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FILED

FEB 27 2026

NOCONA SOBOLESKI, CLERK OF COURT
SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF KINGS
 DEPUTY
JAKE WILLIAMS

8 SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 FOR THE COUNTY OF KINGS

10 CESAR ZAVALA, as an individual, and on behalf
11 of all others similarly situated,

12 Plaintiff,

13 v.

14 RIVER RANCH FARMS, LLC, a California
15 limited liability company; and DOES 1 through
16 100, inclusive,

17 Defendants.

Case No.: 24CU0339

[Assigned for all purposes to the
Hon. Jennifer Giuliani; Dept. 1]

**[PROPOSED] FINAL ORDER
GRANTING PLAINTIFF'S MOTION
FOR APPROVAL OF CLASS ACTION
AND PAGA SETTLEMENT AND
FINAL JUDGMENT**

Date: February 27, 2026
Time: 8:30 a.m.
Dept.: 1

Complaint Filed: August 28, 2024
Trial Date: None Set

1 **~~PROPOSED~~ ORDER AND JUDGMENT**

2 The unopposed motion of Plaintiff Cesar Zavala ("Plaintiff") for Final Approval of Class
3 and Representative Action Settlement with River Ranch Farms, LLC ("Defendant") came on
4 regularly for hearing before this Court on February 27, 2026, at 8:30 a.m. pursuant to California
5 Rule of Court 3.769, and this Court's November 17, 2025 Order Granting Motion for Preliminary
6 Approval of Class Action Settlement ("Preliminary Approval Order"). Having considered the
7 Parties' Stipulation of Class and PAGA Settlement (the "Settlement" or "Settlement Agreement")
8 attached as Exhibit A to the Declaration of Daniel J. Brown In Support of Plaintiff's Motion for
9 Preliminary Approval of Settlement, filed on October 31, 2025, and the submissions of counsel,
10 and recognizing the sharply disputed factual and legal issues involved in this case, the risks of
11 further prosecution and the benefits to be received by the Class pursuant to the Settlement, the
12 Court hereby makes a final ruling that the proposed Settlement is fair, reasonable, and adequate,
13 and is the product of good faith, arm's-length negotiations between the Parties.

14 Unless otherwise indicated, all terms used in this Order shall have the same meaning as
15 that assigned to them in the Settlement.

16 Good cause appearing thereof, the Court hereby GRANTS Plaintiff's Motion for Final
17 Approval of Class Action Settlement and ORDERS as follows:

18 1. The conditional class certification contained in the Preliminary Approval Order is
19 hereby made final, and the Court thus certifies, for purposes of the Settlement only, a Settlement
20 Class consisting of:

21 **Settlement Class:**

22 All current and former non-exempt employees of River Ranch Farms, LLC in
23 California who worked for River Ranch Farms, LLC at any time from August 28,
24 2020 through August 26, 2025 (the "Class Period").

24 **PAGA Aggrieved Employees:**

25 All current and former non-exempt employees of River Ranch Farms, LLC in
26 California who worked for River Ranch Farms, LLC at any time from August 28,
27 2023 through August 26, 2025 (the "PAGA Period").

2. Plaintiff Cesar Zavala is hereby confirmed as Class Representative, and Daniel J. Brown and Kathleen J. Becket of Stansbury Brown Law, PC are hereby confirmed as Class Counsel.

3. Notice was provided to the Settlement Class as set forth in the Settlement, which was preliminarily approved by the Court on November 17, 2025, and the notice process has been completed in conformity with the Court's Preliminary Approval Order. The Court finds that said notice was the best notice practicable under the circumstances. The Class Notice provided due and adequate notice of the proceedings and matters set forth herein, informed Class Members of their rights, and fully satisfied the requirements of California Code of Civil Procedure § 1781(e), California Rule of Court 3.769, and due process.

4. The Court finds that no Class Member objected to the Settlement or opted-out of the Settlement, and that the 100% participation rate in the Settlement supports final approval.

5. The Court hereby approves the settlement as set forth in the Settlement as fair, reasonable, and adequate, and directs the Parties to effectuate the Settlement according to its terms.

6. For purposes of settlement only, the Court finds that (a) the members of the Settlement Class are ascertainable and so numerous that joinder of all members is impracticable; (b) there are questions of law or fact common to the Settlement Class, and there is a well-defined community of interest among members of the Settlement Class with respect to the subject matter of the litigation; (c) the claims of the Class Representative are typical of the claims of the members of the Settlement Class; (d) the Class Representative has fairly and adequately protected the interests of the Class Members; (e) a class action is superior to other available methods for an efficient adjudication of this controversy; and (f) Class Counsel are qualified to serve as counsel for the Class Representative and the Settlement Class.

