

HEATHER DAVIS, SBN 239372
heather@protectionlawgroup.com
D. Luke Clapp, SBN 306040
luke@protectionlawgroup.com
CHRISTINE V. REYES, SBN 346719
christine@protectionlawgroup.com
PROTECTION LAW GROUP, LLP
149 Sheldon Street
El Segundo, California 90245
Telephone: (424) 290-3095
Facsimile: (866) 264-7880

Attorneys for Plaintiff
GLORIA ZETINA

D.LAW, INC.
Emil Davtyan (SBN 299363)
emil@d.law
David Yeremian (SBN 226337)
d.yeremian@d.law
David Keledjian (SBN 309135)
d.keledjian@d.law
450 N Brand Blvd., Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465

Attorneys for Plaintiff
PAUL ANTHONY ENRIQUEZ

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF RIVERSIDE

PAUL ANTHONY ENRIQUEZ and GLORIA
ZETINA, individually, and on behalf of other
members of the general public similarly
situated, and as an aggrieved employee and
Private Attorney General

Plaintiffs,

vs.

CIRCOR AEROSPACE, INC., a Delaware
corporation; and DOES 1 through 50, inclusive,

Defendants.

Case No.: CVRI2500760

*Assigned for all purposes to: Hon. Harold W.
Hopp, Dept. 1*

NOTICE OF ENTRY OF JUDGMENT
APPROVING CLASS ACTION AND
PAGA SETTLEMENT

Hearing Date: January 7, 2026

Hearing Time: 8:30 a.m.

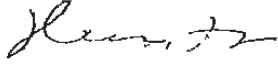
Dept.: 1

1 **TO ALL PARTIES AND THEIR COUNSEL OF RECORD:**

2 **PLEASE TAKE NOTICE** that on January 7, 2026, the Hon. Harold W. Hopp, in
3 Department 1 of the above-entitled Court located at 4050 Main Street, Riverside California 92501,
4 executed the Final Order and Judgment granting Plaintiffs' Motion for Final Approval of Class
5 Action and PAGA Settlement and entered Judgment in this matter. Attached hereto as **Exhibit A**
6 is a true and correct copy of the Court's Final Order and Judgment granting Plaintiffs' Motion for
7 Final Approval of Class Action and PAGA Settlement, dated January 7, 2026.

8
9 Date: February 4, 2026

PROTECTION LAW GROUP, LLP

10
11 By: 

12 Heather Davis
13 D. Luke Clapp
14 Christine V. Reyes, Esq.
15 *Attorneys for Plaintiff*
16 GLORIA ZETINA
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Exhibit A

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

FEB 03 2026

L. Melendrez *LM*

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FEB 04 2026

RYAN CHUMAN, SBN 300695
ryanc@protectionlawgroup.com
ARNEL O. TAN, SBN 272428
arnel@protectionlawgroup.com
PROTECTION LAW GROUP, LLP
149 Sheldon Street
El Segundo, California 90245
Telephone: (424) 290-3095
Facsimile: (866) 264-7880

Attorneys for Plaintiff
GLORIA ZETINA

D.LAW, INC.
Emil Davtyan (SBN 299363)
emil@d.law
David Yeremian (SBN 226337)
d.yeremian@d.law
David Keledjian (SBN 309135)
d.keledjian@d.law
450 N Brand Blvd., Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Facsimile: (818) 962-6469

Attorneys for Plaintiff
PAUL ANTHONY ENRIQUEZ

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF RIVERSIDE**

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ZETINA, individually, and on behalf of other
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situated, and as an aggrieved employee and
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Plaintiffs,

vs.

CIRCOR AEROSPACE, INC., a Delaware
corporation; and DOES 1 through 50, inclusive,

Defendants

Case No.: CVRI2500760

**FINAL ORDER AND
JUDGMENT**

Hearing Date: January 7, 2026

Hearing Time: 8:30 a.m.

