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FILED

Superior Court of California
County of Los Angeles

04/27/2026

David W. Slayton, Executive Officer / Clerk of Court

By: _____ A. He _____ Deputy

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

CODY YANDELL, an individual and on
behalf of all others similarly situated;

Plaintiff,

vs.

IRON DELTA SECURITY, a California
corporation; and DOES 1 through 50,

Defendants.

Case No.: 24STCV07830

[Assigned for All Purposes to:
Judge Theresa M. Traber, Dept. 1]

**~~(PROPOSED)~~ JUDGMENT AND ORDER
GRANTING MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT, CLASS
REPRESENTATIVE SERVICE
PAYMENT, AND ATTORNEY'S FEES
AND COSTS**

(Filed concurrently with Motion for Final
Approval and Supporting Declarations)

DATE: April 27, 2026

TIME: 10:30 a.m.

DEPT: 1

Action Filed: March 27, 2024

Trial Date: None Set

1 The Motion of Plaintiff Cody Yandell (“Plaintiff”) for Final Approval of Class Action and
2 PAGA Settlement, Class Representative Service Payment, and Attorney’s Fees and Costs (“Final
3 Approval Motion”) came on regularly for hearing before this Court pursuant to California Rule of
4 Court 3.769 and this Court’s earlier Order Granting Preliminary Approval of Class Action and
5 PAGA Settlement (“Preliminary Approval Order”).

6 Having considered the Parties’ Class Action and PAGA Settlement Agreement
7 (“Settlement” or “Agreement”)¹, and the documents and evidence presented in support thereof, and
8 recognizing the sharply disputed factual and legal issues involved in this case, the risks of further
9 prosecution, and the substantial benefits to be received by the Class pursuant to the Settlement, the
10 Court hereby makes a final ruling that the Settlement is fair, reasonable, and adequate pursuant to
11 California Code of Civil Procedure § 382, and is the product of good faith, arm’s-length
12 negotiations between the parties. Good cause appearing therefor, the Court hereby GRANTS
13 Plaintiff’s Final Approval Motion and hereby ORDERS the following:

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

16 2. The conditional class certification is hereby made final, and the Court thus certifies,
17 for purposes of the Settlement, the following Class: “All current and former non-exempt employees
18 who worked for Defendant Iron Delta Security, Inc. within the State of California at any time
19 during the Class Period.” The “Class Period” means the period from March 27, 2020 to January 19,
20 2025.

21 3. The Court hereby confirms Plaintiff as the Class Representative; William C. Sung
22 and Tiffany L. Luu of Justice for Workers, P.C. as Class Counsel; and Simpluris, Inc. as the
23 Administrator.

24 4. Notice was provided to Class Members as set forth in the Settlement, which was
25 approved by the Court on December 10, 2025, and the notice process has been completed in
26 conformity with the Settlement and the Court's Preliminary Approval Order. The Court finds that
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¹ All defined terms contained herein shall have the same meanings as set forth in the Agreement.

1 said notice was the best notice practicable under the circumstances, and that individual notice was
2 provided to all Class Members who could be identified through reasonable effort. The Class Notice
3 provided due and adequate notice of the proceedings and matters set forth therein.

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

6 6. The Court further finds that the Settlement is fair, reasonable, and adequate, and
7 orders the Parties to effectuate the Settlement according to its terms.

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

16 8. The Court finds that given the absence of objections to the Settlement, this Judgment
17 and Order shall be considered final as of the date of entry.

18 9. The Court finds that the Individual Class Payments and Individual PAGA Payments,
19 as provided for in the Settlement, are fair, reasonable, and adequate, and orders the Administrator to
20 distribute the Individual Class Payments and Individual PAGA Payments in conformity with the
21 terms of the Settlement.

22 10. The Court orders Defendant to deposit the Gross Settlement Amount of \$200,000.00
23 and employer payroll taxes with the Administrator no later than 14 days after the Effective Date.

