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11 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
12 **FOR THE COUNTY OF ALAMEDA**

13 JESSICA LOPEZ, individually, on behalf of all
14 others similarly situated,

15 *Plaintiff,*

16 v.

17 LECANGS LLC, a limited liability company;
DOES 1 through 10, inclusive,

18 *Defendants.*

Case No.: 23CV030348

CLASS & REPRESENTATIVE ACTION

[Assigned for all purposes to: Hon. Patrick
McKinney Dept. 18]

**~~PROPOSED~~ ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

PRELIMINARY APPROVAL HEARING

Date: February 4, 2026

Time: 1:30 p.m.

Dept: 18

Reservation No. 306245073561

Complaint filed: March 30, 2023

FAC filed: October 24, 2023

SAC filed: October 21, 2024

TAC filed: September 30, 2025

Trial date: Not Set

FILED
Superior Court of California
County of Alameda
02/04/2026
Clad Flake, Executive Officer / Clerk of the Court
By: P. Drummer-Williams Deputy
P. Drummer-Williams

1 The Court has before it Plaintiff Jessica Lopez’s (“Plaintiff”) Motion for Preliminary
2 Approval of Class Action Settlement. Having reviewed the Motion for Preliminary Approval
3 of Class Action Settlement, along with the accompanying papers, the Class Action and PAGA
4 Settlement Agreement and Class Notice (which is referred to here as the “Settlement
5 Agreement”), and good cause appearing, the Court hereby finds and orders as follows:

6 1. The Court finds on a preliminary basis that the Settlement Agreement appears to
7 be fair, adequate, and reasonable and therefore meets the requirements for preliminary approval.
8 The Court grants preliminary approval of the Settlement and the Settlement Class based upon
9 the terms set forth in the Settlement Agreement between Plaintiff and Defendant Lecangs LLC
10 (“Defendant,” and together with Plaintiff, the “Parties”), attached to the Declaration of
11 Benjamin H. Haber in Support of Plaintiff’s Motion for Preliminary Approval of Class Action
12 Settlement as Exhibit 1.

13 2. The Settlement falls within the range of reasonableness of a settlement which
14 could ultimately be given final approval by this Court, and appears to be presumptively valid,
15 subject only to any objections that may be raised at the Final Approval Hearing and final
16 approval by this Court. The Court notes that Defendant has agreed to create a common fund of
17 \$290,000.00 to cover (a) settlement payments to class members who do not validly opt out; (b)
18 a \$20,000.00 payment to the State of California, Labor & Workforce Development Agency
19 (“LWDA”) for its share of the settlement of claims for penalties under the Private Attorneys
20 General Act (“PAGA”), with 75% of which (\$15,000.00) being paid to the LWDA and 25%
21 (\$5,000.00) being paid to eligible Aggrieved Employees; (c) Class Representative service
22 payments of up to \$10,000.00 for Plaintiff; (d) Class Counsel’s attorneys’ fees, not to exceed
23 1/3 of the Gross Settlement Amount (\$96,666.67), and up to \$40,000.00 in costs for actual
24 litigation expenses incurred by Class Counsel; and (e) Settlement Administration Costs of up to
25 \$10,000.00.

26 3. The Court preliminarily finds that the terms of the Settlement appear to be within
27 the range of possible approval, pursuant to California Code of Civil Procedure § 382 and
28 applicable law. The Court finds on a preliminary basis that: (1) the settlement amount is fair

1 and reasonable to the class members when balanced against the probable outcome of further
2 litigation relating to class certification, liability and damages issues, and potential appeals; (2)
3 significant informal discovery, investigation, research, and litigation have been conducted such
4 that counsel for the Parties at this time are able to reasonably evaluate their respective positions;
5 (3) settlement at this time will avoid substantial costs, delay, and risks that would be presented
6 by the further prosecution of the litigation; and (4) the proposed settlement has been reached as
7 the result of intensive, serious, and non-collusive negotiations between the Parties with the
8 assistance of a well-respected class action mediator. Accordingly, the Court preliminarily finds
9 that the Settlement Agreement was entered into in good faith.

10 4. A final fairness hearing on the question of whether the proposed settlement,
11 attorneys' fees and costs to Class Counsel, payment to the LWDA for its share of the settlement
12 of claims for penalties under the PAGA, and the class representatives' enhancement awards
13 should be finally approved as fair, reasonable and adequate as to the members of the class is
14 hereby set in accordance with the Implementation Schedule set forth below.

