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Attorneys for Plaintiff

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

MICHAEL TRUJILLO, an individual, on
behalf of himself and on behalf of all persons
similarly situated,

Plaintiffs,

vs.

MCMaster-CARR SUPPLY COMPANY,
a Corporation; and DOES 1 through 50,
inclusive,

Defendants.

CASE NO.: **24STCV10790**

NOTICE OF ENTRY OF JUDGMENT

Hearing Date: December 8, 2025
Hearing Time: 9:00 a.m.
[Hearing scheduled by Order dated August 4,
2025]

Judge: Hon. Laura A. Seigle
Dept: SS-17

Date Filed: April 30, 2024
Trial Date: Not set

1 **TO ALL PARTIES AND THEIR RESPECTIVE ATTORNEYS OF RECORD:**

2 YOU ARE HEREBY NOTIFIED THAT on December 8, 2025, the Court entered the
3 Judgment in the above entitled action. A true and correct copy of the Judgment is attached hereto
4 as Exhibit #1.

5 Respectfully submitted,

6
7 Dated: December 8, 2025

**BLUMENTHAL NORDREHAUG BHOWMIK
DE BLOUW LLP**

8
9 By: */s/ Kyle Nordrehaug*
10 Kyle R. Nordrehaug
11 Attorneys for Plaintiff
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PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF SAN DIEGO

I, Kyle Nordrehaug, am employed in the County of San Diego, State of California. I am over the age of 18 and not a party to the within action. My business address is 2255 Calle Clara, La Jolla, California 92037.

On December 8, 2025, I served the document(s) described as:

1. Notice of Entry of Judgment

X **BY ELECTRONIC SERVICE (via electronic service provider):** I caused a copy of the document(s) referenced above to be electronically transmitted to Case Anywhere, an electronic filing/service provider at www.caseanywhere.com pursuant to the Court's Order governing the matter mandating electronic service. The transmission was reported as complete and without error to the following e-mail address(es):

ARENTFOX SCHIFF LLP
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Attorneys for Defendant

X **ONLINE TO THE LWDA:** I caused the above-described document to be delivered to the Labor Workforce Development Agency via online process at the PAGA Filing website in accordance with the procedure imposed by the LWDA.

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 December 8, 2025, at La Jolla, California.



Kyle Nordrehaug

EXHIBIT #1

**BLUMENTHAL NORDREHAUG BHOWMIK
DE BLOUW LLP**

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Attorneys for Plaintiff

FILED
Superior Court of California
County of Los Angeles

12/08/2025

David W. Slayton, Executive Officer / Clerk of Court

By: N. Navarro Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

MICHAEL TRUJILLO, an individual, on
behalf of himself and on behalf of all persons
similarly situated,

Plaintiff,

vs.

MCMaster-CARR SUPPLY COMPANY, a
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

CASE NO.: 24STCV10790

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

Hearing Date: December 8, 2025
Hearing Time: 9:00 a.m.

Judge: Hon. Laura A. Seigle
Dept: SS-17

Date Filed: April 30, 2024
Trial Date: Not set

The unopposed motion of Plaintiff Michael Trujillo ("Plaintiff") for an order finally approving the Class Action and PAGA Settlement Agreement ("Agreement") with Defendant McMaster-Carr Supply Company ("Defendant" or "McMaster-Carr"), attorneys' fees and costs, service payments, and the expenses of the Administrator duly came on for hearing on December 8, 2025 before the Honorable Laura A. Seigle.

I.
FINDINGS

Based on the oral and written argument and evidence presented in connection with the motion, the Court makes the following findings:

1. All terms used herein shall have the same meaning as defined in the Agreement.
2. This Court has jurisdiction over the subject matter of this litigation pending before the Superior Court for the State of California, in and for the County of Los Angeles, and over all Parties to this litigation, including the Class.
3. Based on a review of the papers submitted by Plaintiff and a review of the applicable law, the Court finds that the Gross Settlement Amount of Three Million Dollars (\$3,000,000) and the terms set forth in the Agreement are fair, reasonable, and adequate.
4. The Court further finds that the Settlement was the result of arm's length negotiations conducted after Class Counsel had adequately investigated the claims and became familiar with the strengths and weaknesses of those claims. In particular, the amount of the Settlement, and the assistance of an experienced mediator in the settlement process, among other factors, support the Court's conclusion that the Settlement is fair, reasonable, and adequate.

