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**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF ORANGE – CIVIL COMPLEX CENTER**

THUY-TRUC TRAN, individually, and on behalf of aggrieved employees pursuant to the Private Attorneys General Act (“PAGA”),

Plaintiff,

v.

BYRAM HEALTHCARE CENTERS, INC., a New Jersey corporation,

Defendant.

Case No.: 30-2023-01309069-CU-OE-CXC

Assigned for All Purposes to:  
Honorable Melissa R. McCormick  
Department CX-105

**CLASS ACTION**

**ORDER GRANTING FINAL APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT; AND ENTERING JUDGMENT**

Complaint Filed: February 21, 2023

1 On February 26, 2026 this matter came before Honorable Melissa R. McCormick in  
2 Department CX-105 of the above-entitled Court, located at 751 West Santa Ana Boulevard,  
3 Santa Ana, California 92701, on Plaintiffs Thuy-Truc Tran and Emily Lauber’s (“Plaintiffs”)  
4 Motion for Final Approval of Class Action and PAGA Settlement.

5 On January 23, 2025, the Court entered an Order Preliminarily Approving the Class  
6 Action and PAGA Settlement (“Preliminary Approval Order”) (ROA 138), preliminarily  
7 approving the settlement of the above-entitled case in accordance with the Joint Stipulation of  
8 Class Action and PAGA Settlement, Amendment to the Joint Stipulation of Class Action and  
9 PAGA Settlement, and Second Amendment to the Joint Stipulation of Class Action and PAGA  
10 Settlement (together, the “Settlement Agreement,” “Settlement,” or “Agreement”).

11 Having reviewed the Settlement Agreement, duly considered the motion papers, and  
12 good cause appearing:

13 **THE COURT ORDERS AS FOLLOWS:**

14 All terms used herein shall have the same meaning as defined in the Settlement  
15 Agreement and the Preliminary Approval Order. This Court has jurisdiction over the claims of  
16 the Class Members asserted in this proceeding and over all Parties to this case. The Court finds  
17 that the applicable requirements of Code of Civil Procedure section 382 and Rule of Court  
18 3.769, *et seq.*, have been satisfied. The Court makes its earlier provisional certification of the  
19 Class set forth in the Preliminary Approval Order final. The Class is defined as:

20 All current and former hourly-paid or non-exempt employees of Defendant  
21 Byram Healthcare Centers, Inc. (“Defendant”) within the State of California at  
22 any time during the period from February 21, 2019, through November 15, 2023  
23 (“Class,” “Class Members,” and “Class Period”).

23 Eligible Aggrieved Employees are defined as:

24 All current and former hourly-paid or non-exempt employees of Defendant within  
25 the State of California at any time during the period from December 15, 2021,  
26 through November 15, 2023 (“Eligible Aggrieved Employees” and “PAGA  
27 Period”).

27 The Notice of Class Action and PAGA Settlement (“Class Notice”), Request for  
28 Exclusion Form (“Exclusion Form”), and Objection Form (collectively, known as the “Notice

1 Packet”) mailed to the Class Members: (1) fully and accurately informed the Class Members of  
2 all material elements of the Settlement and of their opportunity to participate in, object to or  
3 comment thereon, or to seek exclusion from the Settlement; (2) was the best notice practicable  
4 under the circumstances; (3) was valid, due, and sufficient notice to all the Class Members; and  
5 (4) complied fully with the laws of California, Constitution, due process, and other applicable  
6 law. The Notice Packet fairly and adequately described the Settlement and provided the Class  
7 Members with adequate instructions and means to obtain additional information.

8 The Court grants final approval of the Agreement and finds that the Agreement is fair,  
9 reasonable, adequate, and in the best interests of the Class.

10 The settlement administrator reported to the Court that no disputes, no objections, and  
11 three (3) requests for exclusion were submitted by the Class Members. The Class Members who  
12 requested exclusion are Lupe De La Torre, Terri Khong, and Meng Lim.

13 The Gross Settlement Amount is \$896,166.35, which defendant shall pay in accordance  
14 with the Settlement Agreement.

15 The Court approves the following deductions from the Gross Settlement Amount: (i)  
16 \$291,666.67 in attorneys’ fees to Class Counsel; (ii) \$17,905.42 in litigation costs incurred by  
17 Class Counsel; (iii) enhancement awards of \$5,000 to each Plaintiff (totaling \$10,000); (iv)  
18 \$9,995 in settlement administration fees; and (v) \$40,000 in PAGA penalties (\$30,000 to the  
19 LWDA and \$10,000 to Eligible Aggrieved Employees as set forth in the Settlement  
20 Agreement).

21 The Settlement Administrator shall post this Order and Judgment on the static website  
22 that was created for the Class Members for at least one hundred eighty (180) days.

23 The court hereby enters judgment in accordance with the Settlement Agreement, the  
24 January 23, 2025 Order Granting Preliminary Approval (ROA 138), and this Order and  
25 Judgment.

26 The Parties, their counsel and Settlement Administrator are ordered to administer the  
27 settlement in accordance with the terms of the Settlement Agreement.

28 Plaintiffs shall submit a copy of this Order and Judgment to LWDA within ten (10)

1 calendar days after entry of this Order and Judgment.

2 Pursuant to Rules of Court, Rule 3.769(h) and Civil Procedure Code section 664.6, the  
3 Court retains continuing jurisdiction to construe, interpret, implement, and enforce the  
4 Settlement Agreement, to hear and resolve any contested challenge to a claim for settlement  
5 benefits, and to supervise and adjudicate any dispute arising from or in connection with the  
6 distribution of settlement benefits.

7 The Court sets a final accounting hearing for November 12, 2026 at 9:00 a.m. in  
8 Department CX-105. No later than nine (9) court days before this hearing, Plaintiffs shall file a  
9 compliance status report, which shall include all information necessary for the Court to  
10 determine the total amount actually paid to Class Members and Aggrieved Employees and any  
11 amounts tendered to the State Controller's Office under the unclaimed property law.

12 **IT IS SO ORDERED, ADJUDGED AND DECREED.**

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15 DATED: February 26, 2026



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16 MELISSA R. MCCORMICK  
17 JUDGE OF THE SUPERIOR COURT  
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