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6 *and on behalf of others similarly situated.*

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9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
10 **COUNTY OF LOS ANGELES**

11 NAZAR ARABIAN, individually, and on behalf
of others similarly situated,

12 Plaintiff,

13 vs.

14 JAMES HARWOOD, an individual, ANDREA
15 BOOTH, an individual, STRATEGIC SALON
SOLUTIONS, INC., a California corporation,
16 SOTERIA BUSINESS SOLUTIONS, LLC, and
DOES 1 – 25, inclusive,

17 Defendants.
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FILED
Superior Court of California
County of Los Angeles

05/22/2026

David W. Slayton, Executive Officer / Clerk of Court

By: G. Hall Deputy

Case No.: 24STCV29329
Assigned for All Purposes to
Honorable William F. Highberger (Dept. 10)

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

*Filed concurrently with (1) Plaintiff’s
Notice of Motion and Motion for
Preliminary Approval of Class Action
Settlement and (2) Declaration of Rana
Ayazi ISO Plaintiff’s Motion for
Preliminary Approval of Class Action
Settlement*

Hearing Date: February 9, 2026
Hearing Time: 2:00 PM

Date Action Filed: November 7, 2024
Trial Date: None Set

1 **ORDER GRANTING PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT**

2 The Motion for Preliminary Approval of Class Action Settlement (“Motion for Preliminary
3 Approval”) came before the Honorable William F. Highberger in Department 10 of the above-entitled
4 Court located at Spring Street Courthouse, 312 North Spring Street, Los Angeles, CA 90012 on ~~February~~
5 ~~9, 2026 at 2:00 PM.~~ May 8, and 22, 2026.

6 The Court, having considered the attached proposed Class Action and PAGA Settlement
7 Agreement and Class Notice (“Settlement Agreement”) filed herewith on October 17, 2025, having
8 considered the attached proposed Notice of Class Action Settlement and Hearing Date for Final Court
9 Approval (“Class Notice”) filed herewith on October 17, 2025, having considered the Motion for
10 Preliminary Approval filed by Plaintiff Nazar Arabian (“Plaintiff”), having considered the respective
11 points and authorities and declarations submitted by the parties in support thereof, and good cause
12 appearing, **HEREBY ORDERS THE FOLLOWING:**

- 13 1. The Court finds on a preliminary basis that the settlement memorialized in the Settlement
14 Agreement, attached as Exhibit A to the Declaration of Rana Ayazi, appears to be fair and
15 adequate, and falls within the range of reasonableness, and therefore meets the requirement
16 for preliminary approval.
- 17 2. The Court finds that the requirements for provisional certification of the class members under
18 the California Code of Civil Procedure and all other applicable laws and rules are met by the
19 Settlement Class as follows: (a) joinder of all settlement class members in a single proceeding
20 would be impracticable, if not impossible, because of their numbers, dispersion, and because
21 the company no longer exists; (b) there are questions of law and fact common to the settlement
22 class members; (c) claims asserted by the Plaintiff are typical of the claims of the settlement
23 class members that they seek to represent for purposes of settlement; (d) Plaintiff has fairly
24 and adequately represented the interests of the settlement class members and will continue to
25 do so; (e) Plaintiff and the settlement class members are represented by qualified, reputable
26 counsel who are experienced in prosecuting class actions, including those involving the
27 practices alleged in the this action; and (f) final relief is appropriate to the settlement class
28 members as a whole.

- 1 3. The Court preliminarily approves the settlement class members and certifies them as follows:
- 2 Class Members: All hourly employees that worked for Defendants at 2452 W Victory Blvd.,
- 3 Burbank CA 91506 at any point from 11/6/2020 to present.
- 4 Aggrieved Employees: All hourly employees that worked for Defendants at 2452 W Victory
- 5 Blvd., Burbank CA 91506 at any point from 6/4/2023 to present.
- 6 4. The Court appoints, for settlement purposes only, Plaintiff as the “Class Representative.”
- 7 5. The Court appoints, for settlement purposes only, Ayazi Abney APC as “Class Counsel.”
- 8 6. The Court appoints ILYM Group, Inc. as the “Settlement Administrator” and orders that it
- 9 performs its duties in accordance with the Settlement Agreement.
- 10 7. Any Requests for exclusion or objection shall be submitted to the Settlement Administrator
- 11 rather than filed with the court. Class members are not required to send copies of their
- 12 exclusion or objection forms to counsel. Rather, the Settlement Administrator shall provide
- 13 counsel with any exclusion or objection form it receives from the class member. The
- 14 Settlement Administrator shall file a declaration concurrently with the filing of any motion
- 15 for final approval, authenticating a copy of every exclusion and/or objection form it receives
- 16 from any and all class members.
- 17 8. The Parties are ordered to carry out the Settlement according to the terms of the Settlement
- 18 Agreement.
- 19 9. The Court orders the following implementation schedule:
- 20 a. Last Day for Defendants to provide Class Member data to the Settlement
- 21 Administrator: **15 days** after the Court grants Preliminary Approval
- 22 b. Last Day for Settlement Administrator to mail the Class Notice: **14 days** after
- 23 receiving the Class Data
- 24 c. Deadline for Objections, and Exclusion Requests: **60 days** after the Settlement
- 25 Administrator’s mailing of the Class Notice (plus an additional **14 days** for Class
- 26 Members whose Class Notice was re-mailed).
- 27 10. A Final Approval Hearing on the question of whether the proposed settlement should be
- 28 finally approved as fair, reasonable and adequate as to the members of the Settlement Class

1 is scheduled in Department 10 of this Court, located at Spring Street Courthouse, 312 North
2 Spring Street, Los Angeles, CA 90012, on 9/2/26 at 11 a.m.. The deadline for
3 filing the Motion for Final Approval, Request for Service Payment, and Request for
4 Attorneys' Costs and Fees should be filed to no later than 8/11/26. Courtesy copies
5 to be sent to the Court. At the Final Approval Hearing, the Court will consider: (a) whether
6 the settlement should be approved as fair, reasonable, and adequate for the class; (b) whether
7 a judgment granting approval of the settlement should be entered; and (c) whether Plaintiff's
8 application for an award of attorneys' fees, reimbursement of litigation expenses, and class
9 representative enhancement should be granted.

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11 **IT IS SO ORDERED.**

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13 Dated: 05/22/2026



HON. WILLIAM F. HIGHBERGER
LOS ANGELES SUPERIOR COURT JUDGE