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ELECTRONICALLY FILED: 9/17/2025
San Luis Obispo Superior Court
By: Goriesky, Alyssa

Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN LUIS OBISPO

MICHAEL HARRISON, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

CALIFORNIA FINE WIRE CO., a California
corporation; and DOES 1 through 100,
inclusive;

Defendants.

Case No.: 23CV-0703

Assigned for All Purposes to:
Honorable Tana L. Coates
Department 4

CLASS ACTION

**~~PROPOSED~~ ORDER OF FINAL
APPROVAL AND JUDGMENT**

Hearing Date: August 13, 2025
Hearing Time: 9:00 a.m.
Hearing Place: Department 4

Complaint Filed: November 22, 2023
FAC Filed: November 26, 2024
Trial Date: None Set

1 The Court, having read the papers filed regarding Plaintiff Michael Harrison's
2 ("Plaintiff") Motion for Final Approval of Class Action Settlement, and considering papers
3 submitted in support, including the Class Action and PAGA Settlement Agreement ("Settlement
4 Agreement," "Settlement," or "Agreement"), **FINDS AND ORDERS:**

5 On December 26, 2024, Plaintiff and Defendant California Fine Wire Co. ("Defendant")
6 entered the Settlement Agreement.

7 On March 14, 2025, the Court entered an order preliminarily approving the settlement of
8 this lawsuit ("Preliminary Approval Order"), consistent with the Code of Civil Procedure section
9 382 and Rule of Court 3.769, ordering notice to be sent to the Class Members, providing Class
10 Members with an opportunity to object to the Settlement or exclude themselves from the Class,
11 and scheduling a Final Approval Hearing.

12 On August 13, 2025, the Court held a Final Approval Hearing.

13 1. Incorporation of Other Documents. This Order of Final Approval and
14 Judgment ("Order and Judgment") incorporates the Settlement Agreement. Unless otherwise
15 provided herein, all capitalized terms in this Order and Judgment shall have the same meaning as
16 set forth in the Settlement Agreement.

17 2. Jurisdiction. Because adequate notice has been disseminated, and all Class
18 Members have been given the opportunity to request exclusion from the Class, the Court has
19 personal jurisdiction over the claims of all Class Members. The Court has subject matter
20 jurisdiction over this matter, including jurisdiction to approve the Settlement and grant final
21 certification of the Class.

22 3. Final Class Certification. The Court finds that the Class satisfies all
23 applicable requirements of Code of Civil Procedure section 382, Rule of Court 3.769, and due
24 process. Accordingly, the Court certifies the Class consisting of all current and former hourly-
25 paid or non-exempt employees of Defendant within the State of California at any time during the
26 period from November 22, 2019, through November 23, 2024 ("Class," "Class Members," and
27 "Class Period"). There are ninety-six (96) Class Members who did not submit valid and timely
28 Requests for Exclusion from the Settlement ("Participating Class Members").

1 4. Adequacy of Representation. Class Counsel fully and adequately
2 represented the Class in entering and implementing the Settlement and satisfied the requirements
3 of Code of Civil Procedure section 382.

4 5. Class Notice. The Court finds that the Court Approved Notice of Class
5 Action Settlement and Hearing Date for Final Court Approval (“Class Notice”) and its
6 distribution to Class Members have been implemented pursuant to the Agreement and
7 Preliminary Approval Order. The Court finds that the Class Notice:

- 8 a. Constitutes notice reasonably calculated to apprise the Class Members of:
9 (i) the pendency of this lawsuit; (ii) material terms and provisions of the
10 Settlement and their rights; (iii) their right to object to any aspect of the
11 Agreement; (iv) their right to exclude themselves from the Settlement;
12 (v) their right to receive settlement payments; (vi) their right to appear at
13 the Final Approval Hearing; and (vii) the binding effect of the orders and
14 judgment in this lawsuit on all Participating Class Members;
15 b. Constitutes notice that fully satisfied the requirements of Code of Civil
16 Procedure section 382, Rule of Court 3.769, and due process;
17 c. Constitutes the best practicable notice to the Class Members under the
18 circumstances of this lawsuit; and
19 d. Constitutes notice reasonable, adequate, and sufficient to Class Members.

20 6. Enforcement of Settlement. Nothing in this Order and Judgment shall
21 preclude any action to enforce the terms and provisions of the Settlement Agreement.

