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FILED
SUPERIOR COURT OF CALIFORNIA

JAN 21 2026

COUNTY OF TEHAMA
KEVIN HARRIGAN, CLERK OF THE COURT
BY  DEPUTY

7
8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF TEHAMA**

10 KYLE ROBERTS, on his own behalf and
11 all similarly situated individuals,

12 Plaintiff,

13 v.

14 PROPAK LOGISTICS, LLC; and DOES
15 1 through 10,

16 Defendants.

Case No.: 23CI-000324

CLASS ACTION

~~[AMENDED PROPOSED]~~ ORDER
GRANTING MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT 

Date: January 20, 2026

Time: 8:30 a.m.

Dept.: 5

1 **RECITALS**

2 Plaintiff's motion for an order preliminarily approving the settlement of this action,
3 approving the form notice of settlement, and setting a final approval hearing ("Motion") came on
4 for hearing in Department 5 of this Court on January 20, 2026.

5 This Court, having fully considered Plaintiff's Motion, the Memorandum of Points and
6 Authorities in support, the Declarations in support, the Settlement Agreement, and the proposed
7 form of Class Notice, finds that: the Settlement appears fair, reasonable, and adequate, and that a
8 final hearing should be held after notice to the Class (defined below) of the proposed Settlement to
9 determine if the Settlement Agreement and Settlement are fair, reasonable, and adequate, such that
10 a Final Order and Judgment would be entered in this action based upon the Settlement Agreement.

11 **THE COURT ORDERS AND MAKES DETERMINATIONS AS FOLLOWS:**

12 **ORDER PROVISIONALLY CERTIFYING SETTLEMENT CLASS AND**
13 **APPOINTMENT OF CLASS REPRESENTATIVES AND CLASS COUNSEL**

14 1. The Court finds that certifies of the following class, for settlement purposes only:
15 "All non-exempt employees employed by Propak in California during the Class
16 Period," which is the period from December 2, 2020, through October 4, 2025.

17 2. The Court grants preliminary approval of the terms and conditions contained in the
18 Settlement Agreement. The Court finds that the terms of the Settlement Agreement are within the
19 range of possible approval at the final approval hearing.

20 3. The Court preliminarily finds, for settlement purposes only, that the Class meets
21 (i) the ascertainability and numerosity requirements; (ii) the commonality requirement because, in
22 the absence of class certification and settlement, each individual Class Member would have to
23 litigate core common issues of law and fact, all relating to Defendant's alleged wage-and-hour
24 violations asserted in the action; (iii) the typicality requirement because Plaintiff and the Class
25 Members' claims all arise from the same alleged events and course of conduct, and are based on the
26 same legal theories; and (iv) the adequacy of representation requirement because Plaintiff has the
27 same interests as all members of the Class, and they are represented by experienced and competent
28 counsel.

1 4. The Court further finds, preliminarily and for settlement purposes only, that common
2 issues predominate over individual issues in this litigation and that class treatment is superior to the
3 other means of resolving this dispute. Employing the class device here will not only achieve
4 economies of scale for Class Members with individual claims, but also conserve the resources of
5 the judicial system and preserve public confidence in the integrity of the system by avoiding the
6 waste and delay of repetitive proceedings. In addition, certifying the class will prevent inconsistent
7 adjudications of similar issues and claims.

8 5. For settlement purposes only, the Court finds that Plaintiff is adequate class
9 representative and appoint them as such. The Court further finds that Adam Rose of Frontier Law
10 Center has adequately represented Plaintiff and the Class in this litigation, and the Court appoints
11 them as Class Counsel.

12 6. The Court appoints ILYM Group (“ILYM”) to perform the duties of a Settlement
13 Administrator for the purpose of issuing the Class Notice and administering the Settlement.

14 7. The Court recognizes that certification under this Order is for *settlement purposes*
15 *only*, and shall not constitute or be construed as a finding by the Court, or an admission on the part
16 of Defendant, that this action is appropriate for class treatment for litigation purposes. Entry of this
17 Order is without prejudice to the rights of Defendant to oppose class certification in the actions,
18 should the proposed Settlement Agreement not be granted final approval.

19 **PRELIMINARY APPROVAL OF THE SETTLEMENT AGREEMENT**

20 The Court has reviewed the Settlement Agreement and the proposed Class Notice. The Court
21 finds, on a preliminary basis, that the Settlement Agreement appears to be within the range of
22 reasonableness of a settlement that could ultimately be given final approval by this Court.

23 **APPROVAL OF DISTRIBUTION OF THE CLASS NOTICE**

24 **AND TIMELINE FOR SENDING CLASS NOTICE**

25 8. This Court finds that the Class Notice fairly and adequately advises the potential
26 Class Members of the terms of the Settlement and the process for the Class Members to obtain the
27 benefits available under the Settlement Agreement, as well as the right of Class Members to opt out
28 of the class, to file documentation in opposition to the proposed settlement, and to appear at the

1 representative and include the information specified in the Class Notice.

2 14. A Class Member may appear either in person or through personal counsel at the Final
3 Approval Hearing to object to the Settlement. If represented by personal counsel, the counsel will
4 be hired at the Class Member's expense.

5 15. Class Counsel and Defendant's counsel shall promptly furnish each other with copies
6 of any and all objections or written requests for exclusion that come into their possession.

7 **FINAL APPROVAL HEARING**

8 16. The hearing for final approval will take place on in Department 5 of this Court
9 ("Final Approval Hearing"), as set forth in the Class Notice, to determine whether the proposed
10 settlement of this action is fair, reasonable and adequate and should be finally approved. The Court
11 will also consider at the Final Approval Hearing whether applications for Plaintiff's attorneys' fees
12 and costs and class representative service payment to Plaintiff should be granted and, if so, in what
13 amounts.

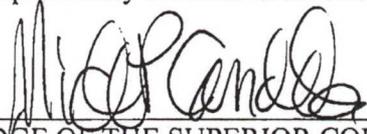
14 17. Class Counsel shall file Plaintiff's memorandum of points and authorities in support
15 of the final approval of the Settlement Agreement and their request for approval of the attorneys'
16 fees, litigation costs, and service payments no later than 16 court days prior to the Final Approval
17 Hearing. After the Final Approval Hearing, the Court may enter a Final Order and Final Judgment
18 in accordance with the Settlement Agreement that will adjudicate the rights of all Class Members.

19 18. All discovery and other pretrial proceedings in this action are stayed and suspended
20 until further order of this Court, except such actions as may be necessary to implement the
21 Settlement Agreement and this Order.

22 19. If, for any reason, the Court does not grant final approval of the Settlement, all
23 evidence and proceedings held in connection therewith shall be without prejudice to the status quo
24 ante rights of the parties to the litigation as more specifically set forth in the Settlement Agreement.

25 **IT IS SO ORDERED.**

26 Date: 1/21/26, 2025
27 


28 JUDGE OF THE SUPERIOR COURT