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Attorneys for Plaintiff Zion Jackson

Electronically FILED by
Superior Court of California,
County of Los Angeles
1/14/2026 10:30 AM
David W. Slayton,
Executive Officer/Clerk of Court,
By M. Strano, Deputy Clerk

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

ZION JACKSON, on behalf of others similarly
situated and the State of California under the
Private Attorneys General Act,

Plaintiffs,

vs.

LOYOLA MARYMOUNT UNIVERSITY; and
DOES 1 through 50, inclusive,

Defendants.

Case No. 24STCV14085

*Hon. Laura A. Seigle
Dept. 17*

CLASS ACTION

**Notice of Entry of Order Granting Final
Approval and Entering Judgment**

Action Filed: June 6, 2024

1 TO THE COURT, ALL PARTIES AND THEIR ATTORNEYS OF RECORD, PLEASE
2 TAKE NOTICE THAT:

3 1. On January 12, 2026, at 9:00 a.m. in this Department, the Court entered the Order and
4 Judgment Granting Final Approval of Class Action Settlement and Attorneys' Fees and Costs and
5 Entering Judgment attached hereto as Exhibit 1.

6 2. A conformed copy of this Notice will be submitted to the LWDA via its online
7 electronic portal in accordance with Labor Code § 2699(s)(3).

8 3. Notice of the Court's final ruling and entry of judgment is hereby provided.

9
10 Respectfully submitted,

11
12 Dated: January 14, 2026

Ferraro Vega Employment Lawyers, Inc.

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14 Nicholas J. Ferraro
15 Attorneys for Plaintiff Zion Jackson
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Exhibit 1

Electronically Received 12/18/2025 09:25 AM

FILED
Superior Court of California
County of Los Angeles
01/12/2026

David W. Slayton, Executive Officer / Clerk of Court
By: N. Navarro Deputy

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

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Case No. 24STCV14085

Hon. Laura A. Seigle
Dept. 17

CLASS ACTION

~~[Proposed]~~ **Order Granting Final Approval of
Class Action Settlement and Attorneys' Fees
and Costs and Entering Judgment**

Motion for Final Approval/Attorneys' Fees:

Date: January 12, 2026

Time: 9:00 a.m.

[Filed concurrently with Notice of Motion and
Motion for Final Approval of Class Action
Settlement, Memorandum of Points and
Authorities, Declaration of Nicholas J. Ferraro,
Declaration of Settlement Administrator, and
Declaration of Zion Jackson]

Action Filed: June 6, 2024

1 This matter came on for hearing on January 12, 2026 at 9:00 a.m. in Department 17 of the
2 above-captioned Court, the Honorable Laura A. Seigle presiding, on Plaintiff's Motion for Final
3 Approval of Class Action Settlement and Attorneys' Fees and Costs.

4 Having received and considered the motions and supporting papers, including the Class Action
5 and PAGA Settlement Agreement ("Settlement"), the evidence and documents received by the Court
6 in connection with the Motions for Final Approval and Attorneys' Fees and Costs, and the previously
7 decided Motion for Preliminary Approval, the Court GRANTS FINAL APPROVAL of the Settlement
8 and ORDERS AND MAKES THE FOLLOWING DETERMINATIONS:

9 1. The Court has jurisdiction over the subject matter of the action and over the Parties
10 including all members of the Settlement class.

11 2. Pursuant to the terms of the Settlement and the Order Granting Preliminary Approval,
12 and the Settlement, a notice was sent to each class member by first-class U.S. mail. The notice
13 informed the class of the terms of the Settlement, their right to receive a settlement payment without
14 any required action, their right to comment upon or object to the Settlement, and their right to appear
15 in person or by counsel at the Final Approval Hearing and to be heard regarding approval of the
16 Settlement. Adequate periods of time were provided for each of these procedures.

17 3. Zero class members returned a written objection to the proposed Settlement as part of
18 the notice process or stated an intention to appear at the Final Approval Hearing and there we no
19 dissenting appearances from class members at the hearing. No class members requested exclusion
20 from the Settlement.

21 4. The Court finds and unconditionally and finally determines the notice procedure
22 afforded adequate protections to the class and provides the basis for the Court's informed decision
23 regarding approval of the Settlement based on the response. The Court finds and determines the notice
24 provided to the class conformed with the requirements of California Code of Civil Procedure section
25 382, California Civil Code section 1781, California Rules of Court 3.766 and 3.769, the California and
26 United States Constitutions, and any other applicable law, and was the best notice practicable,
27 satisfying the requirements of law and due process.
28

1 5. For purposes of approving this Settlement only, this Court finds and unconditionally
2 and finally concludes: (a) the proposed class is ascertainable and so numerous that joinder of all
3 members of the class is impracticable; (b) there are questions of law or fact common to the proposed
4 class, and there is a well-defined community of interest among members of the class with respect to
5 the subject matter of the claims; (c) the claims of the class representative, Zion Jackson, are typical of
6 the claims of the class; (d) the class representative has and will fairly and adequately protect the
7 interests of the class and, as such, he is appointed as class representative; (e) a class action is superior
8 to other available methods for an efficient adjudication of this controversy in the context of settlement;
9 and (f) the law firm of Ferraro Vega Employment Lawyers, Inc. is qualified and adequate to serve as
10 Class Counsel in this action and they are appointed as Class Counsel.

