

Electronically Received 08/19/2025 09:54 AM

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FILED
Superior Court of California
County of Los Angeles

09/17/2025

David W. Slayton, Executive Officer / Clerk of Court

By: E. Muñoz Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

JESSICA CISNEROS, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

ARTESIA CHRISTIAN HOME, INC., a
California corporation; and DOES 1 through
100, inclusive;

Defendants.

Case No.: 24STCV17443

Assigned for All Purposes to:
Honorable Carolyn B. Kuhl
Department 12

CLASS ACTION

**[PROPOSED] ORDER OF FINAL
APPROVAL AND JUDGMENT**

Hearing Date: September 17, 2025
Hearing Time: 8:30 a.m.
Hearing Place: Department 12

Complaint Filed: July 12, 2024
FAC Filed: November 27, 2024
Trial Date: None Set

On September 17, 2025 at 8:30 a.m., Plaintiffs Jessica Cisneros and Marlene Concha's ("Plaintiffs") Motion for Final Approval of Class Action Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class Representative Service Payments came before the Court in Department ¹⁰12 for a hearing pursuant to the Order Granting Preliminary Approval of the Class Action Settlement ("Preliminary Approval Order"). The Motion for Final Approval of Class Action Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class Representative Service Payments is based on the Class Action and PAGA Settlement Agreement ("Settlement Agreement," "Settlement," or "Agreement") attached as **Exhibit 2** to the Declaration of Douglas Han in Support of Motion for Preliminary Approval of Class Action Settlement that was filed on February 10, 2025. Since full and adequate notice was given to the Class as required in the Preliminary Approval Order, and the Court considered all the papers filed and proceedings held herein, it is ORDERED, ADJUDGED, AND DECREED THAT:

1. The Court preliminarily certified this case as a class action under Code of Civil Procedure section 382 pursuant to the motion for preliminary approval of the class action settlement for settlement purposes only. The Class is defined as all current and former hourly-paid or non-exempt employees of Artesia Christian Home, Inc. ("Defendant") within the State of California at any time during the July 12, 2020, through January 8, 2025 ("Class," "Class Members," and "Class Period").

a. "Participating Class Members" is defined as Class Members who did not submit a valid and timely Request for Exclusion from the Settlement.

2. The certified Class continues to meet all the requirements of Code of Civil Procedure section 382 and for the reasons set forth in the Court's Preliminary Approval Order.

3. Plaintiffs are the Court-appointed class representatives.

4. Justice Law Corporation is the Court-appointed Class Counsel.

5. The motion for final approval is granted. The Court approves the settlement as fair, reasonable, and adequate. The Court approves the following payments that will be deducted from the Gross Settlement Amount of \$580,000:

- a. \$203,000 (35% of the Gross Settlement Amount) to Class Counsel as the Class Counsel Fees Payment;
- b. \$14,443.38 to Class Counsel as the Class Counsel Litigation Expenses Payment;
- c. \$10,000 to each Plaintiff (totaling \$20,000) as the Class Representative Service Payments;
- d. \$13,629 to the Administrator as the Administration Expenses Payment; and
- e. \$40,000 as the PAGA Penalties, sixty-five percent (65%) of which (\$26,000) will be paid to the California Labor and Workforce Development Agency (“LWDA”) and thirty-five percent (35%) of which (\$14,000) will be paid to the Aggrieved Employees.¹

6. The Administrator is providing administration services for this settlement.

The Administrator received no disputes, no objections, and no requests for exclusion. The Court finds that the notice provided to the Class Members conforms to due process requirements.

7. Defendant will have no obligation to pay any amount in connection with the Settlement apart from the Gross Settlement Amount and all employer payroll taxes owed on the Wage Portion of the Individual Class Payments. According to the Administrator’s calculations, the gross *average* Individual Class Payment will be approximately \$588.45, and the gross *highest* Individual Class Payment will be about \$1,770.67.

