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*[Additional counsel listed on following page]*

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF KERN**

TAIREN WALKER, an individual on behalf of  
herself and all others similarly situated,

Plaintiff,

vs.

GSF PROPERTIES, INC., a California  
corporation; PACIFIC PINES, an entity of  
unknown origin; and DOES 1 through 50,  
inclusive,

Defendants.

Case No. BCV-24-100950

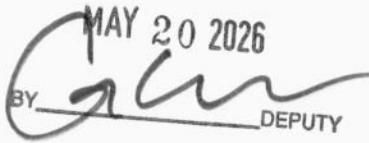
Honorable Thomas S. Clark  
Department 17

**[PROPOSED] FINAL APPROVAL ORDER  
AND JUDGMENT**

Date: May 20, 2026  
Time: 8:30 a.m.  
Dept: 17  
Address: 1415 Truxton Ave.  
Bakersfield, CA 93301

Complaint Filed: March 15, 2024  
FAC Filed: May 20, 2024  
SAC Filed: October 16, 2025  
Trial Date: Not Set

**FILED**  
SUPERIOR COURT OF CA, COUNTY OF KERN

MAY 20 2026  
BY  DEPUTY

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7 Attorneys for Plaintiff Laila Droubi and the Class

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1 Plaintiffs Laila Droubi and Tairen Walker’s (together, “Plaintiffs”) Motion for Final Approval  
2 of Class Action and PAGA Settlement, Attorneys’ Fees and Costs, Enhancement Payments, and  
3 Settlement Administration Costs came before this Court on **May 20, 2026 at 8:30 a.m.** before the  
4 Honorable Thomas S. Clark in Department 17 of the above-captioned Court located at 1415 Truxton  
5 Avenue, Bakersfield, California 93301.

6 Having received and considered the Joint Stipulation of Class Action and PAGA Settlement  
7 (“Settlement Agreement” or “Settlement”), Plaintiff’s 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 (Alexandra Rose and Enoch J. Kim), the Class Representatives (Laila Droubi and Tairen Walker), and  
11 the Settlement Administrator (Nicole Bench on behalf of ILYM Group, Inc.), and the evidence and  
12 argument received by the Court in conjunction with the Motion for Preliminary Approval of Class  
13 Action and PAGA Settlement and documents thereto, the Court grants final approval of the Settlement  
14 and HEREBY ORDERS AND MAKES THE FOLLOWING DETERMINATION:

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

18 2. The Court finds that the following Class is properly certified as a class for settlement  
19 purposes only: “All current and former hourly-paid and/or non-exempt employees who worked for  
20 Defendant in the State of California at any time during the Class Period.” The “Class Period” is  
21 defined as the period from December 13, 2019 through April 12, 2025.

22 3. The Court appoints Plaintiffs Laila Droubi and Tairen Walker as the Class  
23 Representatives for settlement purposes only.

24 4. The Court appoints Jonathan M. Genish, Karen I. Gold, Marissa A. Mayhood, Noam  
25 Y. Reiffman, and Alexandra Rose of Blackstone Law, APC and David H. Yeremian, Natalie R.  
26 Haritounian, Enoch J. Kim, Matthew J. Carraher, and Antonia McKee of D.Law, Inc. as Class Counsel  
27 for settlement purposes only.

28 ///

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 amount of \$10,000.00  
24 each (total, \$20,000.00).

25           10.      The Court approves the payments from the Gross Settlement Amount of attorneys’ fees  
26 to Class Counsel in the sum of \$490,000.00 and reimbursement of actual litigation costs and expenses  
27 to Class Counsel in the sum of \$31,373.78. 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 \$10,750.00 to ILYM Group, Inc. for performance of settlement administration services.

6 12. The Court approves and orders payment in the amount of \$67,500.00 to the California  
7 Labor Workforce and Development Agency ("LWDA") as 75% of the payment allocated toward  
8 PAGA penalties.

9 13. It is hereby ordered that no later than thirty (30) business days after the Effective Date,  
10 Defendant will deposit the Gross Settlement Amount into an account established by the Settlement  
11 Administrator, in accordance with the terms and methodology set forth in the Settlement Agreement.

