FILED
San Francisco County Superior Court
OCT 20 2026
CLERK OF THE COURT
BY: Edward J. [illegible]
Deputy Clerk

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN FRANCISCO

DEPARTMENT 304

PAUL GARVES, on behalf of himself and all others similarly situated, and the general public, Plaintiff, v. SAN FRANCISCO FIRE CREDIT UNION, a California corporation; and DOES 1 through 50, inclusive, Defendants.	Case No. CGC-24-613197 JUDGMENT

JUDGMENT

Judgment is hereby entered in accordance with the terms of this Court's Order Granting Final Approval of Class and PAGA Representative Action Settlement ("Final Approval Order"). For the purposes of this Judgment, the Court hereby incorporates the Settlement Agreement by reference.[1]

The Settlement Class is defined as: all current and former non-exempt employees of San Francisco Fire Credit Union who worked in California during the Class Period, which runs from March 18, 2020 through March 8, 2025.

The PAGA Aggrieved Employees are defined as: all current and former non-exempt employees

[1] "Settlement Agreement" or "Settlement" refers to the Class Action and PAGA Settlement Agreement and Class Notice attached as Exhibit 1 to the Declaration of Marta Manus filed on May 13, 2026, and the Class Notice attached as Exhibit 2 to the Supplemental Declaration of Marta Manu filed on June 22, 2026.

of San Francisco Fire Credit Union who worked in California during the PAGA Period which runs from August 5, 2023 through March 8, 2025.

Christopher Urrutia requested exclusion from the settlement, and have thus been excluded and are not bound by this Judgment except as PAGA aggrieved employees, where applicable. This Judgment binds all remaining Settlement Class Members.

No Class Members have objected to the terms of the settlement following a full and fair opportunity to participate.

The Gross Settlement Amount is $650,000 plus employer-side payroll taxes. In its Final Approval Order, the Court authorized the following distributions from the Gross Settlement Amount: (1) $216,666.67 to Class Counsel for attorneys' fees; (2) $14,069.29 to Class Counsel for litigation costs; (3) $5,000 to Plaintiff for a service award; (4) $30,000 to the Labor and Workforce Development Agency ("LWDA") for PAGA penalties; (5) $10,000 to PAGA Members for PAGA penalties; and (6) $5,889.80 to Apex Class Action, LLC for settlement administration expenses.

The Settlement Administrator is directed to calculate the Settlement Class Members' individual settlement amounts from the net settlement amount and PAGA Members' individual settlement amounts for PAGA penalties and issue payments in accordance with the Settlement Agreement.

Settlement checks that remain uncashed 180 or more calendar days after issuance shall be cancelled and the Settlement Administrator shall tender the unclaimed sums to the State Controller Unclaimed Property Fund in accordance with the Settlement Agreement and Final Approval Order.

Upon the Effective Date, Plaintiff, Settlement Class Members, PAGA Aggrieved Employees, and the LWDA, by operation of this Judgment will release the Released Parties from the Released Claims as set forth in the Settlement Agreement.

Plaintiff, participating Settlement Class Members, and the LWDA shall take nothing from Defendant except as set forth in the Settlement Agreement and the Court's Final Approval Order.

Pursuant to California Rules of Court, rule 3.769(h), the Court retains jurisdiction over the parties, all members of the Settlement Class, and the LWDA for the purpose of supervising the implementation, enforcement, construction, administration, and interpretation of the Settlement Agreement, Final

Approval Order, and this Judgment.

This document shall constitute a judgment for the purposes of California Rules of Court, rule 3.769(h).

This Judgment shall be posted on the Settlement Administrator's website for 180 days.

Class Counsel shall submit a copy of this Judgment to the LWDA within 10 days of entry pursuant to Labor Code section 2699(s)(3).

Dated: October 20, 2026

Ethan P. Schulman
Judge of the Superior Court

CERTIFICATE OF ELECTRONIC SERVICE

(CCP 1010.6, and CRC 2.251)

I, Edward Santos, a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am not a party to the within action.

On October 20, 2026, I electronically served:

JUDGMENT

via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

Date: OCT 20 2026

Brandon E. Riley, Court Executive Officer

By: Edward Santos

Edward Santos, Deputy Clerk