8. Class Counsel’s investigation included discovery, reviewing personnel records, employee handbooks, and sampling of time and pay records, and forming a damage model based on these documents. The Parties mediated this case with a respected and experienced mediator in wage-and-hour class actions. In connection with mediation and through

¹ The sixty-five percent (65%) / thirty-five percent (35%) split for the PAGA Penalties is in accordance with the submission date of the written notice to the LWDA, which is September 17, 2024.

discussions with Defense Counsel, Class Counsel discussed all aspects of the case, including the risks of further litigation and proceeding with a motion for class certification.

9. Class Counsel seek Class Counsel Fees Payment of \$203,000. Class Counsel have dedicated 318.4 hours to this matter. The base lodestar fees calculation for Class Counsel is \$240,150, resulting in a negative multiplier of 0.85 under a lodestar cross-check. Class Counsel's hourly rates appear to be reasonable for attorneys with their years of experience, and the hours spent on this matter are also reasonable. Because the Class Counsel Fees Payment are based on a reasonable percentage of the settlement fund, is supported by the lodestar calculation, and no objections were received, the Court grants final approval of the Class Counsel Fees Payment of \$203,000.

10. Class Counsel seek Class Counsel Litigation Expenses Payment of up to \$20,000. Class Counsel's costs and expenses incurred total \$14,443.38, which appear reasonable and necessary to the successful litigation of this matter. Furthermore, the maximum Class Counsel Litigation Expenses Payment sought were disclosed to the Class Members, and no objections were received. For these reasons, the Court grants final approval of the Class Counsel Litigation Expenses Payment of \$14,443.38.

11. Class Counsel seek Class Representative Service Payments of \$10,000 to each Plaintiff (totaling \$20,000) for the time and effort serving as the class representatives. No objections were received regarding the Class Representative Service Payments. The Court grants final approval of the Class Representative Service Payments of \$10,000 to each Plaintiff.

12. The Administrator requests Administration Expenses Payment of \$13,629. Based upon the work performed and yet to be performed, including the fact that the Class was provided notice of the Administration Expenses Payment, and no objections were received, the Court grants final approval of the Administration Expenses Payment of \$13,629.

13. The Court grants final approval of the PAGA Penalties of \$40,000, sixty-five percent (65%) of which (\$26,000) will be paid to the LWDA and thirty-five percent (35%) of which (\$14,000) will be paid to the Aggrieved Employees.

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1 14. Defendant shall fund the Gross Settlement Amount and fund all employer
2 payroll taxes owed on the Wage Portion of the Individual Class Payments by transmitting the
3 funds to the Administrator no later than the Effective Date. Within fourteen (14) calendar days
4 after Defendant fully funds the Gross Settlement Amount, the Administrator will mail checks to
5 the appropriate entities and persons.

6 15. The Participating Class Members and Aggrieved Employees will receive
7 checks for their Individual Class Payments and Individual PAGA Payment. Checks will remain
8 negotiable for one hundred eighty (180) calendar days. Any check not cashed within one
9 hundred eighty (180) calendar days will be void. The funds from the uncashed checks shall be
10 transmitted by the Administrator to the California Controller's Unclaimed Property Fund.

11 16. Effective on the date when Defendant fully funds the Gross Settlement
12 Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class
13 Payments, all Participating Class Members, on behalf of themselves and their former and present
14 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the
15 Released Parties from the Released Class Claims.

16 a. Effective on the date when Defendant fully funds the Gross Settlement
17 Amount and funds all employer payroll taxes owed on the Wage Portion
18 of the Individual Class Payments, all Participating and Non-Participating
19 Class Members, who are Aggrieved Employees, are deemed to release, on
20 behalf of themselves and their former and present representatives, agents,
21 attorneys, heirs, administrators, successors, and assigns, the Released
22 Parties from the Released PAGA Claims.

23 b. Effective on the date when Defendant fully funds the Gross Settlement
24 Amount and funds all employer payroll taxes owed on the Wage Portion
25 of the Individual Class Payments, Plaintiffs and their former and present
26 spouses, representatives, agents, attorneys, heirs, administrators,
27 successors, and assigns generally release and discharge the Released
28 Parties from the Plaintiffs' Release. Plaintiffs also expressly waive and

1 relinquish the provisions, rights, and benefits, if any, of section 1542 of
2 the Civil Code.