Preliminary Approval of the Settlement

5. On August 4, 2025, the Court granted preliminary approval of the Settlement. At this same time, the Court approved conditional certification of the Class for settlement purposes only.

Notice to the Class

6. In compliance with the Preliminary Approval Order, the Court-approved Class Notice was mailed by first class mail to members of the Class at their last-known addresses on or about September 8, 2025. This mailing of the Class Notice to their last-known addresses was the best notice practicable under the circumstances and was reasonably calculated to communicate actual notice of the litigation and the proposed settlement to the Class. The Class Notice given to the Class Members fully and accurately informed the Class Members of all material elements of

1 the proposed Settlement and of their opportunity to object to or comment thereon or to seek
2 exclusion from the Settlement. The Class Notice provided valid, due, and sufficient notice to all
3 Class Members and complied fully with the laws of the State of California, the United States
4 Constitution, due process and other applicable laws. The Class Notice fairly and adequately
5 described the Settlement and provided Class Members adequate instructions and a variety of
6 means to obtain additional information.

7 7. The Response Deadline for opting out or submitting written objections to the
8 Settlement was November 7, 2025, which for re-mailings was extended by fourteen (14) days.
9 There was an adequate interval between notice and the deadline to permit Class Members to
10 choose what to do and to act on their decision. A full and fair opportunity has been afforded to the
11 Class Members to participate in this hearing, and all Class Members and other persons wishing to
12 be heard have had a full and fair opportunity to be heard. Class Members also have had a full and
13 fair opportunity to exclude themselves from the proposed Settlement and Class. Accordingly, the
14 Court determines that all Class Members who did not timely and properly submit a request for
15 exclusion are bound by the Settlement and this Final Approval Order and Judgment.

16 **Fairness of the Settlement**

17 8. The Agreement is entitled to a presumption of fairness. *Dunk v. Ford Motor Co.*
18 48 Cal.App.4th 1794, 1801 (1996).

19 a. The settlement was reached through arm's-length bargaining between the
20 Parties during an all-day mediation before Stephanie Chow, Esq., an experienced mediator of
21 wage and hour class actions. There has been no collusion between the Parties in reaching the
22 Settlement.

23 b. Plaintiff and Class Counsel's investigation and discovery have been
24 sufficient to allow the Court and counsel to act intelligently.

25 c. Counsel for all Parties are experienced in similar employment class action
26 and PAGA litigation. Class Counsel recommended approval of the Agreement.

1 d. The percentage of objectors and requests for exclusion is small. No
2 objections were received. Four (4) requests for exclusion were received.

3 e. The participation rate was high. 864 Class Members will be mailed a
4 settlement payment, representing 99.5% of the overall Class.

5 9. The consideration to be given to the Class Members under the terms of the
6 Agreement is fair, reasonable and adequate considering the strengths and weaknesses of the claims
7 asserted in this action and is fair, reasonable and adequate compensation for the release of Class
8 Members' claims, given the uncertainties and significant risks of the litigation and the delays
9 which would ensue from continued prosecution of the action.

10 10. The Agreement is approved as fair, adequate, and reasonable and in the best
11 interests of the Class Members.

12 **Class Counsel Fees Payment and Class Counsel Litigation Expenses Payment**

13 11. An award of \$1,000,000 for attorneys' fees, representing one-third of the Gross
14 Settlement Amount, and \$19,447.77 for litigation costs and expenses, is reasonable, in light of the
15 contingent nature of Class Counsel's fee, the hours worked by Class Counsel, and the results
16 achieved by Class Counsel. The requested awards have been supported by Class Counsel's
17 lodestar and billing statement.

18 **Class Representative Service Payment**

19 12. The Agreement provides for a Class Representative Service Payment of not more
20 than ~~\$15,000~~ ^{\$7,500.00} to the Plaintiff, subject to the Court's approval. The Court finds that a Class
21 Representative Service Payment in the amount of ~~\$15,000~~ ^{\$7,500.00} to the Plaintiff is reasonable in light of
22 the risks and burdens undertaken by the Plaintiff in this litigation and for his time and effort in
23 bringing and prosecuting this matter on behalf of the Class.