12 14. It is hereby ordered that within ten (10) business days after Defendant funds the Gross  
13 Settlement Amount, the Settlement Administrator will distribute the Individual Settlement Payments  
14 to Settlement Class Members, Individual PAGA Payments to PAGA Employees, Attorneys' Fees and  
15 Costs to Class Counsel, Enhancement Payments to Plaintiffs, LWDA Payment to the LWDA, and  
16 Settlement Administration Costs to itself.

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

22 16. Upon the Effective Date and full funding of the Gross Settlement Amount, the  
23 Settlement Class Members will be deemed to have fully, finally, and forever released, settled,  
24 compromised, relinquished, and discharged the Released Parties of any and all claims which were  
25 alleged or which could have been reasonably alleged based on the factual allegations in the Operative  
26 Complaint, arising during the Class Period (collectively, "Released Class Claims"). This shall include,  
27 but not be limited to, claims for Defendant's alleged failure to pay overtime and minimum wages,  
28 provide compliant meal and rest periods and associated premium payments, pay reporting time pay,

1 pay vacation wages, pay earned wages, timely pay wages during employment and upon termination,  
2 provide accurate wage statements, keep required payroll records, and reimburse necessary business-  
3 related expenses in violation of California Labor Code Sections 201, 202, 203, 204, 210, 221, 226,  
4 226.3, 226.7, 246, 248, 510, 512, 558, 558.1, 1171, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197,  
5 1197.1, 1198, 1199, 2800, and 2802, the applicable Industrial Welfare Commission Wage Order, and  
6 California Business and Professions Code sections 17200, *et seq.* By virtue of this release, any claims  
7 under the FLSA that are predicated on the Released Class Claims are subject to res judicata pursuant  
8 to applicable law including but not limited to *Rangel v. PLS Check Cashers of California Inc.*, 899  
9 F.3d 1106 (9th Cir. 2018) and therefore cannot be asserted in a future action.

10 17. Upon the Effective Date and full funding of the Gross Settlement Amount, the State of  
11 California with respect to all PAGA Employees and all PAGA Employees will be deemed to have  
12 fully, finally, and forever released, settled, compromised, relinquished, and discharged the Released  
13 Parties of any and all claims arising from any of the factual allegations in the PAGA Letter and the  
14 Operative Complaint, arising during the PAGA Period, for civil penalties under the Private Attorneys  
15 General Act of 2004, California Labor Code Sections 2698 *et seq.* (collectively, “Released PAGA  
16 Claims”). This shall include, but not be limited to, claims for Defendant’s alleged failure to pay  
17 overtime and minimum wages, provide compliant meal and rest periods and associated premium  
18 payments, pay reporting time pay, pay vacation wages, pay earned wages, timely pay wages during  
19 employment and upon termination, provide compliant wage statements, keep required payroll records,  
20 and reimburse necessary business-related expenses in violation of California Labor Code Sections  
21 201, 202, 203, 204, 210, 221, 226, 226.3, 226.7, 246, 248, 510, 512, 558, 558.1, 1174, 1174.5, 1182.2,  
22 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1199, 2800, and 2802, the applicable Industrial Welfare  
23 Commission Wage Order, and California Business and Professions Code sections 17200, *et seq.*

24 18. Upon the Effective Date and full funding of the Gross Settlement Amount, Plaintiffs,  
25 individually and on their own behalf and their respective former and present spouses, representatives,  
26 agents, attorneys, heirs, administrators, successors, assigns, assignors, grantees, devisees, trustees, or  
27 any other entities in which they may have an interest (“Plaintiffs’ Releasers”), expressly agree to  
28 release and discharge Defendant and Released Parties from all liabilities, causes of actions, charges,

