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Filed MAY 15 2026
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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN JOAQUIN

RENATO FLORES, individually and on
behalf of himself and all others similarly
situated,

Plaintiffs,

v.

RICH HOLDINGS, INC., a Delaware
Corporation; RICH PRODUCTS
CORPORATION, a Delaware
Corporation; and DOES 1-50, inclusive,

Defendants.

Case No. STK-UOE-2023-0001425

Assigned for All Purposes to:
Hon. George J. Abdallah

JA
**[PROPOSED] ORDER GRANTING
PLAINTIFFS' MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION AND PAGA
SETTLEMENT**

Complaint Filed: February 17, 2023

APR 15 2026

1 This Court conducted a hearing on Plaintiffs' Motion for Preliminary Approval of Class
2 Action and PAGA Settlement (the "Motion"). Having considered the Motion and the points and
3 authorities submitted in support, including the Class Action and PAGA Settlement Agreement
4 ("Settlement Agreement" or "Settlement") and exhibits, and **GOOD CAUSE** appearing, **IT IS**
5 **HEREBY ORDERED** that the Motion is **GRANTED**, subject to the following findings and
6 orders:

7 1. This Order incorporates by reference the definitions in the Settlement Agreement,
8 and all terms defined in this Order shall have the same meaning as set forth in the Settlement
9 Agreement.

10 2. The Class shall be conditionally certified for settlement purposes only and shall
11 include all current and former California non-exempt hourly employees of Defendants who
12 worked at any time during the Class Period from September 7, 2022 to July 9, 2025.

13 3. The settlement set forth in the Settlement Agreement is preliminarily approved as
14 it appears to be proper, to fall within the range of reasonableness, to be the product of arm's-
15 length and informed negotiations, to treat all Class Members fairly, and to be presumptively
16 valid, subject only to any objections that may be raised at or before the final approval hearing.
17 The Court further finds that Class Counsel conducted extensive investigation and research and
18 were able to evaluate the strengths and weaknesses of their claims. Class Counsel has provided
19 the Court with enough information about the nature and magnitude of the claims being settled,
20 as well as the impediments to recovery, to make an independent assessment of the
21 reasonableness of the terms to which the Parties have agreed.

22 4. The Court also finds that settlement now will avoid additional and potentially
23 substantial litigation costs, as well as delay and risks if the Parties were to continue to litigate
24 the actions.

25 5. The Court preliminarily approves the Settlement Agreement, including all the
26 terms and conditions set forth therein.

27 6. The Court finds that the rights of any potential dissenters to the proposed
28 Settlement are protected in that they may exclude themselves from the Settlement and proceed

1 with any alleged claims they may have against Defendants, or they may object to the Settlement
2 and appear before this Court.

3 7. The Court approves, as to form and content, the proposed Court Approved Notice
4 of Class Action Settlement and Hearing Date for Final Court Approval (the "Class Notice")
5 attached as Exhibit A to the Settlement Agreement.

6 8. The Court directs the mailing, by First-Class U.S. Mail, of the Class Notice to
7 Class Members in accordance with the schedule set forth below and the other procedures
8 described in the Settlement Agreement. The Court finds that the method selected for
9 communicating the preliminary approval of the Settlement Agreement to Class Members is the
10 best notice practicable under the circumstances, constitutes due and sufficient notice to all
11 persons entitled to notice, and thereby satisfies due process.

12 9. Plaintiffs Renato Flores and Ahdler Silim are suitable class representatives and
13 are appointed as the Class Representatives for the Class conditionally certified by this Order.

14 10. The Court appoints James R. Hawkins, Christina M. Lucio, and Mitchell J.
15 Murray of James Hawkins APLC as Class Counsel. The Court finds that counsel have
16 demonstrable experience litigating, certifying, and settling class actions, and are deemed
17 adequate class counsel for the Class conditionally certified by this Order.

18 11. The Court approves and appoints ILYM Group, Inc. as the Settlement
19 Administrator.

20 12. The following dates shall govern for purposes of this Settlement:

- 21 a. No later than 21 days after this Order, Defendants shall deliver the Class Data
22 to the Administrator.
- 23 b. No later than 14 days after receipt of the Class Data, the Settlement
24 Administrator shall send the Class Notice via first-class mail to Class
25 Members.
- 26 c. No later than 45 days after mailing the Class Notice, Class Members may
27 submit a request for exclusion from the Settlement in accordance with the
28 Settlement, submit a challenge to the number of Class Workweeks and PAGA
Pay Periods (if any) allocated to the Class Member in the Class Notice in

1 accordance with the Settlement, and submit objections to the settlement in
2 accordance with the Settlement Agreement.

3 d. At least 14 days prior to before the date by which Plaintiffs are required to file
4 the Motion for Final Approval of the Settlement, the Administrator will
5 provide to Class Counsel and Defense Counsel, a signed declaration suitable
6 for filing in Court attesting to its due diligence and compliance with all of its
7 obligations under this Agreement, including, but not limited to, its mailing of
8 Class Notice, the Class Notices returned as undelivered, the re-mailing of
9 Class Notices, attempts to locate Class Members, the total number of Requests
10 for Exclusion from Settlement it received (both valid or invalid), the number
11 of written objections and attach the Exclusion List.

12  e. A Final Approval Hearing shall be held before this Court on 9/16/26 at
13 9:00AM to determine all necessary matters concerning the Settlement,
14 including whether the proposed Settlement is fair, adequate, and reasonable,
15 whether this Court should grant final approval, as well as Class Counsel's
16 request for attorneys' fees and costs, and Plaintiff's Class Representative
17 Services Payments.

18 13. Any Class Member wishing to opt-out from the Settlement shall submit a signed
19 and postmarked or faxed written Request for Exclusion to the Settlement Administrator within
20 the Response Deadline. The Response Deadline will be forty-five (45) days from the initial
21 postmark mailing date of the Notice Packet by the Administrator. A Class Member whose Class
22 Notice is re-mailed shall have an additional fourteen (14) days to respond.

23 14. The Court expressly reserves the right to continue or adjourn the final approval
24 hearing from time to time without further notice to the Class Members
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1 **IT IS SO ORDERED.**

2
3 DATED: May 15, 2020

By:

George Abdallah
Hon. George J. Abdallah
JUDGE OF THE SUPERIOR COURT