Dept.: 7

FINAL ORDER AND JUDGMENT

ORDER

The Motion of Plaintiffs Paul Anthony Enriquez and Gloria Zetina ("Plaintiffs") for Final Approval of Class Action and PAGA Settlement came regularly for hearing before this Court on January 7, 2026, pursuant to California Rule of Court 3.769 and this Court's earlier Order Granting Preliminary Approval of Class Action Settlement ("Preliminary Approval Order"). Having considered the Parties' Amended Joint Stipulation of Class Action and PAGA Settlement filed on December 12, 2025, and attached as Exhibits 1-3 to the Declaration of Heather Davis in Support of Plaintiff's Motion for Final Approval ("Settlement" or "Settlement Agreement") and the documents and evidence presented in support thereof, and recognizing the sharply disputed factual and legal issues involved in this case, the risks of further prosecution, and the substantial benefits to be received by the Class Members pursuant to the Settlement, the Court hereby makes a final ruling that the proposed Settlement is fair, reasonable, and adequate, and is the product of good faith, arm's length negotiations between the Parties. Good cause appearing therefor, the Court hereby GRANTS Plaintiff's Motion for Final Approval of Class Action Settlement and HEREBY ORDERS THE FOLLOWING:

1. Final judgment is hereby entered in conformity with the Settlement and this Court's Preliminary Approval Order. All terms used herein shall have the same meaning as defined in the Settlement Agreement.

2. The conditional class certification contained in the Preliminary Approval Order is hereby made final, and the Court thus certifies, for purposes of the Settlement only, a Class defined as: "All current and former non-exempt employees of Defendant Circor Aerospace, Inc. who performed work for Defendant in the state of California at any time between October 21, 2020, and June 30, 2025."

3. Plaintiffs are hereby confirmed as the Class Representatives, and Protection Law Group, LLP, and D. Law Inc. are hereby confirmed as Class Counsel.

4. Notice was provided to the Class Members as set forth in the Settlement Agreement, which was approved by the Court on August 29, 2025, and the notice process has been completed in conformity with the Court's Orders. The Court finds that said notice was the best notice

1 practicable under the circumstances. The Class Notice provided due and adequate notice of the
2 proceedings and matters set forth therein, informed Class Members of their rights, and fully
3 satisfied the requirements of California Code of Civil Procedure section 1781(e), California Rule
4 of Court 3.769, and due process.

5 5. The Court hereby finds the Settlement was entered into in good faith pursuant to and
6 within the meaning of California Code of Civil Procedure section 877.6. The Court further finds
7 that the Settlement is fair, adequate, and reasonable and that Plaintiffs have satisfied the standards
8 and applicable requirements for final approval of this class action Settlement under California
9 law, including the provisions of California Code of Civil Procedure section 382 and Federal Rule
10 of Civil Procedure 23, approved for use by the California state courts in *Vasquez v. Superior*
11 *Court*, 4 Cal.3d 800, 821 (1971).

12 6. The Court hereby approves the Settlement set forth in the Settlement Agreement
13 and finds that the Settlement is, in all respects, fair, adequate and reasonable, and directs the
14 Parties to effectuate the Settlement according to its terms. The Court finds that the Settlement has
15 been reached as a result of intensive, serious and non-collusive arms-length negotiations. The
16 Court further finds that the Parties have conducted extensive investigation and research, and
17 counsel for the Parties are able to reasonably evaluate their respective positions. The Court also
18 finds that Settlement at this time will avoid additional substantial costs, as well as avoid the delay
19 and risks that would be presented by the further prosecution of the Action.

20 7. Upon the Effective Date, each of the Participating Class Members shall release
21 Defendant CIRCOR Aerospace, Inc and its parent company Circor International, Inc., and their
22 past, present and/or future, officers, directors, managers, employees, and agents (collectively the
23 "Released Parties") from all claims, rights, demands, liabilities and causes of actions that are
24 alleged, or reasonably could have been alleged, based on the facts alleged in the operative
25 complaints in the Actions, including but not limited to the following claims: (i) any and all federal
26 (including FLSA), state, local and common law claims for unpaid wages and overtime
27 compensation (including, but not limited to any claims based on alleged improper rounding or
28 working "off-the-clock"); (ii) unpaid minimum wages (including but not limited to any claims

1 based on arriving to or departing from work or passing through security, COVID-19, or other
2 lines); (iii) failure to provide rest periods or compensation in lieu thereof; (iv) failure to provide
3 meal periods or compensation in lieu thereof; (v) failure to pay wages timely at time of
4 termination or resignation, including any related waiting time penalties; (vi) failure to timely pay
5 wages during employment; (vii) statutory penalties (including but not limited to penalties based
6 on alleged wage statement and/or payroll record violations); (viii) failure to reimburse necessary
7 business expenses; and (ix) unfair business practices, including all related claims for any
8 attorneys' fees, interest, penalties and costs (the "Released Class Claims"). This release is limited
9 to those claims that arose between October 21, 2020, and June 30, 2025 (the "Class Period").

