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Attorneys for Plaintiff,

NOE SANDOVAL-OROZCO, and all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SANTA CLARA

(UNLIMITED JURISDICTION)

NOE SANDOVAL-OROZCO, on behalf of
himself, all others similarly situated, and
the general public, and as an “aggrieved
employee” on behalf of other “aggrieved
employees” under the Labor Code Private
Attorneys General Act of 2004,

Plaintiff,

vs.

NORTHWEST LANDSCAPE
MAINTENANCE COMPANY, and DOES 1-
25, inclusive,

Defendants.

Case No.: 24CV445484

*[Assigned for all purposes to The Honorable
Theodore C. Zayner, Dept. 19]*

**[PROPOSED] ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Action filed: August 20, 2024

Hearing Date: December 3, 2025

Hearing Time: 1:30 p.m.

Hearing Dept: 19, Theodore C. Zayner

1 Plaintiff Noe Sandoval-Orozco's ("Plaintiff") unopposed Motion for Preliminary
2 Approval of Joint Stipulation of Class Action and PAGA Settlement and Release was scheduled
3 for hearing before the Court on December 3, 2025, at 1:30 p.m., before the Honorable Theodore
4 C. Zayner, Judge presiding.

5 The Court, having considered the Joint Stipulation of Class Action and PAGA Settlement
6 and Release ("Settlement"), executed by the Parties on August 26, 2025 and attached as Exhibit
7 1 to the Declaration of Harout Messrelan filed on November 4, 2025 and the exhibits attached
8 thereto; having considered Plaintiff's Unopposed Motion for Preliminary Approval of Class
9 Action and PAGA Settlement, memorandum of points and authorities, supporting declarations
10 filed therewith, and good cause appearing thereto, HEREBY ORDERS THE FOLLOWING:

11 1. The Court grants preliminary approval of the Settlement and the Class based
12 upon the terms set forth in the Settlement filed previously. All capitalized terms used herein shall
13 have the same meaning as defined in the Settlement. The Court has determined there is sufficient
14 evidence to suggest that (a) the terms of the Settlement might be fair, adequate, and reasonable to
15 the Class and (b) the Settlement falls within the range of reasonableness and appears to be
16 presumptively valid, subject only to any objections that may be raised at the final hearing and
17 final approval by this Court. The Court will make a determination at the Final Approval Hearing
18 of whether the Settlement is fair, adequate and reasonable to the Class.
19

20 2. For purposes of this Order, the "Class" or "Class Members" is defined as
21 follows:

22 all non-exempt, hourly paid employees who worked for Defendant Northwest Landscape
23 Maintenance Co. in California at any time during the Class Period of August 20, 2020 to
24 August 31, 2024.

25 The Class is preliminarily certified for settlement purposes only.

26 3. The Court hereby preliminarily finds that the Settlement was the product of
27 serious, informed, non-collusive negotiations conducted at arm's length by the Parties. In making
28 this preliminary finding, the Court considered the nature of the claims set forth in the pleadings,
the amounts and kinds of benefits which shall be paid pursuant to the Settlement, the allocation

of Settlement proceeds to the Class, and the fact that the Settlement represents a compromise of the Parties' respective positions. The Court further preliminarily finds that the terms of the Settlement have no obvious deficiencies and do not improperly grant preferential treatment to any individual Class Member. Accordingly, the Court preliminarily finds that the Settlement was entered into in good faith.

