records regarding non-exempt
14 employees who worked for Defendant in California at any time during the Class Period, and
15 who reside in California. As such, the Class is ascertainable and sufficiently numerous.

16 **B. The Class Shares a Well-Defined Community of Interest.**

17 The community of interest requirement “embodies three factors: (1) predominant
18 common questions of law or fact; (2) Class Representative with claims or defenses typical of
19 the class; and (3) Class Representative who can adequately represent the class.” *Sav-On, supra*,
20 34 Cal.4th at 326. “[T]he community of interest requirement for certification *does not mandate*
21 *that class members have uniform or identical claims.*” *Capitol People First v. Dep’t of*
22 *Developmental Services* (2007) 155 Cal.App.4th 676, 692 (emphasis in original). Rather, courts
23 focus on the Defendant’s internal policies and “pattern and practice . . . in order to assess whether
24 that common behavior toward similarly situated Plaintiff renders class certification
25 appropriate.” *Id.* (citing *Sav-On*, 34 Cal.4th at 333).

26 ///

27 ///

28

⁵⁰ Slinger Decl., ¶ 15.

Here, common issues of law and fact predominate as to each of the claims alleged and asserted in the Actions. Based on the documents and information obtained through formal and informal discovery and exchange of information in the cases, Plaintiff contends that Class Members performed similar job duties and were subject to uniform operations and employment policies, practices, and procedures during the Class Period, including payroll and recordkeeping practices.⁵¹ As a result, Plaintiff claims that all of the Class Members were uniformly not paid all compensation due to them from Defendant during the time period at issue. Plaintiff maintains that the outcome of this litigation would be determined by Defendant's alleged uniform operations and employment policies and procedures that applied across its non-exempt employees who worked for Defendant in California at any time during the Class Period, and who reside in California.

As a member of the Class who was subject to these same policies, practices, and procedures, Plaintiff's claims are typical of the Class. Moreover, Plaintiff has no interests adverse to the Class. Plaintiff has taken steps to initiate and maintain these actions and to ensure that it comes to a fair and reasonable resolution.⁵² Importantly, Plaintiff has retained a law firm well-versed in wage and hour class actions, which has at all times represented the best interests of Plaintiff and the Class.⁵³

Accordingly, the proposed Class shares a community of interest, and the Court should certify the Class for settlement purposes only.

VII. APPOINTMENT OF CLASS COUNSEL AND ALLOCATION FOR ATTORNEYS' FEES AND COSTS

Class Counsel has litigated the matters for over 2 years and was actively preparing the matters for class certification and trial.⁵⁴ The ongoing work has been extensive, demanding, and ultimately successful in achieving a substantial settlement resolution. Class Counsel reviewed

⁵¹ Slinger Decl., ¶ 16.

⁵² Declaration of Rey Pardillo in Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement ("Pardillo Decl."), ¶ 4.

⁵³ Slinger Decl., ¶¶ 18-22 & 35.

⁵⁴ *Id.*, ¶ 24.

a volume of documents and data⁵⁵ and also interviewed and obtained information from Plaintiff and other percipient witnesses, researched applicable law, undertook damages/valuation calculations, and met and conferred with Defendant's counsel regarding the pleadings and the production of documents and data prior to mediation.⁵⁶ Counsel for the Parties also undertook extensive settlement discussions, which included participating in mediation.⁵⁷

Class Counsel is well-experienced in wage-and-hour class action litigation and used that experience to obtain a great result for the Class.⁵⁸

The Settlement establishes a Gross Settlement Amount of \$900,000.00, and provides for Class Counsel to apply to the Court consisting of attorneys' fees in an amount not to exceed 35% of the Gross Settlement Amount (i.e., \$315,000.00 if the Gross Settlement Amount remains \$900,000.00) and reimbursement of actual costs and expenses in an amount up to \$25,000.00.⁵⁹ The attorneys' fees provided for by the Settlement are commensurate with: (1) the risk that Class Counsel took in bringing and litigating the cases, (2) the extensive time, effort and expense that Class Counsel dedicated to the cases, (3) the skill and determination that Class Counsel has shown, (4) the results that Class Counsel has achieved throughout the litigation, (5) the value of the Settlement that Class Counsel has achieved for the Class Members, PAGA Members, and the State of California, and (6) the other cases that Class Counsel had to turn down in order to devote its time and efforts to these matters. The proposed Class Notice provides Class Members that an award of the Attorneys' Fees and Costs will be sought, and the amount allocated toward the Attorneys' Fees and Costs by the Settlement.⁶⁰

Trial courts have "wide latitude" in assessing the value of attorneys' fees and their decisions will "not be disturbed on appeal absent a manifest abuse of discretion." *Lealao v. Beneficial Cal., Inc.* (2000) 82 Cal.App.4th 19, 41. Indeed, it is long settled that the "experienced trial judge is the best judge of the value of professional services rendered in his

⁵⁵ Slinger Decl., ¶ 25.

