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Attorneys for Plaintiff,
SAAGHAR AZAD

SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF SANTA CLARA

SAAGHAR AZAD, on behalf of herself and in
her representative capacity on behalf of the
State of California, and all other aggrieved
employees ,

Plaintiff,

v.

SKIN REFINE MEDSPA a California
corporation, DUSTIN NEWELL, an individual
LOUISE NGUYEN, an individual, and DOES
1- 15

Defendants.

Case No: 25-CV-455650

**[PROPOSED] JUDGMENT APPROVING
PAGA SETTLEMENT**

Complaint Filed: January 3, 2025

Hearing Date: April 2, 2026

Time: 9:00 a.m.

Dept: 18B

Hon. Shella Deen

Confirmation Code: 6VS53ZMI

Plaintiff SAAGHAR AZAD's unopposed Motion for Approval of California Labor Code
Private Attorneys General Act of 2004 ("PAGA") Settlement ("Motion") in the above-captioned
action, having come before the Court for a hearing on the date indicated above, and the Court being
duly apprised of the premises, and good cause appearing, therefore,

IT IS HEREBY ORDERED, AJUDICATED, and DECREED THAT:

1. Plaintiff's Motion for Approval of California Labor Code Private Attorneys General
Act of 2004 ("PAGA") Settlement is **GRANTED**, and the settlement of this action is hereby
APPROVED.

1 2. Capitalized terms in this Approval Order shall have the same meaning they are given
2 in the PAGA Settlement Agreement attached as Exhibit C to the Declaration of Harris Emran filed
3 in support of the Motion;

4 3. Apex Class Action Administration is approved to serve as the Settlement
5 Administrator and is hereby authorized to perform all of the duties assigned to it in the Settlement
6 Agreement and to disburse the following from the Gross Settlement Amount in accordance with the
7 terms of the PAGA Settlement and Release:

- 8 a. Attorneys' fees and costs to Plaintiff's Counsel for prosecution of the PAGA
9 Claim in the amount of Thirteen Thousand One Hundred Twenty-Five Dollars
10 and Zero Cents (\$13,125.00) for attorneys' fees and up to Eight Thousand
11 Dollars and Zero Cents (\$8,000.00), for the costs incurred in this matter.
12 Plaintiff's Counsel is directed to submit their final costs to the Settlement
13 Administrator after receipt of this order approving the PAGA Settlement and
14 Phoenix is directed to only reimburse the actual costs incurred;
- 15 b. Settlement Administration Costs in the amount of One Thousand Nine Hundred
16 Dollars and Zero Cents (\$1,900.00) for administration of this Settlement;
- 17 c. The remaining Net Settlement Amount ("PAGA Penalties"), estimated to be
18 Fourteen Thousand Three Hundred Eight-Five Dollars and Zero Cents
19 (\$14,385.00), as payment to the LWDA and the Aggrieved Employees with
20 sixty-five percent (65%), estimated to be Nine Thousand Three Hundred Fifty
21 Dollars and Twenty-Five Cents (\$9,350.25) of the Net Settlement Amount shall
22 be distributed to the LWDA ("LWDA PAGA Payment") and the remaining
23 thirty-five percent (35%), estimated to be Five Thousand Thirty-Four Dollars
24 and Seventy-Five Cents (\$5,034.75) shall be distributed to the PAGA Settlement
25 Members ("Individual PAGA Payment").

26 4. The State of California and all Aggrieved Employees (including Plaintiff) are hereby
27 deemed to have, and by operation of this Approval Order and Judgment shall have, expressly
28 released, waived, and discharged Defendants and each and all of the Released Parties from the

Released PAGA Claims, including, demands, liabilities, damages, attorneys' fees, costs and penalties that could have been recovered and they shall be bound by this Approval Order and Judgment and be forever barred from suing the Released Parties on any of the Released PAGA Claims;

5. Judgment shall be entered forthwith in accordance with the foregoing, with each side to pay his or its own attorneys' fees and costs except as expressly set forth in the PAGA Settlement Agreement;

6. Plaintiff shall give notice of this Judgment to the Labor and Workforce Development Agency within ten (10) days after entry of the Judgment or order pursuant to California Labor Code section 2699(1)(3); and

7. The Court retains exclusive and continuing jurisdiction over this Action for purposes of supervising, administering, implementing, interpreting, and enforcing this Order and Judgment, as well as the Settlement.

LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO ORDERED.

Dated:

HONORABLE SHELLA DEEN
JUDGE OF THE SUPERIOR COURT