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

DEBRA MCDONALD, individually, and on
behalf of other similarly situated employees and
aggrieved employees pursuant to the California
Private Attorneys General Act,

Plaintiff,

vs.

LFCU FINANCIAL SERVICES, LLC dba
LOGIX FEDERAL CREDIT UNION; LOGIX
EMPLOYMENT SERVICES, INC.;
PROTOCOL AGENCY, INC.; and DOES 1
through 25, inclusive,

Defendants.

Case No. 24STCV16050

Honorable Samantha P. Jessner
Department 7

**[PROPOSED] FINAL APPROVAL ORDER
AND JUDGMENT**

Date: July 31, 2026
Time: 10:00 a.m.
Dept.: 7

Complaint Filed: June 26, 2024
FAC Filed: September 16, 2024
Trial Date: Not Set

1 Plaintiff Debra McDonald's ("Plaintiff") Motion for Final Approval of Class Action and
2 PAGA Settlement, Attorneys' Fees and Costs, Enhancement Payment, and Settlement Administration
3 Costs came before this Court on **July 31, 2026 at 10:00 a.m.** before the Honorable Samantha P.
4 Jessner in Department 7 of the above-captioned Court located at Spring Street Courthouse, 312 North
5 Spring Street, Los Angeles, California 90012.

6 Having received and considered the Joint Stipulation of Class Action and PAGA Settlement
7 ("Settlement Agreement" or "Settlement"), Plaintiff's Motion for Final Approval of Class Action and
8 PAGA Settlement, Attorneys' Fees and Costs, Enhancement Payment, and Settlement Administration
9 Costs, the supporting papers filed by the Parties, the Declarations of Class Counsel (Jasmine Y.
10 Kianfard), the Class Representative (Debra McDonald), and the Settlement Administrator (Elizabeth
11 Botero of Apex Class Action LLC), and the evidence and argument received by the Court in
12 conjunction with the Motion for Preliminary Approval of Class Action and PAGA Settlement and
13 documents thereto, the Court grants final approval of the Settlement and HEREBY ORDERS AND
14 MAKES THE FOLLOWING DETERMINATION:

15 1. This Court has jurisdiction over the subject matter of the above-captioned action and
16 over Plaintiff and Defendants LFCU Financial Services, LLC dba Logix Federal Credit Union and
17 Logix Employment Services, Inc. (together, "Defendants") (collectively, with Plaintiff, the "Parties"),
18 including all members of the Class.

19 2. The Court finds that the following Class is properly certified as a class for settlement
20 purposes only: "All current and former hourly-paid and/or non-exempt employees who worked for
21 Defendants in the State of California at any time during the Class Period." The "Class Period" is
22 defined as the period from June 26, 2020 through July 21, 2025.

23 3. The Court appoints Plaintiff Debra McDonald as the Class Representative for
24 settlement purposes only.

25 4. The Court appoints Jonathan M. Genish, Miriam L. Schimmel, Joana Fang, Alexandra
26 Rose, Jared C. Osborne, and Jasmine Y. Kianfard of Blackstone Law, APC as Class Counsel for
27 settlement purposes only.

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1 5. The Notice of Class Action Settlement (“Class Notice”) provided to the Class conforms
2 with the requirements of California Code of Civil Procedure section 382, California Civil Code section
3 1781, California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and
4 any other applicable law, and constitutes the best notice practicable under the circumstances, by
5 providing individual notice to all Class Members who could be identified through reasonable effort,
6 and by providing due and adequate notice of the proceedings and of the matters set forth therein to the
7 other Class Members. The Class Notice fully satisfied the requirements of due process.

8 6. The Court finds the Settlement was entered into in good faith, that the Settlement is
9 fair, reasonable, and adequate, and that the Settlement satisfies the standards and applicable
10 requirements for final approval of this class action settlement under California law, including the
11 provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule
12 3.769.

13 7. The Settlement Agreement is not an admission by Defendants, or by any other Released
14 Party, nor is this Order and Judgment a finding of the validity of any allegations or of any wrongdoing
15 by Defendants or any other Released Party. Neither this Order and Judgment, the Settlement, nor any
16 document referred to herein, nor any action taken to carry out the Settlement, may be construed as, or
17 may be used as, an admission of any fault, wrongdoing, omission, concession, or liability whatsoever
18 by or against Defendants or any of the other Released Parties.

19 8. The Court finds that no Class Members have validly and timely opted out of the Class
20 Settlement and no Settlement Class Members have objected to the Class Settlement.

21 9. In addition to any recovery that Plaintiff may receive under the Settlement, and in
22 recognition of Plaintiff’s efforts on behalf of the Class, the Court hereby approves the payment from
23 the Gross Settlement Amount of an Enhancement Payment to Plaintiff in the amount of \$7,500.00.

24 10. The Court approves the payments from the Gross Settlement Amount of attorneys’ fees
25 to Class Counsel in the sum of \$303,885.33 and reimbursement of actual litigation costs and expenses
26 to Class Counsel in the sum of \$27,630.44. The attorneys’ fees and reimbursement of litigation costs
27 and expenses to Class Counsel are reasonable amounts. The reasonableness of the fee award is
28 determined based on a reasonable percentage of the common fund obtained for the Class. Awarding

1 fees on a percentage basis encourages efficient litigation practices and reflects the actual benefit
2 obtained for the Class.