22 7. Final Settlement Approval. The terms and provisions of the Settlement
23 Agreement have been entered into in good faith, resulting from arm’s-length negotiations by
24 experienced counsel who have carried out and meaningfully investigated the disputed claims.
25 The Settlement Agreement and all its terms and provisions are fully and finally approved as fair,
26 reasonable, adequate, and in the best interests of the Parties. The Parties shall implement the
27 Settlement Agreement according to its terms and provisions.

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1 8. Binding Effect. The terms and provisions of the Settlement Agreement
2 and this Order and Judgment are binding on Plaintiff, Participating Class Members, Aggrieved
3 Employees, and their spouses, heirs, registered domestic partners, executors, administrators,
4 successors, and assigns. Those terms shall have res judicata and other preclusive effect in all
5 pending and future claims, lawsuits, or other proceedings maintained by or on behalf of any such
6 persons to the extent those claims, lawsuits, or other proceedings involve matters that were or
7 could have been raised in this lawsuit and are encompassed by the Released Class Claims and
8 Released Private Attorneys General Act of 2004 (“PAGA”) Claims.

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

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

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

and relinquishes the provisions, rights, and benefits, if any, of section 1542 of the Civil Code.

- c. Released Parties. The Released Parties include Defendant and its past and present parents, shareholders, predecessors, successors, all affiliates, subsidiaries, officers, directors, executives, partners, managers, owners, members, agents, independent contractors, employees, stockholders, attorneys, insurers, reinsurers, staffing agencies, assigns, or representatives of any kind.

10. Gross Settlement Amount. The Court finds that the Gross Settlement Amount of \$550,000 will be funded by Defendant.

11. Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment. The Court finds the Class Counsel Fees Payment of \$192,500, to be reasonable and appropriate. The Court finds the Class Counsel Litigation Expenses Payment for reimbursement of actual litigation costs of \$19,229.96, to be reasonable and appropriate. Such fees and costs are to be paid pursuant to the terms and provisions of the Settlement. Defendant shall not be required to pay for any other attorneys' fees and expenses, costs, or disbursements incurred by Class Counsel or any other counsel representing Plaintiff or Class Members. Defendant shall also not be required to pay for any other attorneys' fees or expenses, costs, or disbursements incurred by Plaintiff or Class Members in connection with or related to this matter.

- a. Courts have an independent right and responsibility to review Class Counsel Fees Payments and only award so much as determined reasonable. (*Garabedian v. Los Angeles Cellular Telephone Co.* (2004) 118 Cal.App.4th 123, 127-128.) The Class Counsel Fees Payment of \$192,500 (35% of the Gross Settlement Amount) are supported by the percentage fee method. (*Laffitte v. Robert Half International, Inc.* (2016) 1 Cal.5th 480, 504.) Considering the results achieved, financial risk undertaken, difficulty of this litigation, skills required, percentage fees awarded in other cases, and contingent fees charged in the private

marketplace, the Court finds that the Class Counsel Fees Payment is reasonable and is approved.

- b. The Court has reviewed the Declaration of Douglas Han regarding costs expended in prosecuting this case. Pursuant to the Settlement, Class Counsel may seek reimbursement of up to \$25,000 in litigation costs. The Court finds that Class Counsel expended \$19,229.96 in litigation costs and that such costs were reasonable. Thus, the Court approves the Class Counsel Litigation Expenses Payment of \$19,229.96 as reimbursement of Class Counsel's litigation costs.

12. Class Representative Service Payment. The Court finds the Class Representative Service Payment of \$10,000, to be paid to Plaintiff out of the Gross Settlement Amount, to be reasonable and appropriate. The Class Representative Service Payment is to be paid pursuant to the terms and provisions set forth in the Settlement Agreement.

- a. The rationale for making enhancement payments is that class representatives should be compensated for the expense and risk incurred in conferring a benefit on the Class. Criteria courts consider include: (i) class representative risk in commencing suit; (ii) notoriety and personal difficulties encountered; (iii) amount of time and effort spent by class representatives; (iv) litigation duration; and (v) personal benefit (or lack thereof) enjoyed by class representatives.

- b. The Court has reviewed Plaintiff's declaration outlining Plaintiff's involvement in this case. Given the risks inherent in serving as class representative, duration of the case, time involved, and benefits created for the Class, the Court approves the Class Representative Service Payment of \$10,000 to be paid to Plaintiff.

