FILED
Superior Court of California
County of Los Angeles
10/29/2026
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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES – SPRING STREET COURTHOUSE

CYNTHIA VANEGAS, individually, and on behalf of all others similarly situated,

Plaintiff,

v.

ADEPT FASTENERS, INC., a California corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 24STCV24562

[Assigned for All Purposes to the Hon. Bruce G. Iwasaki, Dept. 11]

REVISED ~~[PROPOSED]~~ ORDER GRANTING PLAINTIFF'S MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT

Preliminary Approval Hearing:
Date: October 29, 2026
Time: 10:15 a.m.
Dept: 11

Action Filed: September 23, 2024

[~~PROPOSED~~] ORDER

Having reviewed Plaintiff Cynthia Vanegas' (hereinafter "Plaintiff") Motion for Preliminary Approval of Class Action and PAGA Settlement ("Motion"), the Declaration of John G. Yslas, the Declaration of Courtney M. Miller, the Declaration of Cynthia Vanegas, the Declaration of Sean Hartranft, and the Amended Class Action and PAGA Settlement Agreement ("Settlement Agreement"), and good cause appearing, the Court finds and HEREBY ORDERS THE FOLLOWING:

1. The Court finds on a preliminary basis that the Settlement Agreement appears to be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval. The Court grants preliminary approval of the Settlement and the Settlement Class based on the terms set forth in the Settlement Agreement between Plaintiff and Defendant Adept Fasteners, Inc. ("Defendant"), attached to the Declaration of Courtney M. Miller in Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement as **Exhibit 2**.

2. The Settlement falls within the range of reasonableness of a settlement which could ultimately be given final approval by this Court, and appears to be presumptively valid, subject only to any objections that may be raised at the Final Approval Hearing and final approval by this Court. The Court notes that Defendant has agreed to create a common fund of $285,000.00 to cover (a) settlement payments to Class Members who do not validly opt out; (b) a $6,500.00 allocation toward civil penalties under the Private Attorneys General Act, 65% of which ($4,225.00) will be paid to California's Labor & Workforce Development Agency and 35% of which ($2,275.00) will be paid to Aggrieved Employees; (c) Class Representative Service Payment of up to $7,500.00 to Plaintiff; (d) Class Counsel's attorneys' fees not to exceed one third (1/3) of the Gross Settlement Amount (currently estimated to be $95,000.00), and up to $25,000.00 in costs for actual litigation expenses incurred by Class Counsel; and (e) Settlement Administration Costs of up to $6,250.00.

3. The Court preliminarily finds that the terms of the Settlement appear to be within the range of possible approval, pursuant to California Code of Civil Procedure § 382 and applicable law. The Court finds on a preliminary basis that: (1) the Settlement amount is fair

and reasonable to the Class Members when balanced against the probable outcome of further litigation relating to class certification, liability and damages issues, and potential appeals; (2) significant informal discovery, investigation, research, and litigation have been conducted such that counsel for the Parties at this time are able to reasonably evaluate their respective positions; (3) settlement at this time will avoid substantial costs, delay, and risks that would be presented by the further prosecution of the litigation; and (4) the proposed Settlement has been reached as the result of intensive, serious, and non-collusive negotiations between the Parties with the assistance of a well-respected class action mediator. Accordingly, the Court preliminarily finds that the Settlement Agreement was entered into in good faith.

4. A final approval hearing on the question of whether the proposed Settlement, attorneys' fees and costs to Class Counsel, payment to the California's Labor & Workforce Development Agency for its share of the settlement of claims for penalties under the Private Attorneys General Act, and the Class Representative Service Payment should be finally approved as fair, reasonable and adequate as to the members of the Class is hereby set in accordance with the Implementation Schedule set forth below.

5. The Court provisionally certifies for settlement purposes only the following class (the "Class"): "all current and former employees employed by Defendant in the State of California during the Class Period who do not opt out the Settlement."

6. "Class Period" means September 23, 2020, through September 5, 2025.

7. "Aggrieved Employees" means all current and former non-exempt employees employed by Defendant in the State of California at any time during the PAGA Period.

8. "PAGA Period" means the period from November 6, 2023, through September 5, 2025.

9. The Court finds, for settlement purposes only, that the Settlement Class meets the requirements for certification under California Code of Civil Procedure § 382 in that: (1) the Settlement Class Members are so numerous that joinder is impractical; (2) there are questions of law and fact that are common, or of general interest, to all Settlement Class Members, which predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the

Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect the interests of the Settlement Class Members; and (5) a class action is superior to other available methods for the fair and efficient adjudication of the controversy.

10. The Court appoints as Class Representative, for settlement purposes only, Plaintiff Cynthia Vanegas. The Court further preliminarily approves Plaintiff's ability to request an incentive award of up to $7,500.00.

11. The Court appoints, for settlement purposes only, John G. Yslas, Diego Aviles, Harry Erganyan, Mariam Nazaretyan, and Courtney M. Miller of Wilshire Law Firm, PLC, as Class Counsel. The Court further preliminarily approves Class Counsel's ability to request attorneys' fees of up to one third (1/3) of the Gross Settlement Amount (currently estimated to be $95,000.00), and litigation costs not to exceed $25,000.00.

12. The Court appoints Apex Class Action as the Settlement Administrator with reasonable administration costs estimated not to exceed $6,250.00.

13. The Court approves, as to form and content the revised Class Notice which is attached to the Declaration of Courtney M. Miller in Support of Plaintiff's Motion for Preliminary Approval of Class Action and PAGA Settlement as **Exhibit 4**. The Court finds on a preliminary basis that plan for distribution of the Notice to Settlement Class Members satisfies due process, provides the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto.

14. The Parties are ordered to carry out the Settlement according to the terms of the Settlement Agreement.

15. Any Class Member who does not timely and validly request exclusion from the Settlement may object to the Settlement Agreement.

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16. The Court orders the following Implementation Schedule:

Event	Timing
Class Data: Last day for Defendant to provide Class Data to the Administrator	10 days after the Court grants Preliminary Approval of the Settlement
Class Notice: Last day for Administrator to mail the Class Notice to Class Members	14 days after receipt of the Class Data
Response Deadline: Last day for Class Members to submit written objections, challenges to workweeks and/or pay periods, and requests for exclusion	45 days after Class Notice is mailed out by the Administrator (with an additional 14 days for Class Members whose Class Notice was remailed)
Filing Deadline: Last day to file Motion for Final Approval, Request for Attorneys' Fees and Costs, and Class Representative Service Payment to Plaintiff	16 court days before the Final Approval Hearing 05/21/2027
Final Approval Hearing	~~March____, 2027, at _____ a.m.~~/p.m. in Dept. 11 of the above-referenced Court. 06/23/2027 at 10:00 a.m.

17. The Court further ORDERS that, pending further Order of this Court, all proceedings in this lawsuit, except those contemplated herein and in the settlement, are stayed.

IT IS SO ORDERED.

DATE: 10/29/2026

HON. BRUCE G. IWASAKI
JUDGE OF THE SUPERIOR COURT