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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

EDUARDO JOSE PAIZ and SHOGHIG PILILIAN, individuals and on behalf of all others similarly situated;

Plaintiffs,

vs.

EMANATE HEALTH, a California non-profit corporation; and DOES 1 through 50,

Defendants.

Case No.: 24STCV21209

[Assigned for All Purposes to: Hon. Laura A. Seigle, Dept. 17]

(PROPOSED) JUDGMENT AND ORDER GRANTING FINAL APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT, CLASS REPRESENTATIVE SERVICE PAYMENT, AND ATTORNEY'S FEES AND COSTS

(Filed concurrently with Motion for Final Approval and Supporting Declarations)

DATE: October 30, 2026
TIME: 9:00 a.m.
DEPT: 17

Action Filed: August 20, 2024
Trial Date: Not Set

The Motion of Plaintiffs Eduardo Jose Paiz and Shoghig Pililian ("Plaintiffs") for Final Approval of Class Action and PAGA Settlement, Attorney's Fees and Costs, and Service Payments ("Final Approval Motion") came on regularly for hearing before this Court pursuant to California Rule of Court 3.769 and this Court's earlier Order Granting Preliminary Approval of Class Action and PAGA Settlement dated May 21, 2026 ("Preliminary Approval Order").

Having considered the Parties' Amended Class Action and PAGA Settlement Agreement (the "Settlement" or "Agreement")[1] attached as Exhibit 1 to the Declaration of William C. Sung, and the documents and evidence presented in support thereof, and recognizing the sharply disputed factual and legal issues involved in this case, the risks of further prosecution, and the substantial benefits to be received by the Class pursuant to the Settlement, the Court hereby makes a final ruling that the Settlement is fair, reasonable, and adequate pursuant to California Code of Civil Procedure § 382, and is the product of good faith, arm's-length negotiations between the parties. Good cause appearing therefor, the Court hereby GRANTS Plaintiff's Final Approval Motion and hereby ORDERS, ADJUDGES, AND DECREES:

1. Final judgment is hereby entered in conformity with the Agreement and this Final Approval Order.

2. The conditional class certification is hereby made final, and the Court thus certifies, for purposes of the Settlement, the following Class: All current and former non-exempt employees who worked for Defendant Emanate Health within the State of California during the Class Period of July 21, 2023 through January 24, 2026.

3. The Court hereby confirms Plaintiffs as the Class Representative; William C. Sung and Tiffany L. Luu of Justice for Workers, P.C. as Class Counsel; and Phoenix Settlement Administrators as the Administrator.

4. Notice was provided to Class Members as set forth in the Settlement, which was approved by the Court on May 21, 2026, and the notice process has been completed in conformity with the Settlement and the Court's Preliminary Approval Order. The Court finds that said notice

[1] All defined terms contained herein shall have the same meanings as set forth in the Settlement.

was the best notice practicable under the circumstances, and that individual notice was provided to all Class Members who could be identified through reasonable effort. The Class Notice provided due and adequate notice of the proceedings and matters set forth therein.

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

6. The Court further finds that the Settlement is fair, reasonable, and adequate, and orders the Parties to effectuate the Settlement according to its terms.

7. For purposes of settlement only, the Court finds that: (a) the Class Members are ascertainable and so numerous that joinder of all members is impracticable; (b) there are questions of law or fact common to the Class, and there is a well-defined community of interest among members of the Class with respect to the subject matter of the litigation; (c) the claims of the Class Representative are typical of the claims of the Settlement Class members; (d) the Class Representative has fairly and adequately protected the interests of the Class; (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 Class.

8. The Court finds that given the absence of objections to the Settlement, this Judgment and Order shall be considered final as of the date of entry.

9. The Court finds that the Individual Class Payments and Individual PAGA Payments, as provided for in the Settlement, are fair, reasonable, and adequate, and orders the Administrator to distribute the Individual Class Payments and Individual PAGA Payments in conformity with the terms of the Settlement.

10. The Court orders Defendant to deposit the Gross Settlement Amount of $1,900,000.00 and employer payroll taxes with the Administrator no later than 14 days after the Effective Date.

11. The Court finds that a Class Representative Service Payment in the amount of $15,000.00 to each Plaintiff is appropriate for Plaintiffs' service to the Class. The Court finds that this payment is fair, reasonable, and adequate, and orders that the Administrator make this payment in conformity with the terms of the Settlement.