24 11. The Court finds that a Class Representative Service Payment in the amount of \$7,500.00
25 ~~\$10,000.00~~ to the Plaintiff is appropriate for Plaintiff's service to the Class. The Court finds that this
26 payment is fair, reasonable, and adequate, and orders that the Administrator make this payment in
27 conformity with the terms of the Settlement.

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1 12. The Court finds that attorney’s fees in the amount of \$66,666.67 and litigation costs
2 of \$9,070.79 for Class Counsel are fair, reasonable, and adequate in light of the common fund
3 created by the Settlement, and orders that the Administrator distribute these payments to Class
4 Counsel in conformity with the terms of the Settlement.

5 13. The Court orders that the Administrator shall be paid \$7,000.00 from the Gross
6 Settlement Amount in conformity with the terms of the Settlement, for all of its work done and to be
7 done until the completion of this matter and finds that sum appropriate.

8 14. The Court finds that the payment to the California Labor & Workforce Development
9 Agency (“LWDA”) in the amount of \$7,500.00 for its share of the settlement of Plaintiff’s
10 representative claim under the PAGA is fair, reasonable, and adequate, and orders the Administrator
11 to distribute this payment to the LWDA in conformity with the terms of the Settlement.

12 15. The Court orders that any settlement checks shall be negotiable for 180 calendar
13 days from the date of issuance of the check, and that any settlement checks that remain uncashed
14 after one 180 days after they are mailed shall be distributed to the Controller of the State of
15 California to be held pursuant to the Unclaimed Property Law, California Code of Civil Procedure
16 §§ 1500, *et seq.*, in the name of the Class Member to whom the check was issued.

17 16. “Released Parties” means Defendant and past, present, direct or indirect parents,
18 subsidiaries, affiliates, holding companies, affiliated companies, partnerships, limited liability
19 companies, as well as each of its or their past, present officers, directors, employees, partners,
20 members, managers, shareholders and agents, attorneys, insurers, reinsurers, and any individual or
21 entity which could be jointly liable with Defendant.

22 17. Effective on the date when Defendant fully funds the entire Gross Settlement
23 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class
24 Payments, all Participating Class Members, on behalf of themselves and their respective former and
25 present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release
26 Released Parties from all claims, rights, demands, liabilities, and causes of action alleged or which
27 could have reasonably been alleged against the Released Parties based on the facts alleged in the
28 Operative Complaint that accrued during the Class Period, including without limitation, any and all

1 claims for failure to pay wages (including minimum wages, regular wages, overtime wages, failure
2 to pay overtime at the regular rate, double time wages, reporting time wages, vacation wages, sick
3 pay), failure to provide compliant meal periods and associated premium pay, failure to provide
4 compliant rest periods and associated premium pay, failure to provide compliant wage statements,
5 failure to timely pay wages upon separation of employment, failure to timely pay wages during
6 employment, failure to reimburse necessary business expenses and Unfair Competition in violation
7 of California Labor Code §§201, 202, 203, 204, 210, 216, 218.5, 218.6, 225.5, 226, 226.3, 226.7,
8 246, 256, 510, 512, 516, 558, 1174, 1182.12, 1194, 1194.2, 1197, 1198, 1199, 2802, and IWC
9 Wage Order 4-2001 (the “Released Class Claims”). Except as set forth in Section 5.3 of this
10 Agreement, Participating Class Members do not release any other claims, including claims for
11 vested benefits, wrongful termination, violation of the Fair Employment and Housing Act,
12 unemployment insurance, disability, social security, workers’ compensation, or claims based on
13 facts occurring outside the Class Period.