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1 13. Administration Expenses Payment. The Court finds the Administration
2 Expenses Payment of \$6,890, to be paid to the Administrator from the Gross Settlement Amount,
3 to be reasonable and appropriate. The Administration Expenses Payment is to be paid pursuant to
4 the terms and provisions set forth in the Settlement Agreement.

- 5 a. The Court has reviewed the Declaration of Ryan McNamee from Apex
6 Class Action Administration. The Court finds that notice provided to the
7 Class pursuant to the Preliminary Approval Order constitutes the best
8 practicable notice to the Class and satisfied due process. The Court
9 approves the Administration Expenses Payment of \$6,890 for the
10 Administrator's services in administering the Settlement.

11 14. PAGA Penalties. The Court finds the PAGA Penalties of \$30,000, sixty-
12 five percent (65%) of which (\$19,500) will be paid to the California Labor and Workforce
13 Development Agency out of the Gross Settlement Amount and thirty-five percent (35%) of
14 which (\$10,500) will be distributed to the Aggrieved Employees, on a pro rata basis, to be
15 reasonable and appropriate. The PAGA Penalties are to be paid pursuant to the terms and
16 provisions set forth in the Settlement Agreement.

17 15. Fairness of the Settlement. As noted in the Preliminary Approval Order,
18 the Settlement is entitled a presumption of fairness. In the moving papers, Plaintiff contends that
19 the Settlement was the product of arm's-length negotiations following litigation, discovery, and
20 exchange of documentation. The negotiations were facilitated with the aid of Jeffrey P.
21 Fuchsman, an experienced, well-respected mediator.

- 22 a. There were no objections to and no requests for exclusion from the
23 Settlement, displaying the fairness of the Settlement.

- 24 b. The fairness of the Settlement is further shown by the gross *average*
25 Individual Class Payment being approximately \$3,035.21, and the gross
26 *highest* Individual Class Payment being about \$5,109.54.

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

6 17. Uncashed Checks. The Class Members must cash or deposit their
7 settlement checks within one hundred eighty (180) calendar days after the checks are issued.
8 Uncashed settlement checks will be canceled and transmitted to the California Controller's
9 Unclaimed Property Fund in the name of the Class Member.

10 18. Non-Appeal Case Review. The Court sets a non-appearance case
11 review on April ¹³~~10~~, 2026 in Department 4. A compliance status report shall be filed within five
12 (5) court days before this hearing. Pursuant to Code of Civil Procedure section 384, the
13 compliance status report shall specify the total amount paid to Class Members and the residual of
14 unclaimed settlement-funds that will be paid to the entity identified as the recipient of such funds
15 in the Settlement Agreement.

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

20 20. Retention of Jurisdiction. The Court has jurisdiction to enter this Order
21 and Judgment. This Court expressly retains jurisdiction for the administration, interpretation,
22 effectuation, and/or enforcement of the Settlement Agreement and of this Order and Judgment,
23 and for any other necessary purpose, including, without limitation:

- 24 a. Entering such additional orders as may be necessary or appropriate to
25 protect or effectuate this Order and Judgment approving the Settlement
26 Agreement, and permanently enjoining Plaintiff from initiating or
27 pursuing related proceedings, or to ensure the fair and orderly
28 administration of the Settlement Agreement;

- b. Enforcing the terms and provisions of the Settlement Agreement and resolving any disputes, claims, or causes of action in this lawsuit that, in whole or in part, are related to or arise out of the Settlement Agreement or this Order and Judgment; and
- c. Entering any other necessary or appropriate orders to protect and effectuate this Court's retention of continuing jurisdiction.

The Motion for Final Approval of Class Action Settlement, Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, and Class Representative Service Payment is GRANTED. The Administrator is directed to carry out the terms of the Agreement forthwith.

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

IT IS SO ORDERED.

DATED: 9/17/2025


HONORABLE TANA L. COATES
SUPERIOR COURT JUDGE

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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 Ave., Ste. 101 Pasadena, California 91103. My electronic service address is manderson@justicelawcorp.com

ORDER OF FINAL APPROVAL AND JUDGMENT

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 19, 2025, at Pasadena, California.

Moini Andarsen

Mariah Anderson