12. The Court finds that attorney's fees in the amount of $633,333.33 and litigation costs of $24,704.32 for Class Counsel are fair, reasonable, and adequate in light of the common fund created by the Settlement, and orders that the Administrator distribute these payments to Class Counsel in conformity with the terms of the Settlement.

13. The Court orders that the Administrator shall be paid $28,500.00 from the Gross Settlement Amount in conformity with the terms of the Settlement, for all of its work done and to be done until the completion of this matter and finds that sum appropriate.

14. The Court finds that the payment to the California Labor & Workforce Development Agency ("LWDA") in the amount of $65,000.00 for its share of the settlement of Plaintiff's representative claim under the PAGA is fair, reasonable, and adequate, and orders the Administrator to distribute this payment to the LWDA in conformity with the terms of the Settlement.

15. The Court orders that any settlement checks shall be negotiable for 180 calendar days from the date of issuance of the check, and that any settlement checks that remain uncashed after 180 days after they are mailed shall be distributed to the Controller of the State of California to be held pursuant to the Unclaimed Property Law, California Code of Civil Procedure §§ 1500, *et seq.*, in the name of the Class Member to whom the check was issued.

16. "Released Parties" means Defendant and each of its former, present, or future parents, subsidiaries, affiliates, predecessors, successors, assigns; each of their respective present, past, or future directors, officers, employees, partners (both general and limited), shareholders, agents, owners, members, attorneys, insurers, or legal representatives; and any other individual or entity which could be liable for any of Released Class Claims or Released PAGA Claims.

17. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, all Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release Released Parties from all claims, demands, damages, penalties, and actions or causes of action of any kind arising before or during the Class Period and that were alleged in the Operative Complaint or could have been alleged against any of the Released Parties based on the facts alleged in the

Operative Complaint, including claims under the California Labor Code sections 201, 202, 203, 204, 210, 216, 218.5, 218.6, 225.5, 226, 226.3, 226.7, 246, 510, 511, 512, 516, 256, 558, 1182.12, 1174, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2802, and the applicable Wage Order(s) promulgated by the Industrial Welfare Commission ("IWC"), including (without limitation) IWC Wage Order 5-2001, Business and Professions Code section 17200 et seq.; and California Code of Civil Procedure sections 382, 1021.5, 3287, 3289 ("Released Class Claims").

18. Effective on the date when Defendant fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, the State of California and all Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, the Released Parties from all claims, demands, damages, penalties, and actions or causes of action that are alleged in Plaintiffs' PAGA Notices and Operative Complaint, or that could have been alleged based on the facts alleged in the PAGA Notices and Operative Complaint for civil penalties under the PAGA, Labor Code section 2698, et seq., based on alleged violations of Labor Code sections 201, 202, 203, 204, 210, 216, 218.5, 218.6, 225.5, 226, 226.3, 226.6, 226.7, 246, 510, 511, 512, 516, 256, 558, 558.1, 1182.12, 1174, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2802, and the applicable Wage Order(s) promulgated by the Industrial Welfare Commission ("IWC"), including (without limitation) IWC Wage Order 5-2001, Business and Professions Code section 17200 et seq.; and California Code of Civil Procedure sections 382, 1021.5, 3287, 3289 ("Released PAGA Claims"). "PAGA Period" means the period from August 20, 2023 through January 24, 2026.

19. In accordance with California Rule of Court 3.771(b), the Parties are ordered to give notice of this final Judgment and Order to all Participating Class Members by posting it on the Administrator's website for 90 days.

20. This document shall constitute a final judgment pursuant to California Rule of Court 3.769(h), which provides: "If the court approves the settlement agreement after the final approval hearing, the court must make and enter judgment. The judgment must include a provision for the retention of the court's jurisdiction over the parties to enforce the terms of the judgment. The court

may not enter an order dismissing the action at the same time as, or after, entry of judgment." Pursuant to California Code of Civil Procedure § 664.6, the Court retains jurisdiction to enforce the Settlement, the Final Approval Order, and this Judgment.

21. The Court sets a Non-Appearance Compliance Hearing for _____, 2027 at 9:00 a.m. in Department 17 of the above-entitled Court. Plaintiff shall file a Final Accounting Declaration from the Administrator no later than 5 court days before the Compliance Hearing.

IT IS SO ORDERED, ADJUDGED, AND DECREED.

DATED: _____, 2026

_____
Hon. Laura A. Seigle
Judge of the Superior Court