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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA CRUZ

CRISTAL RODRIGUEZ, on behalf of herself
and on behalf of all persons similarly situated,

Plaintiff,

vs.

EAH INC. a California Corporation; and
DOES 1-50, Inclusive,

Defendants.

Case No. 21CV00884

[PROPOSED JUDGMENT]

Date: July 13, 2023

Time: 8:30 a.m.

Judge: Hon. Marjorie Carter

Dept.: 10

1 Plaintiff's motion for an order finally approving the Stipulation of Class and PAGA Action
2 Settlement Claims and Release of Claims and First Amendment to Stipulation of Class and PAGA
3 Action Settlement Claims and Release of Claims (hereinafter collectively "Agreement") and
4 Motion for Attorneys' Fees, Attorneys' Expenses and Enhancement Award duly came on for
5 hearing on July 13, 2023, before the above-entitled Court. The JCL Law Firm, APC, and Zakay
6 Law Group, APLC, appeared on behalf of Plaintiff CRISTAL RODRIGUEZ ("Plaintiff"). Pahl &
7 McCay appeared on behalf of Defendant EAH INC. ("Defendant").

8 **IT IS HEREBY ORDERED, ADJUDICATED, and DECREED THAT:**

9 1. The certification of the Settlement Class is confirmed for the purposes of
10 settlement. The Class is defined as follows:

11 "All non-exempt employees who are or previously were
12 employed by Defendant and performed work in California
13 during the Class Period (April 5, 2017, to November 18,
14 2022) who have no submitted a timely and valid request for
15 exclusion."

16 2. There are 951 members of the Class. Every person in the Class who did not opt out
17 is a Settlement Class Member.

18 3. After providing Notice to the Class, there are four (4) opt-outs to the Settlement.
19 Thus, there are 947 members of the Settlement Class. The names of the Class Members that opted
20 out of the Settlement are as follows:

- 21 a. Alejandro Nava
- 22 b. Frederick Schroeter
- 23 c. Mauricio Villa Arroyo
- 24 d. Lillie Wong

25 4. The Aggrieved Employees shall be defined as follows:

26 "All non-exempt employees who are or previously were
27 employed by Defendant and performed work in California
28 during the PAGA Period (April 5, 2020, to November

1 18, 2022).”

2 5. Upon the funding the Gross Settlement Amount, Defendant shall be entitled to a
3 release of the Released Class Claims from the Settlement Class Members. The Released Class
4 Claims shall mean, “all class claims alleged in the operative complaint which occurred during the
5 Class Period, and expressly excluding all other claims, including claims for vested benefits,
6 wrongful termination, unemployment insurance, disability, social security, workers compensation,
7 and class claims outside the Class Period.”

8 6. Upon funding the Gross Settlement Amount, Defendant shall be entitled to a
9 release of the Released PAGA Claims from the Aggrieved Employees. The Released PAGA
10 Claims shall mean “all claims for civil penalties arising under Plaintiff’s PAGA claims alleged in
11 the operative complaint and Plaintiff’s April 5, 2021 Notice to the LWDA which occurred during
12 the PAGA Period, and excluding all other claims for vested benefits, wrongful termination,
13 unemployment insurance, disability, social security, workers compensation, and class claims
14 outside the PAGA Period.”

15 7. Upon the entry of the Final Judgment in this action, it shall bind each Settlement
16 Class Member.

17 8. Upon the entry of the Final Judgment shall also bind Plaintiff, acting on behalf of
18 the State of California and all Aggrieved Employees, pursuant to the California Private Attorneys’
19 General Act (“PAGA”).

20 9. Except as set forth in the Agreement, the Order Granting Motion for Final
21 Approval of Class Action and PAGA Settlement and this Final Judgment, Plaintiff, and all
22 members of the Settlement Class, shall take nothing in the Action. Each party shall bear its own
23 attorneys’ fees and costs, except as otherwise provided in the Agreement, the Order Granting
24 Motion for Final Approval of Class Action and PAGA Settlement, and in this Final Judgment.

25 10. This Court hereby grants final approval and awards the following: (i) \$483,333.33
26 for the Class Counsel as Attorneys’ Fees, (ii) an amount of \$30,000.00 to Class Counsel for
27 actually incurred Attorneys’ Expenses; (iii) an Enhancement Award to Class Representative,
28 Cristal Rodriguez, of \$10,000.00; (iv) Administrative Costs of \$8,500.00 to ILYM Group, Inc.; (v)

1 PAGA Penalties in the amount of \$80,000.00 allocated 75% to the LWDA and 25% to the
2 Aggrieved Employees;

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

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

8 DATED: _____

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Hon. Marjorie Carter
Judge, Superior Court for the State of California,
County of Santa Cruz