7. The Court finds that given the absence of objections, and objections being a prerequisite to appeal, that this Order and Judgment shall be considered final as of the date of notice of entry.

8. The Court approves the Gross Settlement Amount (“GSA”) of Four Hundred Thousand Dollars and Zero Cents (\$400,000.00), and orders that this amount shall be deposited with the Settlement Administrator, Phoenix Class Action Administrators (“Settlement Administrator”), as provided in the Settlement.

9. Any Settlement funds that remain uncashed after 180 days after they are mailed shall be distributed to the Boys & Girls Clubs of Kings County as the designated *cy pres*.

10. The Court finds that the Participating Member Payments, as provided for in the Settlement, are fair, reasonable, and adequate, and orders the Settlement Administrator to distribute the Participating Member Payments in conformity with the terms of the Settlement. The Court further orders that if any of the Settlement Class Members are Defendants' current employees and the Participating Member Payment mailed to those current employees is returned to the Settlement Administrator as being undeliverable, and the Settlement Administrator is unable to locate a valid mailing address, the Settlement Administrator shall arrange with Defendants to have those Participating Member Payments delivered to the employees at their place of employment.

11. The Court finds that the Class Representative Service Awards in the amount of Five Thousand Dollars and Zero Cents (\$5,000.00) for Plaintiff Cesar Zavala is appropriate for his risks undertaken and service to the Settlement Class. The Court finds that this payment is fair, reasonable, and adequate, and orders that the Settlement Administrator make this payment in conformity with the terms of the Settlement.

12. The Court approves Plaintiff's request for attorney fees of One Hundred and Forty Thousand Dollars and Zero Cents (\$140,000.00) representing 35% of GSA and Ten Thousand Eight Hundred Ninety-One Dollars and Eighty-Seven Cents (\$10,891.87) for actual litigation

1 costs incurred, as set forth in the settlement and class notice, and orders the Settlement
2 Administrator to distribute these payments to Class Counsel in conformity with the terms of the
3 Settlement and by no later than payments are disbursed to Participating Members.

4 13. The Court finds that a payment to the Labor & Workforce Development Agency
5 ("LWDA") in the amount of Thirteen Thousand Dollars and Zero Cents (\$13,000.00) for the
6 LWDA's share of civil penalties under the Labor Code Private Attorneys General Act is fair,
7 reasonable, and adequate, and orders that the Settlement Administrator make this payment in
8 conformity with the terms of the Settlement. The remaining Seven Thousand Dollars and Zero
9 Cents (\$7,000.00) shall be allocated Aggrieved Employees in conformity with the terms of
10 Settlement.

11 14. The Court orders that the Settlement Administrator shall be paid Seven Thousand
12 Two Hundred Fifty Dollars and Zero Cents (\$7,250.00) from the Gross Settlement Amount for
13 all of its work done and to be done until the completion of this matter, and finds that sum
14 appropriate.

15 15. Pursuant to the terms of Settlement, the employer's share of payroll taxes for the
16 portion of the Net Settlement Amount allocated to wages shall be paid by Defendant separately,
17 and in addition to, the Gross Settlement Amount.

18 16. The Court finds and determines that upon satisfaction of all obligations under the
19 Settlement and this Order, all Settlement Class Members will be bound by the Settlement and will
20 have released all claims in the Class Release, as set forth in the Settlement.

21 17. The Settlement is not an admission by Defendant, nor is this Order and Final
22 Judgment a finding of the validity of any allegations or of any wrongdoing by Defendant. Neither
23 this Order and Final Judgment, the Settlement, nor any document referred to herein, nor any action
24 taken to carry out the Settlement, shall be construed or deemed an admission of liability,
25 culpability, or wrongdoing on the part of Defendant.