10 8. Upon the Effective Date, all PAGA Members, the LWDA, and the State of
11 California shall fully release and discharge the "Released Parties" from all claims under the
12 California Labor Code Private Attorneys General Act of 2004 for civil penalties that could have
13 been premised on the facts alleged in Plaintiff Paul Anthony Enriquez's December 2, 2024,
14 PAGA Letter to the LWDA or any facts alleged in the Actions, including but not limited to
15 penalties that could have been awarded based on alleged violations of Labor Code sections 201,
16 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 515, 558, 558.1, 1174, 1174.5, 1182.12, 1185,
17 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2698, 2699, et seq., and 2802; provisions of the
18 Industrial Welfare Commission Wage Orders; and California Business & Professions Code §
19 17200, et seq, including all related claims for any attorneys' fees, interest, penalties and costs.
20 (the "Released PAGA Claims"). This release is limited to those claims that arose between
21 December 2, 2023, and June 30, 2025 (the "PAGA Period").

22 9. Additionally, upon the Effective Date, Plaintiffs—on behalf of themselves only,
23 generally release and discharge the Released Parties from any and all claims, demands,
24 obligations, causes of action, rights, or liabilities of any kind which have been or could have been
25 asserted against the Released Parties arising out of or relating to their employment by Defendant
26 or termination thereof, whether arising from common law or under any applicable federal, state
27 or local law, statute, regulation or ordinance relating to employment, including but not limited to
28 claims for wages, restitution, penalties, retaliation, defamation, discrimination, harassment,

1 breach of contract, tort, fraud, or wrongful termination of employment. This release specifically
2 includes any and all claims, demands, obligations and/or causes of action for damages, restitution,
3 penalties, interest, and attorneys' fees and costs (except provided by the Settlement Agreement)
4 relating to or in any way connected with the matters referred to herein, whether or not known or
5 suspected to exist, and whether or not specifically or particularly described herein. Specifically,
6 Plaintiffs waive all rights and benefits afforded by California Civil Code Section 1542, which
7 provides:

8 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE
9 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO
10 EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE
11 RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE
12 MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE
13 DEBTOR OR RELEASED PARTY.

14 This release specifically excludes claims for unemployment insurance, disability, social
15 security, and workers compensation (with the exception of claims arising pursuant to California
16 Labor Code Sections 132(a) and 4553).

17 10. The Court finds that no Class Member opted out of the Class. The participation
18 rate of 100% of the Class in the Settlement supports final approval.

19 11. The Court finds that there have been no objections to the Settlement.

20 12. The Court hereby approves the Settlement as set forth in the Settlement Agreement
21 as fair, reasonable, and adequate, and directs the Parties to effectuate the Settlement Agreement
22 according to its terms.

23 13. The Court orders that within fifteen business days of the Effective Date (as defined
24 in the Settlement Agreement), Defendant deposit the amount of \$400,000.00 with Apex Class
25 Action, LLC. ("Settlement Administrator"), as provided for in the Settlement Agreement.

26 14. The Court finds that the Class Representative Incentive Payment, as provided for
27 in the Settlement, is fair, reasonable, and adequate, and approves and orders the payment of
28

1 \$5,000 each (\$10,000.00 total) to Plaintiffs Anthony Enriquez and Gloria Zetina in accordance
2 with the terms of the Settlement.

3 15. The Court finds that attorneys' fees in the amount of \$133,333.00 and actual
4 litigation costs of \$16,443.60 for Class Counsel are fair, reasonable, and adequate. Protection Law
5 Group shall receive \$99,999.75 for their portion of the attorneys fees award and shall recover
6 actual costs of \$15,725.55. D. Law, Inc. shall recover \$33,333.25 in fees and shall recover costs
7 in the amount of \$718.05. The Court orders that the Settlement Administrator distribute these
8 payments to Class Counsel in accordance with the terms of the Settlement.

