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10 *Attorneys for Plaintiff Rowena Ray and the Class*

11 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
12 **FOR THE COUNTY OF BUTTE**

13 ROWENA RAY, individually, and on behalf of  
14 other similarly situated employees,

15 Plaintiff,

16 vs.

17 SIERRA CENTRAL CREDIT UNION; and  
18 DOES 1 through 25, inclusive,

19 Defendants.

F Superior Court of California F  
I County of Butte I  
L  
E  
D

MAY 20 2026

Sharif Elwakil, Clerk  
Deputy

Case No. 24CV02890

Honorable Tamara L. Mosbarger  
Department 1

~~PROPOSED~~ FINAL APPROVAL ORDER  
AND JUDGMENT

Date: May 20, 2026  
Time: 9:00 a.m.  
Dept.: 1

Complaint Filed: August 29, 2024  
Trial Date: Not Set

Electronically Filed

[PROPOSED] FINAL APPROVAL ORDER AND JUDGMENT

1 Plaintiff Rowena Ray's ("Plaintiff") Motion for Final Approval of Class Action and PAGA  
2 Settlement, Attorneys' Fees and Costs, Enhancement Award, and Settlement Administration Costs  
3 came before this Court on May 20, 2026 at 9:00 a.m. before the Honorable Tamara L. Mosbarger in  
4 Department 1 of the above-captioned Court located at North Butte County Courthouse, 1775 Concord  
5 Avenue, Chico, California 95928.

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 Award, and Settlement Administration  
9 Costs, the supporting papers filed by the Parties, the Declarations of Class Counsel (Jasmine Y.  
10 Kianfard), the Class Representative (Rowena Ray), and the Settlement Administrator (Madely Nava  
11 on behalf 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 Defendant Sierra Central Credit Union ("Defendant") (together, with Plaintiff, the  
17 "Parties"), including all members of the Class.

18 2. The Court finds that the following Class is properly certified as a class for settlement  
19 purposes only: "All current and former non-exempt, hourly-paid employees who worked for  
20 Defendant in California at any time during the Class Period." The "Class Period" is defined as the  
21 period from August 29, 2020 through October 11, 2025.

22 3. The Court appoints Plaintiff Rowena Ray as the Class Representative for settlement  
23 purposes only.

24 4. The Court appoints Jonathan M. Genish, Miriam L. Schimmel, Joana Fang, Alexandra  
25 Rose, Jared C. Osborne, and Jasmine Y. Kianfard of Blackstone Law, APC as Class Counsel for  
26 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 Defendant, 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 Defendant 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 Defendant 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 Award to Plaintiff in the amount of \$10,000.00.

24           10.      The Court approves the payments from the Gross Settlement Amount of attorneys’ fees  
25 to Class Counsel in the sum of \$297,500.00 and reimbursement of actual litigation costs and expenses  
26 to Class Counsel in the sum of \$25,842.29. 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 \$8,690.00 to Apex Class Action LLC for performance of settlement administration services.

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

8 13. It is hereby ordered that within thirty (30) calendar days after the Effective Date,  
9 Defendant will deposit the Gross Settlement Amount into an account established by the Settlement  
10 Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

11 14. It is hereby ordered that within five (5) business days after Defendant funds the Gross  
12 Settlement Amount, the Settlement Administrator will distribute the Individual Settlement Payments  
13 to Settlement Class Members, Individual PAGA Payments to PAGA Employees, Attorneys' Fees and  
14 Costs to Class Counsel, Enhancement Award to Plaintiff, LWDA Payment to the LWDA, and  
15 Settlement Administration Costs to itself.

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

21 16. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff  
22 and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled,  
23 compromised, relinquished, and discharged the Released Parties of any and all claims, rights,  
24 demands, liabilities, and causes of action which were alleged or which could have been reasonably  
25 alleged based on the factual allegations in the Class Operative Complaint, arising during the Class  
26 Period, which shall specifically include claims for Defendant's alleged failure to pay overtime and  
27 minimum wages, provide compliant meal and rest periods and associated premium payments, timely  
28 pay wages during employment and upon termination, provide accurate wage statements, and

1 reimburse necessary business-related expenses in violation of California Labor Code Sections 201,  
2 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800, and 2802, the  
3 applicable Industrial Welfare Commission Wage Order, and California Business and Professions Code  
4 sections 17200, *et seq.* (collectively, "Released Class Claims").