18. As of the date of this Order and Final Judgment and Defendant fully funding the entire Gross Settlement Amount (“GSA”) and all employer payroll taxes owed on the wage portion of the individual Participating Member Payments, Plaintiff and all Settlement Class Members (“Participating Settlement Class Members”) shall be deemed to have released and discharged Defendant River Ranch Farms LLC, and its respective past and present officers, directors, and shareholders owners, members, attorneys, insurers, predecessors, successors, assigns, subsidiaries, affiliates, related entities and divisions, agents (current and former), heirs, executors, administrators, principals, officers, exempt employees, founders, members, and all others claiming through or by any of them (collectively the “Released Parties”) from all claims that were alleged based on the facts pled in the Action during the Class Period, including (a) minimum wage violations; (b) failure to pay all overtime wages; (c) meal period violations; (d) rest period violations; (e) waiting time penalties; (f) wage statement violations; (g) unfair competition; (h) failure to reimburse necessary business expenses; and (i) failure to provide paid sick leave. The release extends to the limits of the Class Period.

19. Plaintiff and all current and former non-exempt employees of River Ranch Farms, LLC in California who worked for River Ranch Farms, LLC at any time from August 28, 2023 through August 26, 2025 (“Aggrieved Employees”) regardless of whether they opt out of the Settlement Class, will release and discharge the Released Parties from all claims for PAGA civil penalties that were alleged based on facts pled in the Action for alleged Labor Code violations that arose during the PAGA Period. The release extends to the limits of the PAGA Period.

20. Notwithstanding the paragraphs above nor anything else in the Settlement, Plaintiff's waiver and release in the Settlement does not apply to (i) those rights that as a matter of law cannot be waived, including, but not limited to, workers' compensation claims, pending or otherwise; and (ii) rights or claims arising out of this Settlement.

21. The releases identified herein shall be null and void should the Settlement not be fully funded.

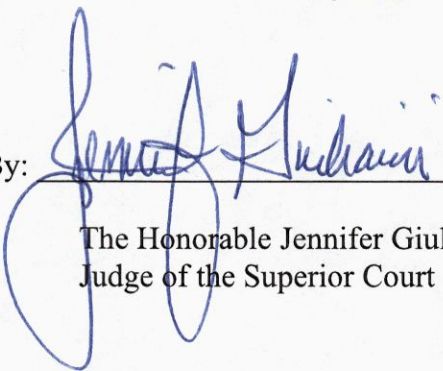
1 22. This document shall constitute a final judgment pursuant to California Rule of
2 Court 3.769(h) which provides, "If the court approves the settlement agreement after the final
3 approval hearing, the court must make and enter judgment. The judgment must include a
4 provision for the retention of the court's jurisdiction over the parties to enforce the terms of the
5 judgment. The court may not enter an order dismissing the action at the same time as, or after,
6 entry of judgment." Pursuant to section 664.6 of the California Code of Civil Procedure, the
7 Court will retain jurisdiction to enforce the Settlement and this Final Order and Judgment.

8 23. Settlement Class Members and Aggrieved Employees will receive notice of this
9 Order and Final Judgment with their Settlement Awards. Notice of this Order and Final
10 Judgement will also be posted for at least 60 days on the Settlement Administrator's website.

11 24. The Final Compliance Hearing is set for 12/07/26 at 8:15^{am} ~~(no earlier~~
12 ~~than December 7, 2026)~~ in Department 1. The Settlement Administrator shall file a declaration
13 regarding the disbursement of Settlement Funds on or before 11/30/26.

14
15 **IT IS SO ORDERED.**

16 Dated: 02/27/26, 2026

By: 

The Honorable Jennifer Giuliani
Judge of the Superior Court

Superior Court of California, County of Kings 1640 Kings County Drive Hanford, CA 93230 www.kings.courts.ca.gov (559) 582-1010	FILED BY SUPERIOR COURT OF CALIFORNIA, COUNTY OF KINGS 02/27/2026 NOC ONASOBOLESKI, CLERK OF THE COURT JAKE WILLIAMS, DEPUTY 
Cesar Zavala Plaintiff / Petitioner, VS. River Ranch Farms, LLC Defendant / Respondent.	
CLERK'S CERTIFICATE OF SERVICE	Case No.: 24CU0339

I certify that I am employed by the Kings County Superior Court, over the age of 18, and not a party to this action.

I certify that the **Order Granting Plaintiff's Motion for Approval of Class Action and PAGA Settlement and Final Judgment filed on February 27, 2026** was served on the person(s) listed below on February 27, 2026 in the following manner:

☒ **By Electronic Mail:** I transmitted the document(s) by electronic mail to the person(s) designated email address on file. The electronic mailing and this certification occurred at Hanford, California.

Daniel J Brown dbrown@stansburybrownlaw.com Erika L Rascon ELR@tulareesq.com	
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Date: February 27, 2026

Nocona Soboleski, Court Executive Officer

By: 
Jake Williams, Deputy Clerk