3 c. The Released Parties are defined as Defendant and its past, present, and
4 future parent companies, shareholders, members, predecessors, successors,
5 all affiliates, subsidiaries, divisions, officers, directors, owners, partners,
6 units, principals, heirs, assigns, agents (including any investment bankers,
7 accountants, auditors, consultants, insurers, reinsurers, predecessors in
8 interest, beneficiaries, executors, members, privies, administrators,
9 fiduciaries and trustees, attorneys and any past, present, or future officers,
10 directors, and employees), employees, and stockholders.

at 4:30 p.m.

11 17. The Court sets a non-appearance case review on May 15, 2026 ✓ in
12 Department 12. A compliance status report shall be filed within five (5) court days before this
13 hearing. Pursuant to Code of Civil Procedure section 384, the compliance status report shall
14 specify the total amount paid to the Participating Class Members and the residual of unclaimed
15 settlement funds that will be paid to the entity identified as the recipient of such funds in the
16 Settlement Agreement.

17 18. The Agreement may be amended or modified only by a written instrument
18 signed by all Parties and their counsel or their representatives/successors-in-interest. Such
19 amendments or modifications shall be consistent with this Order of Final Approval and
20 Judgment and cannot limit the rights of the Participating Class Members.

21 19. Without affecting the finality of this Order of Final Approval and
22 Judgment, the Court shall retain continuing jurisdiction over this lawsuit and Parties, including
23 all the Participating Class Members and all matters pertaining to the implementation and
24 enforcement of the terms of the Settlement. Except as provided to the contrary herein, any
25 disputes or controversies arising with respect to interpretation, enforcement, or implementation
26 of the Settlement shall be presented by motion to the Court for resolution.

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1 20. This Order of Final Approval and Judgment is intended to be a final
2 disposition of the above-captioned action in its entirety and is intended to be immediately
3 appealable. Subject to the Court's continuing jurisdiction, the Court directs the Clerk of the
4 Court to enter Order of Final Approval and Judgment.

5 21. There is no reason for any delay in the entry of this Order of Final
6 Approval and Judgment approving the Settlement. Immediate entry of this Order of Final
7 Approval and Judgment approving the Settlement by the Court is expressly directed.

8 22. Except for the payment due under the Agreement, the Parties are each to
9 bear their own attorneys' fees and costs.

10 THE PARTIES ARE ORDERED TO COMPLY WITH THE TERMS OF THE
11 SETTLEMENT AGREEMENT. PURSUANT TO RULES OF COURT 3.769, THE COURT
12 ENTERS FINAL JUDGMENT BASED UPON THE TERMS OF THIS ORDER AND
13 SETTLEMENT AGREEMENT AND, WITHOUT AFFECTING THE FINALITY OF THIS
14 MATTER, RETAINS EXCLUSIVE AND CONTINUING JURISDICTION TO ENFORCE
15 THIS ORDER, THE SETTLEMENT AGREEMENT, AND THE JUDGMENT THEREON.

16
17 **IT IS SO ORDERED.**



A handwritten signature in black ink, reading "W. F. Highberger".

William F. Highberger / Judge

18
19 DATED: 09/17/2025

HONORABLE CAROLYN B. KUHLMAN
SUPERIOR COURT JUDGE

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PROOF OF SERVICE
1013A(3) CCP

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Avenue, Suite 101, Pasadena, CA 91103 and my electronic service address is jtorrez@justicelawcorp.com

On September 18, 2025, I served the foregoing document described as

ORDER OF FINAL APPROVAL AND JUDGMENT

for the following case: **Cisneros v. Artesia Christian Home, Inc.**
LWDA/Court Case No.: **LWDA Case No.: CM-1051041-24**
Court Case No.: 24STCV17443
Los Angeles County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

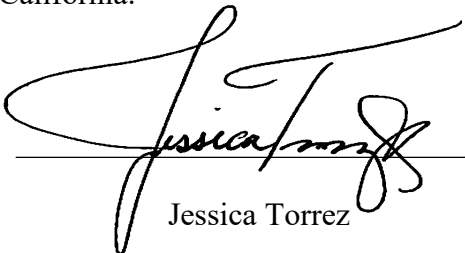
[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

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

Executed on September 18, 2025, at Pasadena, California.


Jessica Torrez