SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF KERN

MARIBEL GONZALEZ and BEATRIZ RAMIREZ, as individuals and on behalf of all others similarly situated, Plaintiffs, vs. VOLT MANAGEMENT CORP., a Delaware Corporation; IKEA DISTRIBUTION SERVICES, INC., a Delaware Corporation; and DOES 1 through 100, inclusive, Defendants.	Case No.: BCV-24-103281 [*Assigned for all purposes to the Hon. Thomas S. Clark, Dept. 17*] **[PROPOSED] ORDER GRANTING PLAINTIFFS' MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT** Date: December 1, 2026 Time: 8:15 a.m. Dept.: 17 Action Filed: September 26, 2024 Trial Date: Not Set

Plaintiffs Beatriz Ramirez and Maribel Gonzalez's ("Plaintiffs") Motion for Preliminary Approval of Class Action and PAGA Settlement came regularly for hearing before this Court on December 1, 2026 at 8:15 a.m. The Court, having considered the proposed Class Action and PAGA Settlement Agreement and Class Notice (the "Settlement Agreement"), attached as Exhibit 1 to the Declaration of Matthew K. Moen filed concurrently with Plaintiffs' Motion for Preliminary Approval; having considered Plaintiffs' Motion for Preliminary Approval of Class Action and PAGA Settlement, the Memorandum of Points and Authorities in support thereof, and supporting declarations filed therewith; and good cause appearing, HEREBY ORDERS THE FOLLOWING:

1. The Court GRANTS preliminary approval of the Class Action and PAGA Settlement as set forth in the Settlement Agreement and finds its terms to be within the range of reasonableness of a settlement that ultimately could be granted approval by the Court at a Final Approval Hearing. For purposes of the Settlement, the Court finds that the proposed Settlement Class is ascertainable and that there is a sufficiently well-defined community of interest among the members of the Settlement Class in questions of law and fact. Therefore, for settlement purposes only, the Court grants conditional certification of the following Settlement Class:

> All current and former non-exempt employees employed by Defendant Volt Management Corp. who performed work at a location operated by Defendant IKEA Distribution Services, Inc. (together, "Defendants") in California during the period from September 26, 2020 through May 4, 2026.

2. For purposes of the Settlement, the Court designates named Plaintiffs Beatriz Ramirez and Maribel Gonzalez as Class Representatives and designates Paul K. Haines, Fletcher W. Schmidt, Matthew K. Moen, and Ian T. Mallery of Haines Law Group, APC, and Joseph Lavi, Jeffrey D. Klein, Vincent C. Granberry, Jovahn M. Wiggins, Eric J. Naessig, and Daniel U. Frydman of Lavi & Ebrahimian, LLP, as Class Counsel.

3. The Court designates CPT Group, Inc. as the neutral Settlement Administrator for mailing notices.

4. The Court approves, as to form and content, the Court Approved Notice of Class Action and PAGA Settlement and Hearing Date for Final Court Approval ("Class Notice"), attached as Exhibit A to the Settlement Agreement, which is attached as Exhibit 1 to the Declaration of Matthew K. Moen, filed concurrently with Plaintiffs' Motion for Preliminary Approval.

5. The Court finds that the form of notice to the Settlement Class regarding the pendency of the action and of the Settlement, and the methods of giving notice to members of the Settlement Class constitute the best notice practicable under the circumstances, and constitute valid, due, and sufficient notice to all members of the Settlement Class. The form and method of giving notice comply fully with the requirements of California Code of Civil Procedure § 382; California Rules of Court, rules 3.766 and 3.769; the California and United States Constitutions; and other applicable law.

6. The Court further approves the procedures for Settlement Class members to opt out of or object to the Settlement, as set forth in the Class Notice.

7. The procedures and requirements for submitting or presenting objections in connection with the Final Approval Hearing are intended to ensure the efficient administration of justice and the orderly presentation of any Class Member's objection to the Settlement, in accordance with the due process rights of all Settlement Class members.

8. The Court directs the Settlement Administrator to mail the Class Notice in English and Spanish to the members of the Settlement Class in accordance with the terms of the Settlement. The Court directs the Settlement Administrator to carry out all duties as required by the Settlement.

9. Class Members shall have 60 calendar days after the Settlement Administrator initially mails the Class Notice to request exclusion from the Class Settlement, submit a challenge concerning their Workweeks and/or PAGA Pay Periods, or submit a written objection to the Settlement. Class Members whose Class Notices are re-mailed shall have an additional 14 calendar days beyond the Response Deadline to do so.

10. The Final Approval Hearing on the question of whether the Settlement should be finally approved as fair, reasonable, and adequate is scheduled on April 7, 2027 at 8:15 a.m. in Department 17 of this Court, located at 1415 Truxtun Avenue, Bakersfield, California 93301. The Court reserves the right to continue the date of the Final Approval Hearing without further notice to the Settlement Class members. The Court retains jurisdiction to consider all further applications arising out of or in connection with the Settlement Agreement.

11. At the Final Approval Hearing, the Court will consider: (a) whether the Settlement should be finally approved as fair, reasonable, and adequate for the Settlement Class; (b) whether a judgment granting final approval of the Settlement should be entered; and (c) whether Plaintiffs' application for reasonable attorneys' fees, reimbursement of litigation expenses, Class Representative Service Payments to Plaintiffs, settlement administration costs, and payment to the Labor and Workforce Development Agency ("LWDA") for penalties under the Private Attorneys General Act ("PAGA") should be granted.

12. Counsel for the parties shall file memoranda, declarations, or other statements and materials in support of their request for final approval of the Settlement, attorneys' fees, litigation expenses, Plaintiffs' Class Representative Service Payments, settlement administration costs, and payment to the LWDA for PAGA penalties prior to the Final Approval Hearing according to the time limits set by the Code of Civil Procedure and the California Rules of Court.

13. An implementation schedule is set forth below (assuming the Court signs this Order on December 1, 2026):

Event	**Date**
Defendants to provide the Class Data to the Settlement Administrator no later than 10 business days after the Court grants preliminary approval:	December 15, 2026
Settlement Administrator to mail the Class Notice to Class Members no later than 10 business days after receiving the Class Data:	December 30, 2026
Response Deadline for Class Members to request exclusion from the Class Settlement, submit a challenge, or object to the Settlement, 60 calendar days after the initial mailing of the Class Notice:	March 1, 2027

Extended Response Deadline for Class Members whose Class Notices are re-mailed, 14 calendar days after the Response Deadline:	March 15, 2027
Deadline for Plaintiffs to file the Motion for Final Approval of Class Action and PAGA Settlement:	At least 16 court days prior to Final Approval Hearing
Final Approval Hearing:	April 14, 2027 at 8:15 a.m.

14. Pending the Final Approval Hearing, all proceedings in this Action, other than proceedings necessary to carry out or enforce the terms and conditions of the Settlement and this Order, are stayed.

15. Counsel for the parties are hereby authorized to utilize all reasonable procedures in connection with the administration of the Settlement which are not materially inconsistent with either this Order or the terms of the Settlement.

IT IS SO ORDERED.

Dated: _____

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Honorable Thomas S. Clark
Judge of the Superior Court