3 11. The Court approves and orders payment from the Gross Settlement Amount in the
4 amount of \$10,690.00 to Apex Class Action LLC for performance of settlement administration
5 services.

6 12. The Court approves and orders payment in the amount of \$32,500.00 to the California
7 Labor Workforce and Development Agency (“LWDA”) as 65% of the payment allocated toward
8 PAGA penalties.

9 13. It is hereby ordered that within five (5) business days after the Effective Date,
10 Defendants will deposit the Gross Settlement Amount, less the Prior Paid Amount, into an account
11 established by the Settlement Administrator, in accordance with the terms and methodology set forth
12 in the Settlement Agreement.

13 14. It is hereby ordered that within five (5) business days after Defendants fund the Gross
14 Settlement Amount, the Settlement Administrator will distribute the Individual Settlement Payments
15 to Settlement Class Members, Individual PAGA Payments to PAGA Employees, Attorneys’ Fees and
16 Costs to Class Counsel, Enhancement Payment to Plaintiff, LWDA Payment to the LWDA, and
17 Settlement Administration Costs to itself.

18 15. Each Individual Settlement Payment and Individual PAGA Payment check will be
19 valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are
20 issued, and thereafter, will be canceled. Any funds associated with such canceled checks will be
21 distributed by the Settlement Administrator to the California Controller’s Unclaimed Property
22 Division in the name of the Settlement Class Member and/or PAGA Employee.

23 16. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff
24 and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled,
25 compromised, relinquished, and discharged the Released Parties of any and all claims which were
26 alleged or which could have been reasonably alleged based on the factual allegations in the Operative
27 Complaint, arising during the Class Period, which shall specifically include claims for Defendants’
28 alleged failure to pay overtime and minimum wages, provide compliant meal and rest periods and

1 associated premium payments, timely pay wages during employment and upon termination, provide
2 accurate wage statements, and reimburse necessary business-related expenses in violation of
3 California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1194, 1197,
4 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and
5 California Business and Professions Code sections 17200, *et seq.* (collectively, “Released Class
6 Claims”).

7 17. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff,
8 the State of California with respect to all PAGA Employees, and all PAGA Employees will be deemed
9 to have fully, finally, and forever released, settled, compromised, relinquished, and discharged the
10 Released Parties of any and all claims arising from any of the factual allegations in the PAGA Letter
11 and the Operative Complaint, arising during the PAGA Period, for civil penalties under the Private
12 Attorneys General Act of 2004, California Labor Code Sections 2698 *et seq.*, which shall specifically
13 include claims for Defendants’ alleged failure to pay overtime and minimum wages, provide compliant
14 meal and rest periods and associated premium payments, timely pay wages during employment and
15 upon termination, provide compliant wage statements, maintain complete and accurate payroll
16 records, and reimburse necessary business-related expenses in violation of California Labor Code
17 Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800,
18 and 2802, and the applicable Industrial Welfare Commission Wage Order (collectively, “Released
19 PAGA Claims”).

20 18. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff,
21 individually and on her own behalf, will be deemed to have fully, finally, and forever released, settled,
22 compromised, relinquished, and discharged the Released Parties from any and all claims, debts,
23 liabilities, demands, obligations, guarantees, costs, expenses, attorneys’ fees, damages, or causes of
24 action of any kind or nature whatsoever, known or unknown, suspected or unsuspected, asserted or
25 unasserted, arising out of, relating to, or resulting from her employment and/or separation of
26 employment with Defendants, which Plaintiff, at any time up until the execution of the Settlement
27 Agreement, had or claimed to have or may have. It is agreed that this is a general release and is to be
28 broadly construed as a release of all claims, provided that, notwithstanding the foregoing, this

Paragraph expressly does not include a release of any claims that cannot be released hereunder by law. Any and all rights granted under any state or federal law or regulation limiting the effect of the Settlement Agreement, including the provisions of Section 1542 of the California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California Civil Code reads as follows:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

19. "Released Parties" means Defendants and their current and former officers, directors, members, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and assigns.

20. This Court shall retain jurisdiction with respect to all matters related to the administration and consummation of the Settlement, and any and all claims asserted in, arising out of, or related to the subject matter of the lawsuit, including but not limited to all matters related to the Settlement and the determination of all controversies relating thereto.

21. Notice of entry of this Order and Judgment shall be given to the Class Members by posting a copy of this Order and Judgment on the Settlement Administrator's website for a period of at least sixty (60) calendar days after the date of entry of this Order and Judgment.

22. A Non-Appeal Case Review re: Final Report is set for _____ at _____ in Department 7 of this Court located at Spring Street Courthouse, 312 North Spring Street, Los Angeles, California 90012. The Settlement Administrator shall file a Final Report by _____.

IT IS SO ORDERED.

Dated: _____

Honorable Samantha P. Jessner