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1 Plaintiffs Geri Gates and Tina Pichon’s (together, “Plaintiffs”) Motion for Final Approval of
2 Class Action and PAGA Settlement, Attorneys’ Fees and Costs, Enhancement Payments, and
3 Settlement Administration Costs came before this Court on **April 17, 2026 at 9:00 a.m.** before the
4 Honorable Laura A. Seigle in Department 17 of the above-captioned Court located at Spring Street
5 Courthouse, 312 North Spring Street, Los Angeles, California 90012.

6 Having received and considered the Joint Stipulation of Class Action and PAGA Settlement
7 (“Settlement Agreement” or “Settlement”), Plaintiffs’ Motion for Final Approval of Class Action and
8 PAGA Settlement, Attorneys’ Fees and Costs, Enhancement Payments, and Settlement
9 Administration Costs, the supporting papers filed by the Parties, the Declarations of Class Counsel
10 (Jasmine Y. Kianfard, Carly Nese, and Louis Benowitz), the Class Representatives (Geri Gates and
11 Tina Pichon), and the Settlement Administrator (Garvin Brown on behalf of ILYM Group, Inc.), and
12 the evidence and argument received by the Court in conjunction with the Motion for Preliminary
13 Approval of Class Action and PAGA Settlement and documents thereto, the Court grants final
14 approval of the Settlement and **HEREBY ORDERS AND MAKES THE FOLLOWING**
15 **DETERMINATION:**

16 1. This Court has jurisdiction over the subject matter of the above-captioned action and
17 over Plaintiffs and Defendant SD&A Teleservices, Inc. (“Defendant”) (collectively, with Plaintiffs,
18 the “Parties”), including all members of the Class.

19 2. The Court finds that the following Class is properly certified as a class for settlement
20 purposes only: “All non-exempt employees who worked for Defendant in California at any time during
21 the Class Period, excluding individuals who worked solely under the dba Full Deck.” The “Class
22 Period” is defined as the period from November 30, 2019 through July 1, 2025.

23 3. The Court appoints Plaintiffs Geri Gates and Tina Pichon as the Class Representatives
24 for settlement purposes only.

25 4. The Court appoints Jonathan M. Genish, Karen I. Gold, Marissa A. Mayhood, Noam
26 Y. Reiffman, Alexandra Rose, and Jasmine Y. Kianfard of Blackstone Law, APC, Carly Nese of the
27 Law Office of Carly Nese, and Louis Benowitz of Benowitz Law Corporation as Class Counsel for
28 settlement purposes only.

1 5. The Notice of Class Action Settlement (“Class Notice”) provided to the Class conforms
2 with the requirements of California Code of Civil Procedure section 382, California Civil Code section
3 1781, California Rules of Court 3.766 and 3.769, the California and United States Constitutions, and
4 any other applicable law, and constitutes the best notice practicable under the circumstances, by
5 providing individual notice to all Class Members who could be identified through reasonable effort,
6 and by providing due and adequate notice of the proceedings and of the matters set forth therein to the
7 other Class Members. The Class Notice fully satisfied the requirements of due process.

8 6. The Court finds the Settlement was entered into in good faith, that the Settlement is
9 fair, reasonable, and adequate, and that the Settlement satisfies the standards and applicable
10 requirements for final approval of this class action settlement under California law, including the
11 provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule
12 3.769.

13 7. The Settlement Agreement is not an admission by Defendant, or by any other Released
14 Party, nor is this Order and Judgment a finding of the validity of any allegations or of any wrongdoing
15 by Defendant or any other Released Party. Neither this Order and Judgment, the Settlement, nor any
16 document referred to herein, nor any action taken to carry out the Settlement, may be construed as, or
17 may be used as, an admission of any fault, wrongdoing, omission, concession, or liability whatsoever
18 by or against Defendant or any of the other Released Parties.

19 8. The Court finds that no Class Members have validly and timely opted out of the Class
20 Settlement and no Settlement Class Members have objected to the Class Settlement.

21 9. In addition to any recovery that Plaintiffs may receive under the Settlement, and in
22 recognition of Plaintiffs’ efforts on behalf of the Class, the Court hereby approves the payments from
23 the Gross Settlement Amount of Enhancement Payments to Plaintiffs in the amounts of \$7,500.00
24 each (total, \$15,000.00).

25 10. The Court approves the payments from the Gross Settlement Amount of attorneys’ fees
26 to Class Counsel in the sum of \$166,666.67 and reimbursement of actual litigation costs and expenses
27 to Class Counsel in the sum of \$30,691.72. The attorneys’ fees and reimbursement of litigation costs
28 and expenses to Class Counsel are reasonable amounts. The reasonableness of the fee award is

1 determined based on a reasonable percentage of the common fund obtained for the Class. Awarding
2 fees on a percentage basis encourages efficient litigation practices and reflects the actual benefit
3 obtained for the Class.

4 11. The Court approves and orders payment from the Gross Settlement Amount in the
5 amount of \$6,8650.00 to ILYM Group, Inc. for performance of settlement administration services.

6 12. The Court approves and orders payment in the amount of \$18,750.00 to the California
7 Labor Workforce and Development Agency (LWDA”) as 75% of the payment allocated toward PAGA
8 penalties.

