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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ALAMEDA**

JUSTIN ESPINOSA-HINELINE, individually,
and on behalf of all others similarly situated,

Plaintiff,

v.

HAROLD A. STEUBER ENTERPRISES, INC.,
a California corporation; and DOES 1 through
10, inclusive,

Defendants.

Case No.: 24CV081059

[Related Case No.: 25CV109856]

*[Assigned for All Purposes to the Hon.
Patrick McKinney, Dept. 18]*

**REVISED ~~[PROPOSED]~~ ORDER
GRANTING PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Preliminary Approval Hearing:

Date: February 11, 2026

Time: 1:30 p.m.

Dept: 18

Reservation ID: 428587161399

Action Filed: June 24, 2024

FILED
Superior Court of California
County of Alameda
02/18/2026
Clad Flake, Executive Officer/Clerk of the Court
By: *P. Drummer-Williams* Deputy
P. Drummer-Williams

1 **[PROPOSED] ORDER**

2 Having reviewed Plaintiff Justin Espinosa-Hineline's ("Plaintiff") Motion for
3 Preliminary Approval of Class Action and PAGA Settlement ("Motion"), the Declaration of
4 John G. Yslas, the Declaration of Justin Espinosa-Hineline, and the Amended Class Action
5 Settlement Agreement and Release ("Settlement Agreement"), and good cause appearing, the
6 Court finds and HEREBY ORDERS THE FOLLOWING:

7 1. The Court finds on a preliminary basis that the Settlement Agreement appears to
8 be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval.
9 The Court grants preliminary approval of the Settlement and the Settlement Class based on the
10 terms set forth in the Settlement Agreement between Plaintiff and Defendant Harold A. Steuber
11 Enterprises, Inc. DBA Associated Services Company ("Defendant"), attached to the Declaration
12 of Courtney M. Miller in Support of Plaintiff's Motion for Preliminary Approval of Class Action
13 and PAGA Settlement as **Exhibit C**.

14 2. The Settlement falls within the range of reasonableness of a settlement which
15 could ultimately be given final approval by this Court, and appears to be presumptively valid,
16 subject only to any objections that may be raised at the Final Approval Hearing and final
17 approval by this Court. The Court notes that Defendant has agreed to create a common fund of
18 \$675,000.00 to cover (a) settlement payments to Class Members who do not validly opt out; (b)
19 a \$20,000.00 allocation toward civil penalties under the Private Attorneys General Act, 65% of
20 which (\$13,000.00) will be paid to California's Labor & Workforce Development Agency and
21 35% of which (\$7,000.00) will be paid to Aggrieved Employees; (c) a Service Award of up to
22 \$10,000.00 to Plaintiff; (d) Class Counsel's Fee Award not to exceed one third (1/3) of the
23 Gross Settlement Amount (currently estimated to be \$225,000.00), and a Costs Award up to
24 \$23,000.00 for actual litigation expenses incurred by Class Counsel; and (e) Settlement
25 Administrator Costs of up to \$7,850.00.

26 3. The Court preliminarily finds that the terms of the Settlement appear to be within
27 the range of possible approval, pursuant to California Code of Civil Procedure § 382 and
28 applicable law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair

1 and reasonable to the Class Members when balanced against the probable outcome of further
2 litigation relating to class certification, liability and damages issues, and potential appeals; (2)
3 significant informal discovery, investigation, research, and litigation have been conducted such
4 that counsel for the Parties at this time are able to reasonably evaluate their respective positions;
5 (3) settlement at this time will avoid substantial costs, delay, and risks that would be presented
6 by the further prosecution of the litigation; and (4) the proposed Settlement has been reached as
7 the result of intensive, serious, and non-collusive negotiations between the Parties with the
8 assistance of a well-respected class action mediator. Accordingly, the Court preliminarily finds
9 that the Settlement Agreement was entered into in good faith.

10 4. A final fairness hearing on the question of whether the proposed Settlement, Fee
11 Award and Costs Award to Class Counsel, payment to the California's Labor & Workforce
12 Development Agency for its share of the settlement of claims for penalties under the Private
13 Attorneys General Act, and the Service Award should be finally approved as fair, reasonable
14 and adequate as to the members of the Class is hereby set in accordance with the Implementation
15 Schedule set forth below.

16 5. The Court provisionally certifies for settlement purposes only the following class
17 (the "Class"): "all persons who are employed or have been employed by Defendant as a non-
18 exempt employee in the State of California during the Class Period."

