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**THE SENTINEL FIRM, APC**  
Seung L. Yang (SBN 249857)  
E-mail: [seung.yang@thesentinelfirm.com](mailto:seung.yang@thesentinelfirm.com)  
Tiffany Hyun (SBN 311743)  
E-mail: [tiffany.hyun@thesentinelfirm.com](mailto:tiffany.hyun@thesentinelfirm.com)  
Jeffrey Jackson (SBN 290364)  
E-mail: [jeffrey.jackson@thesentinelfirm.com](mailto:jeffrey.jackson@thesentinelfirm.com)  
Jessica M. Abreu (SBN 343366)  
E-mail: [Jessica.abreu@thesentinelfirm.com](mailto:Jessica.abreu@thesentinelfirm.com)  
355 S. Grand Ave., Suite 1450  
Los Angeles, California 90071  
Telephone: (213) 985-1150  
Facsimile: (213) 985-2155

Attorneys for Plaintiffs and Class Counsel

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

DORA SHUL VASQUEZ, individually, and on behalf of all others similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act; JOSE FLORES, individually, and on behalf of all others similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act; JOSE ZAVALA, individually, and on behalf of all other similarly situated, and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act;

Plaintiff,  
vs.

CASTLEROCK ENVIRONMENTAL, INC., a California Corporation; M2 BUILDING SOLUTIONS, INC., a California Corporation; and DOES 1 through 10, inclusive;

Defendants.

**FILED**  
Superior Court of California  
County of Los Angeles  
**02/18/2026**  
David W. Slayton, Executive Officer / Clerk of Court  
By:           M. Zavala           Deputy

Case No.: 24STCV14523  
[Assigned for all purposes to Hon. Elaine Lu]

**~~PROPOSED~~ FINAL ORDER AND JUDGMENT**

Hearing Information:  
Date: December 16, 2025  
Time: 8:30 a.m.  
Dept.: 9

1 This matter has come before the Honorable Elaine Lu in Department 9 of the above-  
2 entitled Court, located at the Spring Street Courthouse on 312 North Spring Street, Los Angeles,  
3 California 90012, on Plaintiffs Dora Shul Vasquez, Jose Flores and Jose Zavala’s (“Plaintiffs”)  
4 Unopposed Motion for Final Approval of Class Action and PAGA Settlement, Attorneys’ Fees,  
5 Costs, and Enhancement Payments (“Motion for Final Approval”). The Sentinel Firm, APC and  
6 the Bibiyan Law Group, P.C. appeared on behalf of Plaintiffs; Fisher & Phillips, LLP appeared  
7 on behalf of Defendants Castlerock Environmental, Inc. and M2 Building Solutions, Inc.  
8 (“Defendant”).

9 On July 10, 2025, the Court entered the Order Granting Preliminary Approval of Class  
10 Action Settlement (“Preliminary Approval Order”), thereby preliminarily approving the  
11 settlement of the above-entitled action (“Action”) in accordance with the Class Action and PAGA  
12 Settlement Agreement (“Settlement,” “Agreement,” or “Settlement Agreement”) attached to the  
13 Declaration of Tiffany Hyun in Support of Plaintiffs’ Motion for Final Approval as **Exhibit 1**,  
14 which sets forth the terms and conditions for settlement of the Action.

15 Having reviewed the Settlement Agreement and duly considered the parties’ papers and  
16 oral argument, and good cause appearing,

17 **THE COURT HEREBY ORDERS, ADJUDGES, AND DECREES AS FOLLOWS:**

18 1. All terms used herein shall have the same meaning as defined in the Settlement  
19 Agreement and the Preliminary Approval Order.

20 2. This Court has jurisdiction over the claims of the Class Members asserted in this  
21 proceeding and over all parties to the Action.

