

FILED**JUN 18 2026**Clerk of the Napa Superior Court
By: 
Deputy

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Attorneys for Plaintiff,
HOWARD GLOVER on behalf of
himself, all others similarly situated, all aggrieved employees, and the State
of California as a Private Attorneys General

SUPERIOR COURT OF THE STATE OF CALIFORNIA**COUNTY OF NAPA**

HOWARD GLOVER, an individual, on behalf
of himself and all others similarly situated,

Plaintiff,

vs.

FAR NIENTE WINE ESTATES LLC, FAR
NIENTE WINE ESTATES MANAGEMENT
LLC, and FN CELLARS, LLC. a Delaware
Corporation, and DOES 1-50, inclusive,

Defendants.

Case No.: 24CV001725
Consolidated with Case No. 24CV002180

**~~[PROPOSED]~~ ORDER GRANTING FINAL
APPROVAL TO CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT AGREEMENT AND
APPLICATION FOR CLASS COUNSEL
FEES, CLASS COUNSEL COSTS, CLASS
REPRESENTATIVE ENHANCEMENT
PAYMENT, AND FINAL JUDGMENT
THEREON**

Complaint Filed: October 1, 2024
Consolidated FAC Filed: November 17, 2025

Hearing
Date: June 18, 2026
Time: 8:30 a.m.
Dept.: A

1 On June 18, 2026, at 8:30 a.m. a hearing was held on Plaintiff HOWARD GLOVER'S
2 unopposed Motion for Final Approval of the Class Action and PAGA Settlement Agreement and
3 Motion for Class Counsel Fees, Class Counsel Costs, and Class Representative Award.

4 The Parties have submitted their Class Action and PAGA Settlement Agreement and Class
5 Notice ("Settlement"), which this Court preliminarily approved on February 13, 2026 (the
6 "Preliminary Approval Order"). Under the Preliminary Approval Order, Class Members have been
7 given adequate notice of the terms of the Settlement and the opportunity to object to it, submit a
8 dispute, or to exclude themselves from it.

9 Having received and considered the Settlement, the supporting papers filed by the Parties,
10 and the evidence and argument received by the Court before entering the Preliminary Approval
11 Order and at the Final Approval Hearing, the Court grants final approval of the Settlement, enters
12 this Final Approval Order and Judgment, and HEREBY ORDERS and MAKES
13 DETERMINATIONS as follows:

14 1. Except as otherwise specified herein, the Court for purposes of this Final Approval
15 Order and Judgment adopts all defined terms set forth in the Settlement. All terms of the Settlement
16 are incorporated by reference and adopted herein.

17 2. For settlement purposes only, the Court grants certification of the Class. The Class
18 is defined as:

19 All persons in the State of California who are or were employed by
20 Defendants as a non-exempt employee at any time within the Class
21 Period, which extends from October 1, 2020, through November 15,
22 2025.

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24 3. Pursuant to the Preliminary Approval Order, the Court Approved Notice of Class
25 Action Settlement and Hearing Date for Final Court Approval ("Class Notice") was sent to each
26 Class Member on April 2, 2026, by first-class mail. The Class Notice informed Class Members of
27 the terms of the Settlement, their right to receive an Settlement Award, their right to comment on
28 or object to the Settlement and/or the attorneys' fees and costs, their right to elect not to participate

1 in the Settlement and pursue their own remedies, their right to appear in person and/or by counsel
2 at the Final Approval Hearing and be heard regarding approval of the Settlement, and of other
3 actions pending against Defendants. Adequate periods of time were provided by each of these
4 procedures.

5 4. The Court finds and determines that no individuals requested to opt out of the
6 Settlement. No Class Members submitted objections or disputes.

7 5. The Court finds and determines that this notice procedure afforded adequate
8 protection to Class Members and provides the basis for the Court to make an informed decision
9 regarding approval of the Settlement based on the responses of Class Members. The Court finds
10 and determines that the notice provided in this case was the best notice practicable, which satisfied
11 the requirements of law and due process.

12 6. For the reasons stated in the Preliminary Approval Order, the Court finds and
13 determines that the terms of the Settlement are fair, reasonable, and adequate to the Class and to
14 each Class Member and that the Participating Individuals will be bound by the Settlement, that the
15 Settlement is ordered finally approved, and that all terms and provisions of the Settlement should
16 be and hereby are ordered to be consummated.

17 7. The Court finds and determines that the all-inclusive Gross Settlement Amount in the
18 amount of \$430,000.00, and the Settlement Award to be paid to the Participating Individuals under
19 the Settlement are fair and reasonable. The Court hereby grants final approval to and orders the
20 payment of those amounts to be distributed to the Participating Individuals out of the Net Settlement
21 Amount and Net PAGA Payment in accordance with the Settlement. Pursuant to the terms of the
22 Settlement, the Settlement Administrator is directed to make the payments to each Participating
23 Individuals. The monetary terms of the Settlement, detailed in the following chart, are discussed
24 further below.

