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1 **BOKHOUR LAW GROUP, P.C.**
Mehrdad Bokhour, Esq. (CA Bar No. 285256)
2 *mehrdad@bokhourlaw.com*
3 1901 Avenue of the Stars, Suite 920
Los Angeles, California 90067
4 Tel: (310) 975-1493; Fax: (310) 675-0861

5 **FALAKASSA LAW, P.C.**
Joshua S. Falakassa, Esq. (CA Bar No. 295045)
6 *josh@falakassalaw.com*
7 1901 Avenue of the Stars, Suite 920
Los Angeles, California 90067
8 Tel: (818) 456-6168; Fax: (888) 505-0868

9 Attorneys for Plaintiff and the Putative Classes

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **FOR THE COUNTY OF PLACER**

12 CHARLES JACKSON JR., on behalf of himself
13 and all others similarly situated,

14 Plaintiff,

15 v.

16 GUTTERGLOVE, INC., a Delaware
17 Corporation; and DOES 1-50, inclusive.

18 Defendants.

CASE NO.: S-CV-0053140

Assigned to Hon. Michael Jones

**[PROPOSED] ORDER GRANTING
FINAL APPROVAL OF CLASS
ACTION SETTLEMENT AND FINAL
JUDGMENT**

HEARING INFO

Date: July 10, 2025
Time: 8:30 a.m.
Dept.: 3

28

Filed - 07/11/2025

Electronically filed by Superior Court of California
County of Placer on 07/11/2025
Jake Chatters, Clerk of the Court
By R. Hall Deputy Clerk

1 This matter came before the Court for hearing on July 10, 2025, on Plaintiff’s unopposed
2 Motion for Final Approval of Class Action and PAGA Settlement (the “Settlement”). Pursuant to
3 California Rules of Court, rule 3.769, and due and adequate notice having been given to the Class
4 Members (as defined in the Settlement), and the Court having considered the Settlement, the papers
5 filed and proceedings held in this action, the oral and written comments received regarding the
6 Settlement, and the entire record in this litigation, and good cause appearing, the Court **GRANTS**
7 final approval of the Settlement and orders and makes the following findings and determinations and
8 enters final judgment as follows:

9 1. All terms used herein shall have the same meaning as defined in the Amended Class
10 and PAGA Settlement Agreement (“Settlement”) and/or in Plaintiff’s Motion for Final Approval of
11 Class Action Settlement. A copy of the Settlement is attached as an exhibit to the Declaration of
12 Mehrdad Bokhour in support of Plaintiff’s Motion for Final Approval and is incorporated herein by
13 reference.

14 2. The Court has personal jurisdiction over the Parties and the Class Members, and
15 subject matter jurisdiction over the claims alleged in this action for the purposes of approving the
16 Settlement and all terms therein.

17 3. For settlement purposes only, the Court finally certifies the Class, as defined in the
18 Settlement and as follows: all individuals who are or were employed by Defendant as non-exempt
19 hourly employees in California during the Class Period, which is from June 27, 2020, to November
20 18, 2024. The Aggrieved Employees include all individuals who are or were employed by Defendant
21 as non-exempt hourly employees in California during the PAGA Period, which is the period from
22 June 27, 2023, to November 18, 2024.

23 4. The Court deems this definition sufficient for the purpose of rule 3.765(a) of the
24 California Rules of Court, and solely for the purpose of effectuating the Settlement.

25 5. The Court finds that an ascertainable class of 104 class members exists and a well-
26 defined community of interest exists on the questions of law and fact involved because in the context
27 of the Settlement: **(i)** all related matters, predominate over any individual questions; **(ii)** the claims of
28 the Plaintiff is typical of claims of the Class Members; and **(iii)** in negotiating, entering into and

1 implementing the Settlement, Plaintiff and Class Counsel have fairly and adequately represented and
2 protected the interest of the Class Members.

3 6. The Court is satisfied that ILYM Group, Inc., which was appointed as the Settlement
4 Administrator, completed the distribution of the Class Notice to the Class in a manner that complies
5 with California Rule of Court 3.766. The Class Notice informed 104 prospective Class Members of
6 the Settlement terms, their rights under the settlement and receive their settlement share, their rights
7 to submit a request for exclusion, their rights to comment on or object to the Settlement, and their
8 rights to appear at the Final Approval and Fairness Hearing and be heard regarding approval of the
9 Settlement. Sufficient period of time to respond and to act were provided by each of these procedures.
10 No Class Members filed written objections to the Settlement as part of this notice process, no Class
11 Members filed a written statement of intention to appear at the Final Approval and Fairness Hearing,
12 and no Class Members submitted a request for exclusion.

13 7. The Court hereby approves the terms set forth in the Settlement Agreement and finds
14 that the Settlement Agreement is, in all respects, fair, adequate, and reasonable, consistent, and
15 compliant with all applicable requirements of the California Code of Civil Procedure, the California
16 and United States Constitutions, including the Due Process clauses, the California Rules of Court,
17 and any other applicable law, and in the best interests of each of the Parties and Class Members.

18 8. The Court directs the Parties to effectuate the Settlement Agreement according to its
19 terms and declares the Settlement Agreement to be binding on all 104 Participating Class Members.