24 **Administration Expenses Payment**

25 13. The Administrator shall calculate and administer the payment to be made to the
26 Class Members, transmit payment for attorneys' fees and costs to Class Counsel, transmit the
27 Class Representative Service Payment to the Plaintiff, issue all required tax reporting forms,
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1 calculate withholdings and perform the other remaining duties set forth in the Agreement. The
2 Administrator has documented \$10,250 in fees and expenses, and this amount is reasonable in
3 light of the work performed by the Administrator.

4 **PAGA Penalties**

5 14. The Agreement provides for PAGA Penalties out of the Gross Settlement Amount
6 of \$60,000, which shall be allocated \$45,000 to the Labor & Workforce Development Agency
7 (“LWDA”) as the LWDA’s 75% share of the settlement of civil penalties paid under this
8 Agreement pursuant to the PAGA and \$15,000 to be distributed to the PAGA Group Members and
9 allocated by (a) dividing the amount of the PAGA Group Members’ 25% share of PAGA Penalties
10 (\$15,000) by the total number of PAGA Pay Periods worked by all PAGA Group Members during
11 the PAGA Period and (b) multiplying the result by each PAGA Group Member’s PAGA Pay
12 Periods. “PAGA Group Members” are all current and former hourly-paid or non-exempt
13 individuals employed by McMaster-Carr in California during the PAGA Period (March 11, 2023
14 through May 5, 2025). Pursuant to Labor Code section 2699, subdivision (s), the LWDA was
15 provided notice of the Agreement and these settlement terms and has not indicated any objection
16 thereto. The Court finds the PAGA Penalties to be reasonable.

17 **II.**

18 **ORDERS**

19 Based on the foregoing findings, and good cause appearing, **IT IS HEREBY ORDERED:**

20 15. The Class is certified for the purposes of settlement only. The Class is defined as
21 follows:

22 All current and former hourly-paid or non-exempt individuals who have been
23 employed by McMaster-Carr in California during the Class Period, who have not
previously entered into a general release of all claims against McMaster-Carr.

24 The Class Period is April 30, 2020 to May 5, 2025.

25 16. All persons who meet the foregoing definition are members of the Class, except for
26 those individuals who filed a valid request for exclusion (“opt out”) from the Class. The four
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1 individuals who requested exclusion are: Cesar Lases, Christa Jeanne Espinoza, Stephen McBride,
2 and Guadalupe Arias.

3 17. The Agreement is hereby finally approved as fair, reasonable, adequate, and in the
4 best interest of the Class. Defendant shall fully fund the Gross Settlement Amount and also fund
5 the amounts necessary to fully pay Defendant's employer-side payroll taxes, by transmitting the
6 funds to the Administrator no later than fourteen (14) calendar days after the Effective Date.

7 18. Class Counsel are awarded attorneys' fees in the amount of \$1,000,000 and costs in
8 the amount of \$19,447.77. Class Counsel shall not seek or obtain any other compensation or
9 reimbursement from Defendant, Plaintiff, or members of the Class.

10 19. The payment of a Class Representative Service Payment in the amount of ~~\$15,000~~ ^{\$7,500.00}
11 to the Plaintiff is approved.

12 20. The payment of \$10,250 to the Administrator for its fees and expenses is approved.

13 21. The PAGA Penalties amount of \$60,000 is approved and shall be distributed in
14 accordance with the Agreement.

15 22. Pursuant to Labor Code section 2699, subdivision (s), Class Counsel shall submit a
16 copy of this Final Approval Order and Judgment to the LWDA within 10 days after its entry.

17 23. Neither the Agreement nor this Settlement is an admission by Defendant, nor is this
18 Final Approval Order and Judgment a finding, of the validity of any claims in the Action or of any
19 wrongdoing by Defendant or that this Action is appropriate for class or representative treatment
20 (other than for settlement purposes). Neither this Final Approval Order and Judgment, the
21 Agreement, nor any document referred to herein, nor any action taken to carry out the Agreement
22 is, may be construed as, or may be used as an admission by or against Defendant of any fault,
23 wrongdoing or liability whatsoever. The entering into or carrying out of the Agreement, and any
24 negotiations or proceedings related thereto, shall not in any event be construed as, or deemed to be
25 evidence of, an admission or concession with regard to the denials or defenses by Defendant.