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

18 18. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiff,  
19 individually and on her own behalf, will be deemed to have fully, finally, and forever released, settled,  
20 compromised, relinquished, and discharged the Released Parties from any and all claims, debts,  
21 liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees, damages, or causes of  
22 action of any kind or nature whatsoever, known or unknown, suspected or unsuspected, asserted or  
23 unasserted, arising out of, relating to, or resulting from her employment and/or separation of  
24 employment with Defendant, which Plaintiff, at any time up until the execution of the Settlement  
25 Agreement, had or claimed to have or may have. It is agreed that this is a general release and is to be  
26 broadly construed as a release of all claims, provided that, notwithstanding the foregoing, this  
27 Paragraph expressly does not include a release of any claims that cannot be released hereunder by law,  
28 including workers' compensation claims. Any and all rights granted under any state or federal law or

1 regulation limiting the effect of the Settlement Agreement, including the provisions of Section 1542  
2 of the California Civil Code, ARE HEREBY EXPRESSLY WAIVED. Section 1542 of the California  
3 Civil Code reads as follows:

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

8 19. "Released Parties" means Defendant and its current and former officers, directors,  
9 members, employees, insurers, shareholders, subsidiaries, affiliates, predecessors, successors, and  
10 assigns.

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

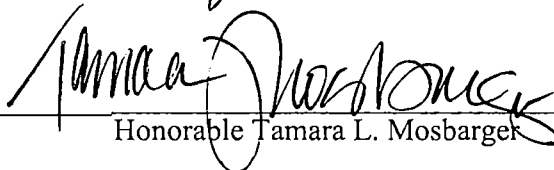
15 21. Notice of entry of this Order and Judgment shall be given to the Class Members by  
16 posting a copy of this Order and Judgment on the Settlement Administrator's website for a period of  
17 at least sixty (60) calendar days after the date of entry of this Order and Judgment.

18 22. A Compliance Hearing is set for January 13, 2027 at 10:30 a.m.  
19 in Department 1 of this Court located at North Butte County Courthouse, 1775 Concord Avenue,  
20 Chico, California 95928. The Settlement Administrator shall file a Final Report ~~by~~

21 no later than 7 calendar days before the hearing. (TMD)

22 IT IS SO ORDERED.

23 Dated: 5/20/2026

24   
Honorable Tamara L. Mosbarger

1 **PROOF OF SERVICE**

2 **STATE OF CALIFORNIA, COUNTY OF BUTTE**

3 I, Ana Turcios, certify and declare as follows:

4 I am over eighteen years of age and not a party to the within action; my business address is  
5 8383 Wilshire Blvd, Suite 745, Beverly Hills, California 90211. On May 26, 2026, I served a copy  
6 of the following document(s):

7 • **NOTICE OF ENTRY OF JUDGMENT OR ORDER**

8 On the interested parties as follows:

9 Alexander M. Medina  
10 Eric M. Lloyd  
11 **MEDINA McKELVEY LLP**  
12 925 Highland Pointe Drive, Suite 300  
13 Roseville, California 95678  
14 Telephone: (916) 960-2211  
15 Facsimile: (916) 742-5488  
16 Emails: alex@medinamckelvey.com;  
17 eric@medinamckelvey.com;  
18 andrew@medinamckelvey.com

19 Attorneys for Defendant SIERRA CENTRAL CREDIT UNION

20 ☒ **BY ELECTRONIC MAIL (E-MAIL):** I caused said document(s) to be delivered  
21 electronically to be delivered to the above referenced addressee(s) via email from email  
22 address [aturchios@blackstonepc.com](mailto:aturchios@blackstonepc.com) pursuant to California Code of Civil Procedure section  
23 1010.6(e)(1). I did not receive any electronic message or other indication that the transmission  
24 was unsuccessful.

25 State of California, Labor & Workforce Development Agency

26 Web URL:

27 <http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

28 ☒ **BY ONLINE SUBMISSION:** The above-referenced documents were transmitted to the  
California Labor and Workforce Development Agency through the online system established  
for the submission of notices and documents, in conformity with California Labor Code  
section 2699(I). I did not receive, within a reasonable time after the transmission, any  
electronic message or other indication that the transmission was unsuccessful.

☒ **STATE:** I declare under penalty of perjury under the laws of the State of California that the  
above is true and correct.

Executed on May 26, 2026 at Beverly Hills, California.

/s/ Ana Turcios

Ana Turcios