4. The Court finds that the dates set forth in the Settlement for mailing and distribution of the Class Notice meet the requirements of due process and provide the best notice practicable under the circumstances, and constitute due and sufficient notice to all persons entitled thereto, and directs the mailing of the Class Notice by first class mail to the Class as set forth in the Settlement. Accordingly, the Court orders the following implementation schedule for further proceedings:

a. Within forty five (45) calendar days following the date of this Preliminary Approval Order, Defendant shall provide ILYM Group, Inc., the appointed Settlement Administrator, the Class Data with the following information about each Class Member: full name, last known address, telephone number and/or email address to the extent they are available, social security number, the number of Workweeks worked in the Class Period, and the number of Pay Periods worked in the PAGA Period.

b. Within fourteen (14) calendar days after the receipt of the Class Data, the Settlement Administrator shall mail the court approved Class Notice to all Class Members pursuant to the terms of the Settlement, by First Class regular U.S. mail. The Class Notice will include a calculation of each Class Member's estimated share of the Net Settlement Amount. Prior to mailing, the Settlement Administrator will perform a search based on the National Change of Address Database for information to update and correct any known or identifiable address changes.

d. Within forty-five (45) calendar days following the mailing of the Class Notice, all requests to be excluded from the Settlement must be returned to the Settlement Administrator postmarked by U.S. Mail, as set forth in the Settlement. Those Class Members who receive a re-mailed Class Notice, will have either (a) fifteen (15) calendar days from the date of

re-mailing or (b) or forty-five (45) days from the date of the initial mailing, whichever is later, to submit a Request for Exclusion. The Settlement Administrator shall file a declaration concurrently with the filing of any motion for final approval of the Settlement authenticating a copy of every Request for Exclusion received by the Settlement Administrator.

e. Within forty-five (45) calendar days following the mailing of the Class Notice, all written objections to the Settlement should be mailed to the Settlement Administrator and should state the basis for the objection. Those Class Members who receive a re-mailed Class Notice, will have either (a) fifteen (15) calendar days from the date of re-mailing or (b) or forty-five (45) days from the date of the initial mailing, whichever is later, to submit an objection to the Settlement. The Settlement Administrator shall file a declaration concurrently with the filing of any motion for final approval of the Settlement authenticating a copy of every Notice of Objection received by the Settlement Administrator. The Court will consider any written or oral objections or comments from Class Members at the time of the Final Approval Hearing, as set forth in the Class Notice. Class Members may appear at the final approval hearing to be heard on their objections, even if they have not previously served a written objection.

5. The Court approves, as to form and content, the Notice of Class Action Settlement, attached as Exhibit A to this Order. The Court also approves the procedure for members of the Class to object to the Settlement set forth in the Class Notice.

6. The Court approves, for settlement purposes only, Harout Messrelian and Maralle Messrelian of Messrelian Law Inc. as Class Counsel.

7. The Court approves, for settlement purposes only, Plaintiff Noe Sandoval-Orozco as the Class Representative.

8. The Court approves ILYM Group, Inc. as the Settlement Administrator and orders ILYM Group, Inc. to perform the duties described in Paragraph 4 and its subparts.

9. A Final Approval Hearing shall be held at _____ a.m./p.m. on _____, 2026 in Department 19 of the Superior Court for the State of California, County of Santa Clara, located at 191 North First Street, San Jose, CA 95113, to consider the fairness, adequacy and

reasonableness of the proposed Settlement preliminarily approved by this Order, and to consider the application of Class Counsel for an award of reasonable attorneys' fees and costs incurred and the Class Representative Service Award. All briefs and materials in support of the Motion for an Order of Final Approval and Judgment and Application for Attorneys' Fees and Costs shall be filed with this Court sixteen (16) court days prior to the final approval hearing.

10. If for any reason the Court does not execute and file an Order of Final Approval and Judgment, or if the Final Effective Date, as defined in the Settlement, does not occur for any reason, the proposed Settlement that is the subject of this Order, and all evidence and proceedings had in connection therewith, shall be without prejudice to the status quo ante rights of the Parties to the litigation, as more specifically set forth in the Settlement.

11. The Court expressly reserves the right to adjourn or continue the Fairness Hearing from time to time without further notice to members of the Class. The Settlement Administrator shall give prompt notice of any continuance to Class Members who object to the Settlement.

IT IS SO ORDERED.

Date: _____, 2025

Honorable Theodore C. Zayner
Judge of the Santa Clara County Superior Court