11 6. The Court confirms certification, for settlement purposes only, of the class as defined in
12 the Settlement and approved at the preliminary approval stage.

13 7. The Court finds and unconditionally and finally determines and approves the terms set
14 forth in the Settlement, including, but not limited to, all proposed payments set forth therein, as fair,
15 reasonable, and adequate and, having found the Settlement was reached as a result of informed and
16 non-collusive arms'-length negotiations facilitated by a neutral and experienced mediator and that it
17 satisfies the standards and applicable requirements for final approval of this class and PAGA action
18 settlement under California law, including the provisions of California Code of Civil Procedure section
19 382 and California Rules of Court, Rule 3.769, grants final approval to the Settlement and directs the
20 Parties to effectuate the Settlement according to its terms. The Court further finds the Parties
21 conducted extensive investigation, research, and informal discovery, and that their attorneys were able
22 to reasonably evaluate their respective positions. The Court also finds that Settlement will enable the
23 Parties to avoid additional and potentially substantial litigation costs, as well as delay and risks if the
24 Parties were to continue to litigate the case. The Court has reviewed the monetary recovery and
25 recognizes the significant value provided to the Class. Therefore, the Court approves the Settlement
26 and incorporates the terms of the Settlement in full into this Final Approval Order as though fully set
27 forth herein.
28

1 8. The Settlement is not an admission by Defendant or by any other released party, nor is
2 this Order a finding of the validity of any allegations or of any wrongdoing by Defendant or any other
3 released party. Neither this Order, the Settlement, nor any document referred to herein, nor any action
4 taken to carry out the Settlement, may be construed as, or may be used as, an admission of any fault,
5 wrongdoing, omission, concession, or liability whatsoever by or against Defendant or any of the other
6 released parties.

7 9. The Court finds and unconditionally and finally determines and approves the Gross
8 Settlement payment, the calculation of the Net Settlement, and the payment from the Net Settlement
9 of amounts determined by the Settlement Administrator to be due to the Class Members and aggrieved
10 employees, as defined for settlement purposes only.

11 10. The Court finds and unconditionally and finally determines and approves the fees and
12 expenses in administering the Settlement incurred by the Settlement Administrator of \$8,500.00 are
13 fair and reasonable. The Court orders these administration costs be paid in accordance with the terms
14 of the Settlement.

15 11. The Court finds and unconditionally and finally determines and approves the Service
16 Award of \$10,000.00 to Plaintiff Jackson as fair and reasonable. The Court orders the service awards
17 be paid in accordance with the terms of the Settlement.

18 12. The Court finds and unconditionally and finally determines and approves payment to
19 the California Labor and Workforce Development Agency of \$30,000.00, as its 75% share of the civil
20 penalties under the Private Attorneys General Act is fair, reasonable, and appropriate. The Court
21 orders that amount be paid in accordance with the terms of the Settlement and approves the settlement
22 of claims under the Private Attorneys General Act pursuant to Labor Code § 2699(s)(2).

23 13. The Court orders Class Counsel to provide notice to the LWDA of the final approval
24 pursuant to Labor Code section 2699(1)(3).

25 14. Pursuant to the terms of the Settlement and the statutory provisions authorizing
26 attorneys' fees under the California Labor Code and Code of Civil Procedure, as set forth in the Motion
27 for Attorneys' Fees, the Court awards Class Counsel attorneys' fees of \$149,985.00 and litigation costs
28 of \$18,254.01. Class Counsel has sufficiently explained the basis for the fee award based on a

percentage of the fund. The Court finds such amounts to be fair and reasonable. The Court orders the Settlement Administrator to make these payments in accordance with the Settlement.

15. As of the Effective Date defined in the Settlement, the Settlement Class Members and PAGA Members, as defined for settlement purposes, release Defendant and all released parties from all claims as further set forth in the Settlement and are bound by this Order and Judgement.

16. Without affecting the finality of this Order or the entry of judgment in any way, the Court retains jurisdiction of all matters relating to the interpretation, administration, implementation, and enforcement of this Order and the Settlement.

17. Nothing in this Order shall preclude any action to enforce the Parties' obligations under the Settlement or under this Order, including the requirement that Defendant make payments to Class Members in accordance with the Settlement.

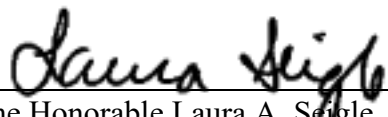
18. The Court finds that given the absence of objections, and objections being a prerequisite to appeal, that this Order is a final judgment, and the Court hereby ENTERS FINAL JUDGMENT in accordance with the terms of the Settlement, in accordance with this Final Approval Order and Judgment.

19. The Parties shall comply with Cal. Rules of Court Rule 3.771(b), by filing a Notice of Entry of Judgment with the Court
The deadline to file a declaration of final distribution is September 18, 2026. The court sets a non-appearance case review for September 24, 2026 at 8:30 a.m.

IT IS SO ORDERED.

Date: 01/12/2026




The Honorable Laura A. Seigle
Judge of the Superior Court
Laura A. Seigle / Judge