⁵⁶ *Ibid.*

⁵⁷ *Id.*, ¶ 24.

⁵⁸ *Id.*, ¶¶ 18-22.

⁵⁹ Settlement Agreement, ¶ 10.s & 15.

⁶⁰ *Id.*, Exh. C.

court.” *Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1132. California law provides that attorney fee awards should be equivalent to fees paid in the legal marketplace to compensate for the result achieved and risk incurred. *Laffitte v. Robert Half Int’l, Inc.* (2016) 1 Cal.5th 480, 503 (citing *Lealao*, 82 Cal.App.4th at 48-49). In *Lealao*, the court held that when an action leads to a recovery that can be “monetized” with a reasonable degree of certainty, the trial court should “ensure that the fee awarded is within the range of fees freely negotiated in the legal marketplace in comparable litigation.” *Id.* at 50.

The California Supreme Court has confirmed the propriety of calculating and awarding attorneys’ fees as a percentage of a settlement that has, by litigation, been preserved or recovered for the benefit of others. *Laffitte, supra*, 1 Cal.5th 480 at 486 & 506. The Court has taken the position that while “[t]rial courts have discretion to conduct a lodestar cross-check on a percentage fee,” “they also retain the discretion to forgo a lodestar cross-check and use other means to evaluate the reasonableness of a requested percentage fee[,]” and “[t]he percentage of fund method survives in California.” *Id.* (internal quotation marks omitted).

Historically, courts have awarded fees as high as fifty percent (50%) of the settlement, depending on the circumstances of the case. *Newberg*, § 14.03; *see also In re Ampicillin Antitrust Litig.* (D.D.C. 1981) 526 F.Supp. 494 (awarding attorneys’ fees in the amount of 45% of the \$7.3 million settlement); *Beech Cinema, Inc. v. Twentieth-Century Fox Film Corp.* (S.D.N.Y. 1979) 480 F.Supp. 1195 (awarding approximately 53% of the settlement as attorneys’ fees). California courts routinely approve class action attorneys’ fee awards “averag[ing] around one-third of the recovery.” *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66 n.11 (lower court found 20 to 40 percent range of contingency fee in marketplace was appropriate in class actions); *see also Estrada v. Dr. Pepper/Seven-Up*, Los Angeles County Superior Court Case No. BC262247 (May 2005) (wage and hour); *Moore v. IKEA*, Los Angeles County Superior Court Case No. BC263646 (Sept. 2006) (wage and hour).

///

///

///

1 Class Counsel has borne all of the risks and costs of litigation and will not receive any
2 compensation until recovery is obtained.⁶¹

3 Class Counsel will provide extensive evidence as to the time worked, litigation efforts,
4 and further argument at the time of filing Plaintiff's Motion for Final Approval of the Settlement
5 and application for the Attorneys' Fees and Costs at the Final Approval Hearing. Considering
6 the work performed and the risks incurred, the attorneys' fees provided for by the Settlement
7 are well within the range of reasonableness for preliminary approval.

8 **VIII. THE PROPOSED CLASS NOTICE IS ADEQUATE**

9 California statutory authority and case law vests the Court with broad discretion in
10 fashioning appropriate class notice. See Cal. Code Civ. Proc. § 1781; *Cartt v. Superior Court*
11 (1975) 50 Cal.App.3d 960, 973-74. A class notice is adequate if it "present[s] a fair recital of
12 the subject matter and proposed terms" of the Settlement. *Mendoza v. United States* (9th Cir.
13 1980) 623 F.2d 1338, 1351 (quoting *Marshall v. Holiday Magic* (9th Cir. 1977) 550 F.2d 1173,
14 1177).

15 "Sufficient information about the case should be provided to enable class members to
16 make an informed decision about their participation." *Manual for Complex Litigation* § 21.311
17 at 413 (4th ed. 2004). The proposed Class Notice describes the Settlement, the deadlines and
18 procedures to submit an objection to the Class Settlement, submit a Request for Exclusion from
19 the Class Settlement, and/or dispute regarding Class Workweeks and/or PAGA Workweeks, and
20 the date and time set for the Final Approval Hearing.⁶² The proposed Class Notice summarizes
21 the proceedings to date and the terms and conditions of the Settlement in an informative and
22 coherent manner.⁶³ The proposed Class Notice recognizes that the Court has not yet granted
23 final approval of the settlement.⁶⁴ The proposed Class Notice also apprises the Class Members
24 and PAGA Members of, *inter alia*, how their Individual Settlement Share and if applicable, their
25 Individual PAGA Payment is calculated and the number of Class Workweeks and/or PAGA
26

27 ⁶¹ Slinger Decl., ¶ 10.

28 ⁶² Settlement Agreement, Exh. C.

⁶³ Ibid.

⁶⁴ Ibid.

Workweeks credited to them.⁶⁵ The proposed Class Notice fulfills the requirement of neutrality in notice procedure. *Newberg*, at § 8.39.