9 16. The Court orders that the Settlement Administrator be paid \$6,990.00 from the
10 Gross Settlement Amount for all of its work done and to be done until the completion of this
11 matter and finds that sum appropriate.

12 17. The Court approves and orders the payment in the amount of \$26,000 (65% of
13 \$40,000) from the Gross Settlement Amount to the California Labor Workforce Development
14 Agency for penalties arising under the Labor Code Private Attorneys General Act of 2004
15 ("PAGA"). The remaining \$16,000 (35% of \$40,000) shall be distributed to the PAGA Members
16 as set forth in the Agreement.

17 18. The Court hereby approves and orders payment of Individual Settlement Payments
18 from the Net Settlement Amount to the Participating Class Members and PAGA Members on a
19 *pro rata* basis as set forth in the Agreement.

20 19. Envelopes transmitting the Individual Settlement Payment to Participating Class
21 Members and PAGA Members shall bear the notation, "YOUR CLASS ACTION SETTLEMENT
22 CHECK IS ENCLOSED."

23 20. If any Individual Settlement Payment issued to a current employee is returned as
24 undeliverable, and the Settlement Administrator is unable to locate a valid mailing address, then
25 the Settlement Administrator shall arrange with Defendant to have these payments delivered to
26 these current employees at their place of employment.

1 21. The Settlement Administrator shall mail a reminder postcard to any Participating
2 Class Member and/or PAGA Member whose Individual Settlement Payment check has not been
3 negotiated within 60 days of the date of the mailing.

4 22. All Individual Settlement Payment checks that are not cashed within 180 days of
5 mailing shall be void, and these funds shall be transferred to the California State Controller's
6 Office and held in trust for Participating Class Members and PAGA Members pursuant to
7 California Unclaimed Property Law, Civil Code Section 1500 et seq.

8 23. Provided the Settlement becomes effective under the terms of the Agreement, the
9 Court also hereby orders that the deadline for mailing the Court-approved Individual Settlement
10 Payments, Class Counsel's Fees and Costs, and Class Representative Incentive Payment is as set
11 forth in the Agreement.

12 24. Neither the Settlement nor any of the terms set forth in the Settlement is an
13 admission by Defendant, or any of the other Released Parties, nor is this Final Order a finding of
14 the validity of any claims in the Action or of any wrongdoing by Defendant, or any of the other
15 Released Parties. Neither this Final Order, the Settlement, nor any document referred to herein,
16 nor any action taken to carry out the Settlement is, may be construed as, or may be used as, an
17 admission by or against Defendant, or any of the other Released Parties, of any fault, wrongdoing
18 or liability whatsoever.

19 25. Without affecting the finality of this Judgment, the Court shall retain continuing
20 jurisdiction over this action and the Parties, including all Participating Class Members and PAGA
21 Members, and over all matters pertaining to the implementation and enforcement of the terms of
22 the Settlement pursuant to California Rule of Court 3.769(h) and California Code of Civil
23 Procedure section 664.6. Except as provided to the contrary herein, any disputes or controversies
24 arising with or with respect to the interpretation, enforcement, or implementation of the Settlement
25 shall be presented to the Court for resolution.

26 26. A non-appearance case review regarding the disbursement of settlement payments
27 is set for July 30, 2027, at 8:30 a.m. A final report shall be submitted by Plaintiffs at least five (5)
28 court days in advance of the hearing.

1 27. Class Counsel shall file a Notice of Entry of Judgment within five (5) court days
2 of receipt of this judgment stating (1) that on the date of this Order, the Court granted Final
3 Approval of the proposed settlement and entered Judgment in this matter and; (2) attaching this
4 Final Order and Judgment as Exhibit A. The Notice of Entry of Judgment shall be posted on the
5 Settlement Administrator's website for a period of no less than 60 days in order to provide notice
6 to the Class.

7
8 **IT IS SO ORDERED.**

9 Dated: 11/7/26

By: 
JUDGE OF THE SUPERIOR COURT

Judge Harold W. Hopp