22 3. The Court finds that the applicable requirements of California Code of Civil  
23 Procedure section 382 and California Rule of Court 3.769, *et seq.* have been satisfied with respect  
24 to the Class and the Settlement. The Court hereby makes final its earlier provisional certification  
25 of the Class for settlement purposes, as set forth in the Preliminary Approval Order. The Classes  
26 are hereby defined to include:

27 “All persons who worked for Defendant Castlerock Environmental, Inc. in  
28 California as an hourly paid, non-exempt employee during the Class Period from  
June 10, 2020 through October 10, 2024,” and “all persons who worked for

1 Defendant M2 Building Solutions, Inc. as an hourly paid, non-exempt employee  
2 during the Class Period, who did not sign an arbitration agreement from June 10,  
2020 through October 10, 2024.”

3 4. The Notice of Class Action Settlement (“Class Notice”) that was provided to the  
4 Class Members fully and accurately informed the Class Members of all material elements of the  
5 Settlement and of their opportunity to participate in the Settlement, object to or comment on the  
6 Class Settlement, or to seek exclusion from the Class Settlement; was the best notice practicable  
7 under the circumstances; was valid and provided sufficient notice to all Class Members; and  
8 complied fully with the laws of the State of California, the United States Constitution, due process  
9 and other applicable law. The Class Notice fairly and adequately described the Settlement and  
10 provided the Class Members with adequate instructions and a variety of means to obtain  
11 additional information.

12 5. Pursuant to California law, the Court hereby grants final approval of the Settlement  
13 and finds that it is reasonable and adequate, and in the best interests of the Class as a whole. More  
14 specifically, the Court finds that the Settlement was reached following meaningful investigation  
15 conducted by the Sentinel Firm, APC and the Bibiyan Law Group, P.C. (“Class Counsel”); that  
16 the Settlement is the result of serious, informed, adversarial, and arms-length negotiations  
17 between the parties; and that the terms of the Settlement are in all respects fair, adequate, and  
18 reasonable. In so finding, the Court has considered all of the evidence presented, including  
19 evidence regarding the strength of Plaintiffs’ claims; the risk, expense, and complexity of the  
20 claims presented; the likely duration of further litigation; the amount offered in the Settlement;  
21 the extent of investigation and discovery completed; and the experience and views of Class  
22 Counsel. The Court has further considered the absence of objections to the Class Settlement  
23 submitted by Class Members. Accordingly, the Court hereby directs that the Settlement be  
24 affected in accordance with the Settlement Agreement and the following terms and conditions.

**(No objectors appeared at the duly noticed hearing on the Parties’ Motion for Final Approval of  
Class Action Settlement.)**

6. A full opportunity has been afforded to the Class Members to participate in the  
26 Final Approval Hearing, and all Class Members and other persons wishing to be heard have been  
27 heard. The Class Members also have had a full and fair opportunity to exclude themselves from  
28 the Class Settlement. Pursuant to the Settlement Administrator, no persons submitted a timely

1 and valid Request for Exclusion to the Administrator. Accordingly, the Court determines that all  
2 Class Members who did not submit a timely and valid Request for Exclusion (“Participating Class  
3 Members”) are bound by the Class Settlement and by this order and judgment (“Final Approval  
4 Order and Judgment”), and that the State of California and all persons employed by Defendant in  
5 California and classified as a non-exempt employee who worked for Defendant during the period  
6 from June 7, 2023 to October 10, 2024 (“Aggrieved Employees”) are bound by the PAGA  
7 Settlement and this Final Approval Order and Judgment.

8 7. The Court finds that the Gross Settlement Amount of \$309,000.00 is fair,  
9 reasonable, and appropriate, and hereby approved. The Gross Settlement Amount is subject to the  
10 deductions otherwise provided for in this Final Approval Order and Judgment.

11 8. The Court finds that the settlement of the Released PAGA Claims for \$30,000.00,  
12 which is designated and allocated as penalties under the California Private Attorneys General Act  
13 of 2004 (“PAGA Payment”), is fair, reasonable, and appropriate, and hereby approved. The  
14 Administrator shall distribute the PAGA Payment as follows: the amount of \$22,500.00 to the  
15 California Labor and Workforce Development Agency, and the amount of \$7,500.00 to  
16 Aggrieved Employees, in accordance with the terms and methodology set forth in the Settlement  
17 Agreement.