14 18. Effective on the date when Defendant fully funds the entire Gross Settlement
15 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class
16 Payments, all Aggrieved Employees are deemed to release, on behalf of themselves and their
17 respective former and present representatives, agents, attorneys, heirs, administrators, successors,
18 and assigns, the Released Parties from all claims for civil penalties under PAGA that are alleged or
19 which reasonably could have been alleged against the Released Parties based on the facts alleged in
20 the PAGA Notice and Operative Complaint that during the PAGA Period, including without
21 limitation, any and all claims for penalties arising out of failure to pay wages (including minimum
22 wages, regular wages, overtime wages, failure to pay overtime at the regular rate, double time
23 wages, reporting time wages, vacation wages, sick pay), failure to provide compliant meal periods
24 and associated premium pay, failure to provide compliant rest periods and associated premium pay,
25 failure to provide compliant wage statements, failure to timely pay wages upon separation of
26 employment, failure to timely pay wages during employment, failure to reimburse necessary
27 business expenses and Unfair Competition in violation of California Labor Code §§201, 202, 203,
28 204, 210, 216, 218.5, 218.6, 225.5, 226, 226.3, 226.7, 246, 256, 510, 512, 516, 558, 1174, 1182.12,

1 1194, 1194.2, 1197, 1198, 1199, 2802, and IWC Wage Order 4-2001 (“Released PAGA Claims”).

2 a. “Aggrieved Employee” means all current and former non-exempt, hourly
3 paid employees who worked for Defendant within the State of California during the PAGA Period
4 of March 27, 2023 to January 19, 2025.

5 19. This Settlement and the terms set forth therein, is not an admission by Defendant or
6 any of the Released Parties, nor is this Order a finding of the validity of any allegations or of any
7 wrongdoing by Defendant. Neither this Order, the Settlement, nor any document referred to
8 herein, nor any action taken to carry out the Settlement, may be used as an admission of any fault,
9 wrongdoing, omission, concession, or liability whatsoever by or against Defendant and/or the
10 Released Parties. The entering into or carrying out of this Settlement, and any negotiations or
11 proceedings related thereto, shall not in any event be construed as, or deemed to be evidence of, an
12 admission or concession with regard to the denials or defenses by Defendant, or any of the other
13 Released Parties, and shall not be offered in evidence in any action or proceeding in any court,
14 administrative agency or other tribunal for any purpose whatsoever other than to enforce the
15 provisions of this Order, the Settlement, the Release by Aggrieved Employees, or any related
16 agreement or release. Notwithstanding these restrictions, any of the Released Parties may file in this
17 Action, or submit in any other proceeding, this Judgment and/or the Settlement, and any other
18 papers and records on file in this Action as evidence of the Settlement to support a defense of *res*
19 *judicata*, collateral estoppel, release, or other theory of claim or issue preclusion or similar defense
20 as to the Released Class Claims by Class Members and Released PAGA Claims by Aggrieved
21 Employees.

22 20. Each side is to bear its own costs and attorneys’ fees, except as provided by the
23 Settlement.

24 21. In accordance with California Rule of Court 3.771(b), the Parties are ordered to give
25 notice of this final Judgment and Order to all Participating Class Members by posting on it the
26 Administrator’s website.

27 22. This document shall constitute a final judgment pursuant to California Rule of Court
28 3.769(h), which provides: “If the court approves the settlement agreement after the final approval

1 hearing, the court must make and enter judgment. The judgment must include a provision for the
2 retention of the court's jurisdiction over the parties to enforce the terms of the judgment. The court
3 may not enter an order dismissing the action at the same time as, or after, entry of judgment.”
4 Pursuant to California Code of Civil Procedure § 664.6, the Court retains jurisdiction to enforce the
5 Settlement, the Final Approval Order, and this Judgment.

6 23. The Court sets a Non-Appearance Compliance Hearing for April 27, 2027 at
7 4:00 p.m. in Department 1 of the above-entitled Court. Plaintiff shall file a Final Disbursement
8 Declaration from the Administrator no later than 5 court days before the Compliance Hearing.

9 **IT IS SO ORDERED, ADJUDGED, AND DECREED.**

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11 DATED: April 27, 2026

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14 Hon. Theresa M. Traber
15 Judge of the Superior Court
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