26 Notwithstanding these restrictions, Defendant may file in the Action or in any other proceeding
27 this Final Approval Order and Judgment, the Agreement, or any other papers and records on file in
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1 the Action as evidence of the Settlement to support a defense of *res judicata*, collateral estoppel,
2 release, or other theory of claim or issue preclusion or similar defense as to the Released Class
3 Claims and/or Released PAGA Claims.

4 24. Notice of entry of this Final Approval Order and Judgment shall be given to all
5 Parties by Class Counsel on behalf of Plaintiffs and all Class Members. The Final Approval Order
6 and Judgment shall be posted on the website as set forth in the Class Notice to the Class. It shall
7 not be necessary to send notice of entry of this Final Approval Order and Judgment to individual
8 Class Members.

9 25. If the Agreement does not become final and effective in accordance with the terms
10 of the Agreement, then this Final Approval Order and Judgment, and all orders entered in
11 connection herewith, shall be rendered null and void and shall be vacated, and the Parties shall
12 revert to their respective positions as of before entering into the Agreement, and expressly reserve
13 their respective rights regarding the prosecution and defense of this Action, including all available
14 defenses and affirmative defenses, and arguments that any claim in the Action could not be
15 certified as a class action and/or managed as a representative action.

16 **IT IS HEREBY ORDERED, ADJUDICATED AND DECREED THAT:**

17 26. Except as set forth in the Agreement and this Final Approval Order and Judgment,
18 Plaintiff, all members of the Class, all PAGA Group Members, and the State of California shall
19 take nothing in the Action.

20 27. All Parties shall bear their own attorneys' fees and costs, except as otherwise
21 provided in the Agreement and in this Final Approval Order and Judgment.

22 28. Effective on the date when Defendant fully funds the entire Gross Settlement
23 Amount and funds all employer-side payroll taxes owed on the Wage Portion of the Individual
24 Class Payments, Plaintiff, Participating Class Members, PAGA Group Members, and the State of
25 California will all release claims against all Released Parties as follows:

26 All Participating Class Members, on behalf of themselves and their respective former and
27 present representatives, agents, attorneys, heirs, administrators, successors, and assigns, shall
28 fully and finally release the Released Parties of the "Released Class Claims." The "Released
Class Claims" means:

1 All claims that were alleged, or could have been alleged, in the Operative Complaint or that
2 could have been raised in the Operative Complaint based on the facts alleged in the Operative
3 Complaint or based on any facts discovered in the course of litigating the Action. The
4 Released Class Claims include all claims for unpaid wages, including failure to pay
5 minimum wages, straight time compensation, overtime compensation, double-time
6 compensation and interest; the calculation of the regular rate of pay; failure to pay wages at
7 least twice each calendar month; failure to timely pay wages; failure to timely pay final
8 wages; non-compliant (e.g., missed, short, late and/or interrupted) meal periods and rest
9 periods; failure to provide meal periods; failure to authorize and permit rest periods; the
10 calculation and payment of meal period and rest period premiums; failure to reimburse
11 business expenses; payment for all hours worked, including off-the-clock work and rounded
12 time; wage statements; deductions; failure to keep accurate records; unlawful deductions
13 and/or withholdings from wages; failure to furnish accurate, itemized wage statements; unfair
14 business practices; failure to pay sick wages; failure to comply with California's quota laws;
15 penalties, including but not limited to, recordkeeping penalties, wage statement and payroll
16 reporting penalties, minimum-wage penalties, and waiting-time penalties; and attorneys' fees
and costs. The Released Class Claims include all claims alleged in the Operative Complaint
and arising under the Labor Code (including sections 201, 202, 203, 204 *et seq.*, 218, 221,
226, 226.7, 233, 246 *et seq.*, 510, 512, 1194, 1194.2, 1197, 1197.1, 1198, 2100 *et seq.*, 2101,
2102, 2103, 2802); all claims arising under the California Code of Regulations or the Wage
Orders of the California Industrial Welfare Commission which were, or could have been,
alleged in the Operative Complaint; Business and Professions Code sections 17200 *et seq.*;
and Code of Civil Procedure section 1021.5. Participating Class Members do not release any
other claims, including claims for vested benefits, wrongful termination, violation of the Fair
Employment and Housing Act, unemployment insurance, disability, social security, workers'
compensation, or claims based on facts occurring outside the Class Period.