18 9. The Court finds that payment of Administration Costs in the amount of \$8,950.00  
19 is appropriate for the services performed and costs incurred and to be incurred for the notice and  
20 settlement administration process. It is hereby ordered that the Administrator, ILYM Group, Inc.,  
21 shall issue payment to itself in the amount of \$8,950.00, in accordance with the terms and  
22 methodology set forth in the Settlement Agreement.

23 10. The Court finds that the Enhancement Payments sought are fair and reasonable for  
24 the work performed by Plaintiffs on behalf of the Class, the State of California, and the Aggrieved  
25 Employees. It is hereby ordered that the Administrator issue payment in the amount of \$7,500.00  
26 to each Plaintiff (Dora Shul Vasquez, Jose Flores and Jose Zavala) for their Enhancement  
27 Payment according to the terms and methodology set forth in the Settlement Agreement.

28 11. The Court finds that the request for attorneys’ fees in the amount of \$101,970.00

1 to Class Counsel falls within the range of reasonableness, and the results achieved justify the  
2 award sought. The requested attorneys' fees to Class Counsel are fair, reasonable, and  
3 appropriate, and are hereby approved. It is hereby ordered that the Administrator issue payment  
4 in the amount of \$101,970.00 to Class Counsel for attorneys' fees, in accordance with the terms  
5 and methodology set forth in the Settlement Agreement.

6 12. The Court finds that reimbursement of litigation costs and expenses in the amount  
7 of \$14,344.54 to Class Counsel is reasonable, and hereby approved. It is hereby ordered that the  
8 Administrator issue payment in the amount of \$14,344.54 to Class Counsel for reimbursement of  
9 litigation costs and expenses, in accordance with the terms and methodology set forth in the  
10 Settlement Agreement.

11 13. The Court finds that all amounts not otherwise provided for in this Order and  
12 Judgment shall be allocated as the Net Settlement Amount payable as Individual Class Payments.  
13 It is hereby ordered that the Administrator issue and distribute payment of the Net Settlement  
14 Amount in accordance with the terms and methodology set forth in the Settlement Agreement.

15 14. The Court hereby enters Judgment by which Participating Class Members shall be  
16 conclusively determined to have given a release of any and all Released Class Claims against the  
17 Released Parties, and all Aggrieved Employees and the State of California shall be conclusively  
18 determined to have given a release of any and all Released PAGA Claims against the Released  
19 Parties, as set forth in the Settlement Agreement and Class Notice.

20 15. It is hereby ordered that within fifteen (15) calendar days of the Effective Date,  
21 Defendant shall transmit the Gross Settlement Amount (i.e., \$309,000.00) by making a one-time  
22 deposit into the account established by the Administrator for administration of the Settlement in  
23 accordance with the terms and methodology set forth in the Settlement Agreement.

24 16. It is hereby ordered that within fourteen (14) calendar days of the deposit of the  
25 Gross Settlement Amount, the Administrator shall distribute Individual Settlement Payments to  
26 the Participating Class Members and Individual PAGA Payments to the Aggrieved Employees,  
27 the LWDA PAGA Payment, the Class Counsel Fees Payment, the Class Counsel Litigation  
28 Expenses Payment, the Class Representative Service Payments, and the Administration Costs in

Prior to distribution, Defendant shall obtain and provide to the Administrator the current mailing addresses of the two current employees who were originally among the 83 whose Notice Packets were deemed undeliverable so that the Administrator can send Individual Settlement Payments to these two class members.

1 accordance with the terms and methodology set forth in the Settlement Agreement.