1 complaints, suits, claims, obligations, costs, losses, damages, liquidated damages, punitive damages,  
2 equitable relief, restitution, declaratory relief, interest, rights, judgments, attorneys' fees and costs,  
3 expenses, bonds, bills, penalties, fines, and all other legal responsibilities of any form whatsoever  
4 whether known or unknown, whether suspected or unsuspected, whether fixed or contingent, including  
5 but not limited to those arising from any acts or omissions occurring up to the date of the Parties'  
6 execution of the Settlement Agreement by Defendant and Released Parties, including those arising  
7 under any theory of law, whether common, contractual, constitutional, statutory or other of any  
8 jurisdiction, foreign or domestic, whether known or unknown, whether in law or in equity, which  
9 Plaintiffs had or may claim to have had against any of them by reason of any and all matters from the  
10 beginning of time to the date of the Parties' execution of the Settlement Agreement including, but not  
11 limited to, those arising out of their past employment with, compensation during, and/or separation  
12 from their employment with Defendant ("Plaintiffs' Release"). The Plaintiffs' Release includes claims  
13 under all applicable federal, state, and local laws including, but not limited to, Title VII of the Civil  
14 Rights Act of 1964 as amended, the Fair Labor Standards Act, the Rehabilitation Act of 1973, the  
15 Family Medical Leave Act, the Employee Retirement Income Security Act, the Consolidated Omnibus  
16 Reconciliation Act of 1986, the Equal Pay Act, the Americans with Disabilities Act, the California  
17 Fair Employment and Housing Act, the California Family Rights Act, the California Labor Code  
18 including, but not limited to, sections 200, et seq., 970, 1102.5, 6310, and 132a, applicable California  
19 Wage Order provisions, the California Government Code including, but not limited to, sections 12940  
20 et seq. and 12945, Title 2 of the California Code of Regulations § 11039, the California Civil Code,  
21 the California Business and Professions Code including, but not limited to, sections 17200 et seq., the  
22 California Constitution, the United States Constitution, or any laws pertaining to wrongful termination  
23 in violation of public policy, defamation, breach of contract, contractual obligations generally,  
24 discrimination based upon race, sex, disability, or any other protected status, retaliation, harassment,  
25 failure to prevent discrimination, harassment, or retaliation, failure to provide a reasonable  
26 accommodation or engage in the interactive process, and wage and hour claims (including  
27 compensation for work, overtime, PTO, vacation, or any other form of compensation or  
28 reimbursement). In sum, the Plaintiffs' Release shall apply to all possible claims Plaintiffs, or

1 Plaintiffs' Releasors on Plaintiffs' behalf (or on their behalf if tied to Plaintiffs' past employment with,  
2 compensation during, and/or separation from their employment with Defendant), could bring against  
3 Defendant and Released Parties, whether arising in statute, regulation, common law, tort, contract, or  
4 any other body of law arising before and up to the date of Plaintiffs' the Parties' execution of the  
5 Settlement Agreement, whether known or unknown, and including, but not limited to, those pertaining  
6 to the employment relationship between Plaintiffs and Defendant. The Plaintiffs' Release is not  
7 intended to operate as, nor shall be construed as, a release or waiver of any rights and/or claims that  
8 cannot be released or waived, including worker's compensation benefits or vested employee benefits,  
9 as a matter of law. Plaintiffs acknowledge that they may discover facts or law different from, or in  
10 addition to, the facts or law that Plaintiffs now know or believe to be true but agree, nonetheless, that  
11 the Plaintiffs' Release shall be and remain effective in all respects, notwithstanding such different or  
12 additional facts or Plaintiffs' discovery of them. For purposes of the Plaintiffs' Release, Plaintiffs  
13 expressly waive and relinquish the provisions, rights, and benefits, if any, of section 1542 of the Civil  
14 Code, which reads:

15 A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE  
16 CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO  
17 EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE  
18 AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY  
19 AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED  
20 PARTY.

19 19. "Released Parties" means Defendant and Pacific Pines and each of their current or  
20 former agents, employees, representatives, administrators, officers, directors, members, insurers,  
21 shareholders, subsidiaries, affiliates, predecessors, successors, assigns, owners, attorneys,  
22 accountants, receivers, advisors, consultants, partners, partnerships, parents, divisions, subsidiaries,  
23 affiliates, heirs, joint venturers, trustees, investors, fiduciaries, franchisees or franchisors, or  
24 commonly controlled corporations.


25 20. This Court shall retain jurisdiction with respect to all matters related to the  
26 administration and consummation of the Settlement, and any and all claims asserted in, arising out of,  
27 or related to the subject matter of the lawsuit, including but not limited to all matters related to the  
28 Settlement and the determination of all controversies relating thereto.

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

4           22. A Compliance Hearing is set for 5-21-27 at 8:30 am  
5 in Department 17 of this Court located at 1415 Truxton Avenue, Bakersfield, California 93301. The  
6 Settlement Administrator shall file a Final Report by 3-1-27.

7 **IT IS SO ORDERED.**

8 Dated: 5-20-26

  
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Honorable Thomas S. Clark

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