19 6. "Class Period" means June 24, 2020, through the earlier of the date of the Court
20 granting Preliminary Approval or the date triggered by Paragraph 20 of the Settlement
21 Agreement.

22 7. The Court finds, for settlement purposes only, that the Settlement Class meets the
23 requirements for certification under California Code of Civil Procedure § 382 in that: (1) the
24 Settlement Class Members are so numerous that joinder is impractical; (2) there are questions
25 of law and fact that are common, or of general interest, to all Settlement Class Members, which
26 predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the
27 Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect
28 the interests of the Settlement Class Members; and (5) a class action is superior to other

1 available methods for the fair and efficient adjudication of the controversy.

2 8. The Court appoints as Class Representative, for settlement purposes only,
3 Plaintiff Justin Espinosa-Hineline. The Court further preliminarily approves Plaintiff's ability
4 to request an incentive award up to \$10,000.00.

5 9. The Court appoints, for settlement purposes only, John G. Yslas, William M. Pao,
6 Matthew R. Baker, Emily K. Borman, and Courtney M. Miller of Wilshire Law Firm, PLC, as
7 Class Counsel. The Court further preliminarily approves Class Counsel's ability to request
8 attorneys' fees of up to one third (1/3) of the Gross Settlement Amount (currently estimated to
9 be \$225,000.00), and litigation costs not to exceed \$23,000.00.

10 10. The Court appoints ILYM Group, Inc. as the Settlement Administrator with
11 reasonable administration costs estimated not to exceed \$7,850.00.

12 11. The Court approves, as to form and content the Class Notice, attached as Exhibit
13 1 to the Settlement Agreement. The Court finds on a preliminary basis that plan for distribution
14 of the Notice to Settlement Class Members satisfies due process, provides the best notice
15 practicable under the circumstances, and shall constitute due and sufficient notice to all persons
16 entitled thereto.

17 12. The Parties are ordered to carry out the Settlement according to the terms of the
18 Settlement Agreement.

19 13. Any Class Member who does not timely and validly request exclusion from the
20 Settlement may object to the Settlement Agreement.

21 14. The Court orders the following Implementation Schedule:

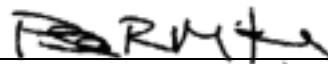
Event	Timing
Class List: Last day for Defendant to provide Class List to the Settlement Administrator	30 days after the Court grants Preliminary Approval of the Settlement
Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class List

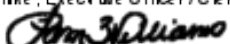
Notice Deadline: Last day for Class Members to submit written objections, challenges to workweeks and/or pay periods, and requests for exclusion	45 days after Class Notice is mailed out by the Administrator
Filing Deadline: Last day to file Motion for Final Approval, Request for Attorneys' Fees and Costs, and Class Representative Service Payment to Plaintiff	16 court days before the Final Approval Hearing
Final Approval Hearing	June 24, 2026, at 1:30 p.m. in Dept. 18 of the above-referenced Court.

15. The Court further ORDERS that, pending further order of this Court, all proceedings in this lawsuit, except those contemplated herein and in the Settlement are stayed.

IT IS SO ORDERED.

DATE: February 18, 2026


 HON. PATRICK MCKINNEY
 JUDGE OF THE SUPERIOR COURT
Patrick McKinney / Judge

SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 02/24/2026
PLAINTIFF/PETITIONER: Justin Espinosa-Hineline et al	Chad Finke, Executive Officer / Clerk of the Court By:  Deputy
DEFENDANT/RESPONDENT: Harold A. Steuber Enterprises, Inc., a California corporation et al	P. Drummer-Williams
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: 24CV081059

I, the below named Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served one copy of the Order REVISED [PROPOSED] ORDER GRANTING PLAINTIFFS MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT entered herein upon each party or counsel of record in the above entitled action, by electronically serving the document(s) from my place of business, in accordance with standard court practices.

Barbara I. Antonucci
bantonacci@constangy.com

John Yslas
Wilshire Law Firm
william.pao@wilshirelawfirm.com

NICHOLAS STRATTON
CONSTANGY, BROOKS, SMITH & PROPHETE, LLP
NStratton@constangy.com

Dated: 02/24/2026

Chad Finke, Executive Officer / Clerk of the Court

By:



P. Drummer-Williams, Deputy Clerk