20 9. The Court finds that the Settlement Agreement has been reached as a result of
21 informed and non-collusive arm's-length negotiations. The Court further finds that the Parties have
22 conducted extensive investigation and research, and their attorneys were able to reasonably evaluate
23 their respective positions.

24 10. The Court also finds that the Settlement now will avoid additional and potentially
25 substantial litigation costs, as well as delay and risks if the Parties were to continue to litigate the
26 case. Additionally, after considering the monetary recovery provided as part of the Settlement in
27 light of the challenges posed by continued litigation, the Court concludes that Class Counsel secured
28 significant relief for Class Members.

1 11. The Settlement Agreement is not an admission by Defendant, nor is this order a
2 finding of the validity of any allegations or any wrongdoing by Defendant.

3 12. The Court appoints Plaintiff Charles Jackson Jr. as Class Representative and finds him
4 to be adequate.

5 13. The Court appoints Joshua Falakassa of Falakassa Law, P.C., and Mehrdad Bokhour
6 of Bokhour Law Group, P.C., as Class Counsel and finds each of them to be adequate, experienced,
7 and well-versed in class action litigation.

8 14. The terms of the Settlement Agreement, including the Gross Settlement Amount of
9 \$250,000.00 and the individual settlement shares, are fair, adequate, and reasonable to the Class and
10 to each Class Member, and the Courts grants final approval of the Settlement set forth in the
11 Settlement Agreement, subject to this order.

12 15. The Court approves the following allocations, which fall within the ranges stipulated
13 by and through the Settlement Agreement:

14 A. The Court awards \$5,000 to ILYM Group, Inc., and finds this amount to be
15 fair and reasonable. The Court grants final approval of it and orders the Parties
16 to make the payment to the Settlement Administrator in accordance with the
17 Agreement.

18 B. The Court awards \$83,333 to Class Counsel as attorneys' fees and finds this
19 amount to be fair and reasonable in light of the benefit obtained for the Class.
20 The Court grants final approval of, awards, and orders the Class Counsel fees
21 payment to be made in accordance with the Settlement Agreement.

22 C. The Court awards \$1,831.88 to Class Counsel in litigation costs, an amount
23 which the Court finds to be reflective of the reasonable costs incurred. The
24 Court grants final approval of and orders the Class Counsel litigation
25 expenses payment in this amount to be made in accordance with the
26 Settlement Agreement.

27 D. The Court awards \$10,000 to the class representative as payment requested
28 by Plaintiff and finds this amount to be fair and reasonable. The Court grants

1 final approval of and orders the class representative payment to be made in
2 accordance with the Settlement Agreement.

3 E. The Court approves the \$5,000 allocation for penalties under the Labor Code
4 Private Attorneys General Act of 2004 and orders 65% thereof (i.e., \$3,250)
5 to be paid to the California Labor and Workforce Development Agency in
6 accordance with the terms of the Settlement Agreement and the remainder to
7 the PAGA Members.

8 16. The Court orders the Parties to comply with and carry out all terms and provisions of
9 the Settlement, to the extent that the terms thereunder do not conflict with this Order, in which case
10 the provisions of this order shall take precedence and supersede the Settlement.

11 17. Nothing in the Settlement or this order purports to extinguish or waive Defendant's
12 rights to continue to oppose the merits of the claims in this Action or class treatment of these claims
13 in this case if the Settlement fails to become final or effective, or in any other case without limitation.

14 18. The Settlement shall bind all 104 Participating Class Members and this order,
15 including the release of claims as set forth in the Settlement Agreement.

16 19. The Parties shall bear their own respective attorneys' fees and costs except as
17 otherwise provided in this order and the Settlement Agreement.

18 20. All checks mailed to the Class Members must be cashed within one hundred and eighty
19 (180) days after mailing. If a Class Member fails to cash his/her check by the deadline, then the
20 Settlement Administrator shall submit such funds to the State of California's Unclaimed Property
21 Fund in the name of the Class Member.

22 21. Within 10 days of this order, the Settlement Administrator shall give notice of
23 judgment to Settlement Class Members pursuant to California Rules of Court, rule 3.771(b) by
24 posting a copy of this order and final judgment on its website.

25 22. The Court retains continuing jurisdiction over the Action and the Settlement, including
26 jurisdiction pursuant to rule 3.769(h) of the California Rules of Court, solely for purposes of
27 (a) enforcing the Settlement Agreement, (b) addressing settlement administration matters, and
28 (c) addressing such post-judgment matters as may be appropriate under court rules or applicable law.

1 23. Plaintiff shall file with the Court a report regarding the distribution status within one
2 hundred and twenty (120) days after all funds have been distributed.

3 24. This final judgment is intended to be a final disposition of the above-captioned action
4 in its entirety and is intended to be immediately appealable. This final judgment resolves and
5 extinguishes all claims released by the Settlement Agreement against Defendant and the Released
6 Parties as set forth in the Agreement.

7 **JUDGMENT IS ENTERED ACCORDINGLY. IT IS SO ORDERED.**



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9 DATED: _____ R. 1st A.F. , 2025

HON. MICHAEL JONES
JUDGE OF THE SUPERIOR COURT

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