9 13. It is hereby ordered that Defendant will deposit Two Hundred Thousand Dollars and
10 Zero Cents (\$200,000.00) of the Gross Settlement Amount no later than fifteen (15) business days
11 after Final Approval or on April 1, 2026, whichever is later (“Second Installment”) into a Qualified
12 Settlement Fund (“QSF”) within the meaning of Treasury Regulation Section 1.468B-1, *et seq.*, to be
13 established by the Settlement Administrator. Defendant shall provide all information necessary for
14 the Settlement Administrator to calculate necessary payroll taxes including its official name, 8-digit
15 state unemployment insurance tax ID number, and other information requested by the Settlement
16 Administrator, no later than fifteen (15) business days after Final Approval or on April 1, 2026,
17 whichever is later.

18 14. It is hereby ordered that within five (5) business days after the Effective Date and full
19 funding of the Gross Settlement Amount, the Settlement Administrator will distribute the Individual
20 Settlement Payments to Settlement Class Members, Individual PAGA Payments to Aggrieved
21 Employees, Attorneys’ Fees and Costs to Class Counsel, Enhancement Payments to Plaintiffs, LWDA
22 Payment to the LWDA, and Settlement Administration Costs to itself.

23 15. Each Individual Settlement Payment and Individual PAGA Payment check will be
24 valid and negotiable for one hundred and eighty (180) calendar days from the date the checks are
25 issued, and thereafter, will be canceled. Any funds associated with such canceled checks will be
26 distributed by the Settlement Administrator to the California Controller’s Unclaimed Property
27 Division in the name of the Settlement Class Member and/or Aggrieved Employee.

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1 16. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs
2 and all Settlement Class Members will be deemed to have fully, finally, and forever released, settled,
3 compromised, relinquished, and discharged the Released Parties of any and all claims pled, debts,
4 liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees, damages, or causes of
5 action which were alleged or which could have been reasonably alleged based on the factual
6 allegations in the Actions or the Gates Class Operative Complaint, arising during the Class Period,
7 under any federal, state, or local law which includes, but is not limited to, claims for failure to pay all
8 minimum wages and overtime wages due, failure to provide proper meal periods and provide premium
9 pay in lieu thereof, failure to permit rest periods and provide premium pay in lieu thereof, failure to
10 timely pay wages during employment, failure to provide accurate itemized wage statements, waiting
11 time penalties, failure to reimburse necessary business-related costs, in violation of California Labor
12 Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1194, 1197, 1197.1, 1198, 2800,
13 and 2802, the applicable Industrial Welfare Commission Wage Order, California Business and
14 Professions Code sections 17200, *et seq.*, and all claims for attorneys' fees and costs and statutory
15 interest in connection therewith (collectively, "Released Class Claims").

16 17. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs,
17 the State of California with respect to all Aggrieved Employees, and all Aggrieved Employees will be
18 deemed to have fully, finally, and forever released, settled, compromised, relinquished, and discharged
19 the Released Parties of any and all claims for civil penalties under the Private Attorneys General Act
20 of 2004, California Labor Code Sections 2698 *et seq* that were pled in the Pichon Action and Gates
21 PAGA Action or which could have reasonably been alleged based on the factual allegations in the
22 Pinchon Operative Complaint and Gates PAGA Operative Complaint and the Pichon PAGA Letter
23 and Gates PAGA Letter, arising during the PAGA Period, which includes, but is not limited to, claims
24 for failure to pay all minimum wages and overtime wages due, failure to provide proper meal periods
25 and provide premium pay in lieu thereof, failure to permit rest periods and provide premium pay in
26 lieu thereof, failure to timely pay wages during employment, failure to provide accurate itemized wage
27 statements, waiting time penalties, failure to reimburse necessary business-related costs, in violation
28 of California Labor Code Sections 201, 202, 203, 204, 210, 226(a), 226.7, 510, 512(a), 1194, 1197,

1 1197.1, 1198, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and all
2 claims for attorneys' fees and costs in connection therewith (collectively, "Released PAGA Claims").

3 18. "Released Parties" means Defendant and its current and former officers, directors,
4 members, insurers, shareholders, attorneys, representatives, and agents during the Class Period and
5 their respective parents, subsidiaries, affiliates, predecessors, successors, and assigns.

6 19. This Court shall retain jurisdiction with respect to all matters related to the
7 administration and consummation of the Settlement, and any and all claims asserted in, arising out of,
8 or related to the subject matter of the lawsuit, including but not limited to all matters related to the
9 Settlement and the determination of all controversies relating thereto.

10 20. Notice of entry of this Order and Judgment shall be given to the Class Members by
11 posting a copy of this Order and Judgment on the Settlement Administrator's website for a period of
12 at least sixty (60) calendar days after the date of entry of this Order and Judgment.

13 21. A Non-Appearance Case Review re: Final Report is set for
14 February 23, 2027 at 8:30 at _____ in Department 17 of this Court located at Spring
15 Street Courthouse, 312 North Spring Street, Los Angeles, California 90012. The Settlement
16 Administrator shall file a Final Report by February 16, 2027.

17 **IT IS SO ORDERED.**

18 Dated: 04/17/2026



Laura Seigle

Honorable Laura A. Seigle

Laura A. Seigle / Judge