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Gross Settlement Amount	\$430,000.00
Plaintiff's Service Award	-\$10,000.00
Plaintiff's Attorney Fees	-\$143,333.00
Class Counsel's Actual Costs	-\$20,166.45
PAGA Payment	-\$20,000.00
Settlement Administration	-\$7,850.00
Net Settlement Amount for Distribution to the Class	\$228,650.55

8. The Court finds and determines that the Settlement Administration Cost for the Settlement in the amount of \$7,850.00 is fair and reasonable. The Court hereby grants final approval to and orders that the payment of that amount be paid out of the Gross Settlement Amount to the Settlement Administrator in accordance with the Settlement.

9. The Court finds and determines that the request by Plaintiff HOWARD GLOVER for a Class Representative Service Award is fair and reasonable and hereby orders that the requested payment in the amount of \$10,000.00 to be paid to Plaintiff out of the Gross Settlement Amount.

10. The Court further finds and determines that the request by Class Counsel for the Class Counsel Fee is fair and reasonable and hereby orders that \$143,333.00 (33.33% of the Gross Settlement Amount) be paid to Koul Law Firm, APC, out of the Gross Settlement Amount.

11. The Court also finds and determines that the request by Class Counsel for Class Counsel Expenses is fair and reasonable and hereby orders that actual costs amounting to \$20,166.45 be paid to Koul Law Firm, APC, consistent with actual expenses incurred, out of the Gross Settlement Amount.

12. Upon entry of this Final Approval Order, the Participating Individuals will forever completely release and discharge the Released Parties from the Class Released Claims as defined in the Settlement for the Class Period.

13. Upon entry of this Final Approval Order Plaintiff, the Labor Commissioner/LWDA on behalf of the State of California, and all PAGA Aggrieved Employees will forever completely release and discharge the Released Parties from the PAGA Released Claims as defined in the Settlement through the PAGA Period.

1 14. Pursuant to the terms of the Settlement, Plaintiff will forever completely release and
2 discharge the Released Parties from the Named Plaintiff's Released Claims as set forth in Paragraph
3 21 in the Settlement. Plaintiff expressly waives and relinquishes all rights and benefits afforded by
4 Section 1542 which states:

5 **A general release does not extend to claims which the creditor or releasing**
6 **party does not know or suspect to exist in his or her favor at the time of**
7 **executing the release and that, if known by him or her, would have materially**
8 **affected his or her settlement with the debtor or released party.**

9 15. Nothing in this Order shall preclude any action to enforce the Parties' obligations
10 under the Settlement or under this Order, including the requirement that Defendants make payment
11 in accordance with the Settlement.

12 16. If, for any reason, the Settlement ultimately does not become Final (as defined by
13 the Settlement), this Final Approval Order will be vacated; the Parties will return to their respective
14 positions in the action as those positions existed immediately before the Parties executed the
15 Settlement; and nothing stated in the Settlement or any other papers filed with this Court in
16 connection with the Settlement will be deemed an admission of any kind by any of the Parties or
17 used as evidence against, or over the objection of, any of the Parties for any purpose in the Action
18 or in any other action.

19 17. The Parties entered into the Settlement solely for the purpose of compromising and
20 settling disputed claims. Defendants in no way admit any violation of law or any liability
21 whatsoever to Plaintiff, the Class, and the Aggrieved Employees, individually or collectively, all
22 such liability being expressly denied by Defendants.

23 18. For any Class Member whose Settlement Award check is uncashed and cancelled
24 after the void date, the Administrator shall transmit the funds represented by such checks to
25 Farmworkers Foundation, the Parties designated *cy pres* recipient, thereby leaving no "unpaid
26 residue" subject to the requirements of California Code of Civil Procedure Section 384, subd. (b).
27 Following the void date, the Parties shall submit a [Proposed] Amended Order Granting Final
28

1 Approval of Class and Representative Settlement specifying the amount of the unclaimed funds to
2 be disbursed to the *cy pres* recipient.

3 19. By means of this Final Approval Order, this Court hereby enters final judgment in
4 this Action.

5 20. Without affecting the finality of this Final Approval Order and Judgment in any
6 way, pursuant to California Rules of Court, 3.769(h), the Court retains jurisdiction of all matters
7 relating to the interpretation, administration, implementation, effectuation and enforcement of this
8 Order, Judgment and the Settlement under Code of Civil Procedure § 664.6.

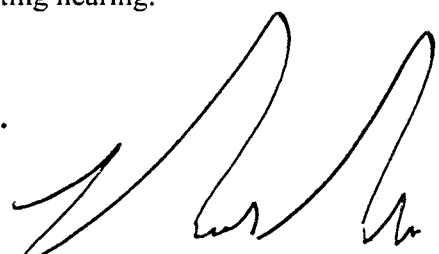
9 21. The Parties are hereby ordered to comply with the terms of the Settlement.

10 22. Each side is to bear its own costs and attorneys' fees except as provided by the
11 Settlement and this Final Approval Order and Judgment.

12 23. The Court sets a final accounting hearing for 6-11-27 ~~SATURDAY~~ AT 830 AM. Plaintiff must
13 file a final report 9 days before the final accounting hearing.
14 IN DFT.A

15 **IT IS SO ORDERED AND ADJUDICATED.**

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17 DATED: 6-18-26

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19 Honorable Cynthia P. Smith STAMPS
20 Judge of the Superior Court
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