2 17. Individual Settlement Payment and Individual PAGA Payment checks shall be  
3 valid and negotiable for a period of not less than one hundred and eighty (180) calendar days from  
4 the date of issuance, and thereafter, the checks shall be cancelled. The funds associated with  
5 Individual Settlement Payment and/or Individual PAGA Payment checks that have not been  
6 cashed or deposited within the 180-day period shall be transmitted to the California Controller's  
7 Unclaimed Property Fund in the name of the Class Member thereby leaving no "unpaid residue"  
8 subject to the requirements of California Code of Civil Procedure Section 384, subd. (b)

9 18. Prior to transmitting the funds from uncashed checks to the California Controller's  
10 Unclaimed Property Fund, the Parties shall submit a stipulation and proposed order to the Court  
11 complying with the provisions of California Code of Civil Procedure section 384.

12 19. After entry of this Final Approval Order and Judgment, pursuant to California  
13 Rules of Court, Rule 3.769(h), the Court shall retain jurisdiction to construe, interpret, implement,  
14 and enforce the Settlement Agreement and this Final Approval Order and Judgment, to hear and  
15 resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate  
16 any dispute arising from or in connection with the distribution of settlement benefits.

17 20. Notice of entry of this Final Approval Order and Judgment shall be given to the  
18 Participating Class Members and Aggrieved Employees by posting a copy of the Final Approval  
19 Order and Judgment on the Administrator's website for a period of at least sixty (60) calendar  
20 days after the date of entry of this Final Approval Order and Judgment. Individualized notice is  
21 not required.

22 21. The Court sets a Case Review Hearing Re: Final Accounting and Distribution of  
23 Residual Funds on May 17, 2026 at 8:30 am in Department 9 of this Court. The Parties are  
24 ordered to file a Final Status Report by May 10, 2027 ~~no later than \_\_\_ days prior to the Case Review Hearing.~~

25  
26 Dated: 02/18/2026



*Elaine Lu*

JUDGE OF THE SUPERIOR COURT  
Elaine Lu / Judge

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**PROOF OF SERVICE**

STATE OF CALIFORNIA )  
 )  
COUNTY OF LOS ANGELES )

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; the address from which I served the document listed below is 355 S Grand Ave, Suite 1450, Los Angeles, California 90071. On November 7, 2025, I served the foregoing document described as:

**[PROPOSED] FINAL ORDER AND JUDGMENT**

**BY EMAIL:** by transmitting a facsimile transmission a copy of said document(s) to the following email addressee(s), in accordance with:

the written confirmation of counsel in this action:

**FISHER & PHILLIPS, LLP**  
Lisa L. Peterson ([lpeterson@fisherphillips.com](mailto:lpeterson@fisherphillips.com))  
Josh Klein ([jdklein@fisherphillips.com](mailto:jdklein@fisherphillips.com))  
Boris Sorsher ([bsorsher@fisherphillips.com](mailto:bsorsher@fisherphillips.com))  
Billie Patterson ([bpatterson@fisherphillips.com](mailto:bpatterson@fisherphillips.com))  
Adriana Miranda ([amiranda@fisherphillips.com](mailto:amiranda@fisherphillips.com))  
2050 Main Street, Suite 1000  
Irvine, CA 92614

**BIBIYAN LAW GROUP, P.C.**  
Attorneys for Plaintiff Jose Zavala  
David D. Bibiyan ([david@tomorrowlaw.com](mailto:david@tomorrowlaw.com))  
Paal Bakstad ([paal@tomorrowlaw.com](mailto:paal@tomorrowlaw.com))  
Vedang Patel ([vedang@tomorrowlaw.com](mailto:vedang@tomorrowlaw.com))  
Araceli Marquez ([araceli@tomorrowlaw.com](mailto:araceli@tomorrowlaw.com))  
Jennifer Echivarria ([jennifer@tomorrowlaw.com](mailto:jennifer@tomorrowlaw.com))  
1460 Westwood Boulevard  
Los Angeles, California 90024

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on November 7, 2025, at Los Angeles, California.

Ivette Hernandez  
Name

  
Signature