15 5. The Court provisionally certifies for settlement purposes only the following class
16 (the "Settlement Class"): "all persons who worked for Defendant in California as a non-exempt
17 or hourly paid employee and/or who worked for Defendant and any staffing agency, including
18 Lobos Staffing, Inc., SupremeHR Service, LLC, Workforce Enterprises, Inc., and Precise
19 Personnel, LLC, as a non-exempt or hourly-paid joint employee at any time during the Class
20 Period."

21 6. The Court finds, for settlement purposes only, that the Settlement Class meets the
22 requirements for certification under California Code of Civil Procedure § 382 in that: (1) the
23 Settlement Class Members are so numerous that joinder is impractical; (2) there are questions
24 of law and fact that are common, or of general interest, to all Settlement Class Members, which
25 predominate over individual issues; (3) Plaintiff's claims are typical of the claims of the
26 Settlement Class Members; (4) Plaintiff and Class Counsel will fairly and adequately protect
27 the interests of the Settlement Class Members; and (5) a class action is superior to other
28 available methods for the fair and efficient adjudication of the controversy.

1 7. The Court appoints as Class Representative, for settlement purposes only,
2 Plaintiff Jessica Lopez. The Court further preliminarily approves Plaintiff’s ability to request
3 incentive awards up to \$10,000.00.

4 8. The Court appoints, for settlement purposes only, Benjamin H. Haber, Daniel J.
5 Kramer, Angela Leong, and Alan Wilcox of Wilshire Law Firm, PLC as Class Counsel. The
6 Court further preliminarily approves Class Counsel’s ability to request attorneys’ fees of up to
7 1/3 of the Total Settlement Amount (\$96,666.67), and costs not to exceed \$40,000.00.

8 9. The Court appoints ILYM Group, Inc. as the Settlement Administrator with
9 reasonable administration costs estimated not to exceed \$9,850.00.

10 10. The Court approves, as to form and content, the Class Notice, attached to the
11 Settlement Agreement. The Court finds on a preliminary basis that plan for distribution of the
12 Notice to Settlement Class Members satisfies due process, provides the best notice practicable
13 under the circumstances, and shall constitute due and sufficient notice to all persons entitled
14 thereto.

15 11. The Parties are ordered to carry out the Settlement according to the terms of the
16 Settlement Agreement.

17 12. Any class member who does not timely and validly request exclusion from the
18 settlement may object to the Settlement Agreement.

19 13. The Court orders the following Implementation Schedule:

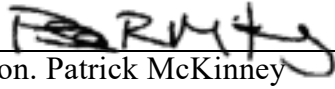
20 Defendant to provide Class List to the	Within 15 days after the Court grants
21 Settlement Administrator	Preliminary Approval of the Settlement
22 Settlement Administrator to mail the Class	Within 14 days after receipt of the Class List
23 Notice	from the Defendant
24 Response Deadline	60 days after Class Notice is mailed out by
25	the Settlement Administrator
26 Deadline to file Motion for Final Approval,	16 court days before hearing on Motion for
27 Request for Attorneys’ Fees and Costs, and	Final Approval, which is _____;
28	


1 Service Award to Plaintiffs	
2 3 Final Approval Hearing 4 5	June 24, 2026 at 1:30p.m., or first available date thereafter, in Department 18. The hearing may be continued to another date without further notice to the Class Members.

6 14. The Court further ORDERS that, pending further order of this Court, all proceedings
7 in this lawsuit, except those contemplated herein and in the settlement, are stayed.

8 **IT IS SO ORDERED.**

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11 DATE: ~~Ø ài' æ^ Á ËËĠ~~

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13 _____
14 Hon. Patrick McKinney
15 Alameda County Superior Court
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17 **Patrick McKinney / Judge**
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SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 02/06/2026 Chad Finke, Executive Officer / Clerk of the Court
PLAINTIFF/PETITIONER: Jessica Lopez, individually, and on behalf of all others similarly situated	By:  Deputy
DEFENDANT/RESPONDENT: Lecangs LLC	P. Drummer-Williams
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: 23CV030348

I, the below named Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served one copy of the Order [PROPOSED] ORDER GRANTING PLAINTIFFS MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT entered herein upon each party or counsel of record in the above entitled action, by electronically serving the document(s) from my place of business, in accordance with standard court practices.

CONOR J. DALE
JACKSON LEWIS P.C.
conor.dale@Jacksonlewis.com

Justin F Marquez
Wilshire Law Firm
bradley.pappas@wilshirelawfirm.com

Dated: 02/06/2026

Chad Finke, Executive Officer / Clerk of the Court

By:



P. Drummer-Williams, Deputy Clerk