17 The State of California and PAGA Group Members are bound by the following release:

18 The State of California and all PAGA Group Members, including those who timely and
19 effectively exclude themselves from the Released Class Claims, shall nevertheless be
20 bound by the Released PAGA Claims. The State of California and all PAGA Group
21 Members, on behalf of themselves and their respective former and present
22 representatives, agents, attorneys, heirs, administrators, successors, and assigns, release
23 the Released Parties from all claims for civil penalties under PAGA that were alleged, or
24 could have been alleged, in the Action, based on the allegations asserted in the Operative
25 Complaint or the PAGA Notice or based on any facts discovered in the course of
26 litigating the Action. The Released PAGA Claims include all claims for civil penalties
27 alleged in the Operative Complaint or the PAGA Notice, including unpaid wages, failure
28 to pay minimum wages, straight time compensation, overtime compensation, double-time
compensation and interest; the calculation of the regular rate of pay; failure to pay wages
at least twice each calendar month; failure to timely pay wages; failure to timely pay final
wages; non-compliant (e.g., missed, short, late and/or interrupted) meal periods and rest
periods; failure to provide meal periods; failure to authorize and permit rest periods; the
calculation and payment of meal period and rest period premiums; failure to reimburse
business expenses; payment for all hours worked, including off-the-clock work and
rounded time; wage statements; deductions; failure to keep accurate records; unlawful

1 deductions and/or withholdings from wages; failure to furnish accurate, itemized wage
2 statements; unfair business practices; failure to pay sick wages; failure to comply with
3 California's quota laws; and attorneys' fees and costs. The Released PAGA Claims
4 include claims for violations of Labor Code sections 201, 202, 203, 204 *et seq.*, 210, 218,
5 221, 226, 226.7, 227.3, 233, 246 *et seq.*, 510, 512, 558, 1194, 1197, 1197.1, 1198, 2100
6 *et seq.*, 2101, 2102, 2103, 2107(d), 2108, 2698 *et seq.*, 2802; 8 CCR §§ 11070, 11040;
7 and the Wage Orders of the California Industrial Welfare Commission. The Released
8 PAGA Claims apply to the entirety of the PAGA Period.

9 29. Plaintiff and his respective former and present representatives, agents, attorneys,
10 heirs, administrators, successors, and assigns generally release and discharge the Released Parties
11 from all known and unknown claims, transactions, or occurrences under state, and/or local law,
12 statute, ordinance, regulation, common law, or other source of law, including all claims arising
13 from or related to Plaintiff's employment by Defendant during the Class Period ("Plaintiff's
14 Release"), as fully set forth in the Agreement.

15 30. For any Class Member or PAGA Group Member whose Individual Class Payment
16 check or Individual PAGA Payment check is uncashed and cancelled after the void date, the
17 Administrator shall transmit the funds represented by such checks to the California Controller's
18 Unclaimed Property Fund in the name of the Class Member or PAGA Group Member, thereby
19 leaving no "unpaid residue" subject to the requirements of California Code of Civil Procedure
20 Section 384, subd. (b).

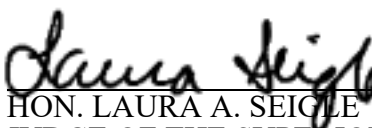
21 31. The Court hereby enters judgment in the entire Action as of the filing date of this
22 Order and Judgment, pursuant to the terms set forth in the Settlement. Without affecting the
23 finality of this Order and Judgment in any way, the Court hereby retains continuing jurisdiction
24 over the interpretation, implementation, and enforcement of the Settlement and all orders entered
25 in connection therewith pursuant to California Code of Civil Procedure section 664.6.

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

27 The declaration of final distribution shall be filed by Sept. 28, 2026. The court sets a non-appearance
28 case review for Oct. 5, 2026 at 8:30 a.m.

Dated: 12/08/2025




HON. LAURA A. SEIGLE

JUDGE OF THE SUPERIOR COURT OF CALIFORNIA
Laura A. Seigle / Judge