Thus, the proposed Class Notice satisfies all due process requirements and complies with the standards of fairness, completeness, and neutrality. Fed. R. Civ. P. 23(c)(2) and 23(e); *Newberg*, §§ 8.21, 8.39; *Manual*, §§ 21.311, 21.312; see also *Cartt*, *supra*, 50 Cal.App.3d at 960. Accordingly, the Court should approve the proposed Class Notice.

IX. APPOINTMENT OF THE SETTLEMENT ADMINISTRATOR

The Parties have selected ILYM Group, Inc. as the Settlement Administrator. Within fourteen (14) calendar days of receipt of the Class List, the Settlement Administrator will perform an NCOA check and will mail the Class Notice to each Class Member and PAGA Member.⁶⁶ The Settlement Administrator will skip-trace returned Class Notice and re-mail the Class Notice to the new addresses within five (5) calendar days.⁶⁷ In the case of a re-mailed Class Notice, the Response Deadline will be extended by 15 calendar days from initial Response Deadline.⁶⁸ The Settlement Administrator will receive and process Requests for Exclusion, Objections, and Workweeks Disputes.⁶⁹ In addition, the Settlement Administrator will be responsible for printing, distributing, and tracking Class Notices and other documents for the Settlement; calculating and distributing payments due under the Settlement; issuing of 1099 and W-2 IRS Forms and all required tax reporting, filings, withholdings, and remittances; providing necessary reports and declarations; and other duties and responsibilities to process the Settlement and as requested by the Parties.⁷⁰ The Settlement Administration Costs is currently estimated to be \$7,000.00 and will be paid out of the Gross Settlement Amount, subject to approval by the Court.⁷¹ Accordingly, Plaintiff respectfully requests that the Court appoint ILYM Group, Inc. as the Settlement Administrator and direct the mailing of the Class Notice to

⁶⁵ Settlement Agreement, Exh. C.

⁶⁶ *Id.*, ¶ 24.a.

⁶⁷ *Id.*, ¶ 24.b.

⁶⁸ *Id.*, ¶ 10.11.

⁶⁹ *Id.*, ¶¶ 24.c, 26, & 27.

⁷⁰ *Id.*, ¶ 30.

⁷¹ Settlement Agreement, ¶ 17.

the Class Members and PAGA Member in the manner outlined and based on the proposed deadlines as described herein and set forth in the Settlement Agreement.

XI. CLASS REPRESENTATIVE ENHANCEMENT PAYMENT

Plaintiff respectfully requests that the Court appoint him as the Class Representative and preliminarily approve the Enhancement Payment in an amount up to \$10,000.00.⁷² It is within the Court's discretion to award payment to a Class Representative for his efforts and work. *Vranken v. Atlantic Richfield Co.* (N.D. Cal. 1995) 901 F.Supp. 294, 299. The factors that courts may consider in determining whether to make an Enhancement Payment include: (1) the risk to the Class Representative in commencing suit, both financial and otherwise; (2) the notoriety and personal difficulties encountered by the Class Representative; (3) the amount of time and effort spent by the Class Representative; (4) the duration of the litigation; and (5) the personal benefit (or lack thereof) enjoyed by the Class Representative as a result of the litigation. *Id.*

The Enhancement Payment is fair and appropriate. Plaintiff spent a substantial amount of time and effort in producing relevant documents and past employment records and providing the facts and evidence necessary to attempt to prove the allegations.⁷³ Plaintiff was available whenever Class Counsel needed him and actively tried to obtain and provide information that would facilitate the pursuit of the class and PAGA claims.⁷⁴ Accordingly, it is appropriate and just for Plaintiff to receive \$10,000.00 for his services on behalf of the Class, PAGA Members, and the State of California, in addition to his Individual Settlement Payment and Individual PAGA Payment.

XII. CONCLUSION

For the foregoing reasons, Plaintiff respectfully requests that the Court grant Preliminary Approval of the Settlement; conditionally certify the Class for settlement purposes; preliminarily appoint and designate Lawyers for Justice, PC as Class Counsel; appoint Plaintiff Rey Pardillo as Class Representative; appoint ILYM Group, Inc. as Settlement Administrator; preliminarily approve the allocations for Attorneys' Fees and Costs, Enhancement Payment, PAGA Amount,

⁷² Settlement Agreement, ¶ 16.

⁷³ Slinger Decl., ¶ 11; Pardillo Decl., ¶ 4.

⁷⁴ Slinger Decl., ¶ 11; Pardillo Decl., ¶¶ 3-6.

1 and Settlement Administration Costs; approve the proposed Class Notice; direct the Settlement
2 Administrator to undertake the notice and settlement administration process in conformity with
3 the deadlines and procedures provided by the Settlement Agreement; and to schedule a Final
4 Approval Hearing to take place in approximately 6 months.

5
6 Dated: September 8, 2026

LAWYERS for JUSTICE, PC

7
8 By: 
9 Ryan Slinger
10 Harris Koepenick
11 *Attorneys for Plaintiff Rey Pardillo*
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28