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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN DIEGO

EMILIO VALENCIA, BENJAMIN HARRISON, JARED TURNER, JUSTIN TURNER, JUDEAUGUST SAN NICOLAS, and LILIANA MAGANA, individually, on behalf of all others similarly situated, and on behalf of the State of California and other aggrieved persons, and JOSE GASTELUM, individually and on behalf of all others similarly situated,

Plaintiffs,

v.

HUGHES CIRCUITS, INC., a California corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 37-2024-00019289-CU-OE-CTL

[Assigned for All Purposes to the Honorable Euketa Oliver, Dept. C-75]

[PROPOSED] ORDER GRANTING PLAINTIFFS' MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT

Preliminary Approval Hearing:
Date: January 14, 2027
Time: 10:00 a.m.
Dept.: C-75

Action Filed: April 24, 2024
Trial Date: Not Set

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[PROPOSED] ORDER

Having reviewed Plaintiffs Emilio Valencia, Benjamin Harrison, Jared Turner, Justin Turner, JudeAugust San Nicolas, Jose Gastelum, and Liliana Magana's (collectively, the "Plaintiffs") Motion for Preliminary Approval of Class Action and PAGA Settlement ("Motion"), the Declarations of John G. Yslas, Sam Kim, and Yoonis Han, Plaintiffs' Declarations, and the Class Action and PAGA Settlement Agreement ("Settlement Agreement"), and good cause appearing, the Court finds and orders as follows:

1. The Court finds on a preliminary basis that the Settlement Agreement appears to be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval. The Court grants preliminary approval of the Settlement and the Class based on the terms set forth in the Settlement Agreement between Plaintiffs and Defendant Hughes Circuits, Inc. ("Defendant"), attached to the Declaration of John G. Yslas in Support of Plaintiffs' Motion for Preliminary Approval of Class Action and PAGA Settlement as **Exhibit 2**.

2. The Settlement falls within the range of reasonableness of a settlement which could ultimately be given final approval by this Court, and appears to be presumptively valid, subject only to any objections that may be raised at the Final Approval Hearing and final approval by this Court. The Court notes that Defendant has agreed to create a common fund of $1,200,000.00 to cover (a) settlement payments to Class Members who do not validly opt out; (b) a $50,000.00 allocation toward civil penalties under the Labor Code Private Attorneys General Act of 2004 ("PAGA"), 65% of which ($32,500.00) will be paid to California's Labor and Workforce Development Agency and 35% of which ($17,500.00) will be paid to Aggrieved Employees; (c) Class Representative Service Payments of up to $10,000.00 to each named Plaintiff ($70,000.00 total); (d) Class Counsel Fees Payment not to exceed 35% of the Gross Settlement Amount (currently estimated to be $420,000.00), and Class Counsel Litigation Expenses Payment up to $50,000.00 in costs for actual litigation expenses incurred by Class Counsel; and (e) Administration Expenses Payment of up to $9,250.00.

3. The Court preliminarily finds that the terms of the Settlement appear to be within the range of possible approval, pursuant to California Code of Civil Procedure section 382 and applicable

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

4. A final approval hearing on the question of whether the proposed Settlement, attorneys' fees and costs to Class Counsel, payment to the LWDA and Aggrieved Employees for their share of the settlement of claims for penalties under PAGA, and the Class Representative Service Payments should be finally approved as fair, reasonable and adequate as to the members of the Class is hereby set in accordance with the Implementation Schedule set forth below.

5. The Court provisionally certifies for settlement purposes only the following class (the "Class"): "all current and former nonexempt employees who worked for Defendant in California during the Class Period."

6. "Class Period" means the period from October 29, 2019, through June 22, 2026.

7. "Aggrieved Employees" means all current and former nonexempt employees who worked for Defendant in California during the PAGA Period.

8. "PAGA Period" means the period from June 19, 2023, through June 22, 2026.

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

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

10. The Court appoints as Class Representatives, for settlement purposes only, Plaintiffs Emilio Valencia, Benjamin Harrison, Jared Turner, Justin Turner, JudeAugust San Nicolas, Jose Gastelum, and Liliana Magana. The Court further preliminarily approves Plaintiffs' ability to request Class Representative Service Payments up to $10,000.00 each.

11. The Court appoints, for settlement purposes only, the law firms of (a) Wilshire Law Firm, PLC, and (b) Verum Law Group, APC, as Class Counsel. The Court further preliminarily approves Class Counsel's ability to request a Class Counsel Fees Payment of up to 35% of the Gross Settlement Amount (currently estimated to be $420,000.00), and Class Counsel Litigation Expenses Payment not to exceed $50,000.00.

12. The Court appoints ILYM Group, Inc. as the Administrator with reasonable Administration Expenses Payment not to exceed $9,250.00.

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

14. The Parties and the Administrator are ordered to carry out the Settlement according to the terms of the Settlement Agreement.

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

16. The Court orders the following Implementation Schedule:

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	15 calendar days after the Court grants Preliminary Approval of the Settlement

Class Notice: Last day for Administrator to mail the Class Notice to Class Members	14 calendar days after receipt of the Class Data
Response Deadline: Last day for Class Members to submit Requests for Exclusion, Objections to the Settlement, and challenges to Workweeks	45 calendar days after Class Notice is mailed out by the Administrator (with an additional 14 days for Class Members whose Class Notice was remailed)
Filing Deadline: Last day to file Motion for Final Approval, Request for Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class Representative Service Payments to Plaintiffs	16 court days before the Final Approval Hearing
Final Approval Hearing	_____, 20__, at _____ a.m./p.m. in Dept. C-75 of the above-referenced Court

17. 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.

DATED: _____

_____
HON. EUKETA OLIVER
JUDGE OF THE SUPERIOR COURT