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SAN MATEO COUNTY

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN MATEO

EDAS GILBERTO ISAULA GARCIA, individually, and on behalf of all others similarly situated,

Plaintiff,

vs.

SILICON VALLEY LOGISTICS, LLC, a California corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 25-CIV-04047

~~[PROPOSED]~~ ORDER GRANTING PRELIMINARY APPROVAL OF CLASS AND REPRESENTATIVE ACTION SETTLEMENT

PRELIMINARY APPROVAL HEARING:
Date: July 22, 2026
Time: 2:00 p.m.
Place: Courtroom I
Judge: Hon. Nicole S. Healy

Action Filed: May 23, 2025
Trial Date: Not set

[PROPOSED] PRELIMINARY APPROVAL ORDER

The Court has before it Plaintiff's Motion for Preliminary Approval of Class and Representative Action Settlement. Having reviewed the Motion and Memorandum of Points and Authorities, the supporting Declarations of Kane Moon and Plaintiff Edas Gilberto Isaula Garcia ("Plaintiff"), and GOOD CAUSE appearing, **IT IS HEREBY ORDERED AND DECREED AS FOLLOWS:**

1. The Court grants preliminary approval of the proposed Settlement and the Class based upon the terms set forth in the Class Action and PAGA Settlement Agreement and Class Notice (the "Settlement") attached as Exhibit 1 to the Declaration of Kane Moon in Support of Plaintiff's Motion for Preliminary Approval of Class and Representative Action Settlement.

2. The Court, for purposes of this Preliminary Approval Order, refers to all terms and definitions as set forth in the Settlement.

3. Plaintiff and Defendant Silicon Valley Logistics, LLC ("Defendant") (together with Plaintiff, the "Parties") have agreed to a settlement in the amount of $150,000 of which the parties estimate the Net Settlement Amount to be $57,000. The Settlement allocates $15,000 to resolve the PAGA claims and provides for a payment of 75% of that amount, that is, $9,750 to the California Labor and Workforce Development. The remaining $5,250 will be distributed among the aggrieved employees.

4. The Court finds that the requirements for preliminary approval have been met. The Settlement is preliminarily fair and reasonable. The Settlement was negotiated at arms-length. The Settlement is within the ballpark of reasonableness. There has been sufficient investigation and discovery, and Class Counsel is experienced in similar litigation. The allocation of the Settlement between the class and PAGA claims is fair and reasonable.

5. Plaintiff has provided information as to the following elements of class certification: (1) the Class is so numerous that joinder is impractical; (2) common issues predominate over whether Defendant violated wage and hour laws; (3) the superiority requirement is satisfied based on the benefits and efficiencies of the proposed Settlement when compared to continued litigation of the case on either a class basis or through multiple individual lawsuits; (4)

Plaintiff represents that his claims are the same as those of the Class Members he seeks to represent; and (5) Plaintiff has demonstrated that his counsel is adequate to represent the class and that he understood and complied with the responsibilities of serving as class representative.

6. Certification of the following class for this Settlement is appropriate: all current and former non-exempt employees employed by Defendant in California during the Class Period. The "Class Period" means May 23, 2021, to November 2, 2025.

7. The contents of the *Court Approved Notice of Class Action Settlement and Hearing Date for Final Court Approval* (the "Class Notice") are substantively adequate. The method of notice – first class mail – is sufficient to provide actual notice.

8. ILYM Group, Inc. is a qualified settlement administrator, and the Court approves its retention, as well as the allocation of up to $8,000 for its services.

9. The Court will award Plaintiff up to $5,000 as a service award.

10. The Court appoints, for settlement purposes only, Plaintiff's Counsel Moon Law Group, PC as Class Counsel. The Court will decide on attorneys' fees and costs, and the service award, at a hearing based on upon a noticed motion, which will be heard on the same date as the hearing in final approval.

11. The obligations set forth in the Settlement are deemed part of this Preliminary Approval Order, and the Parties and Administrator are ordered to carry out the Settlement Agreement according to its terms and provisions.

12. The Court sets a hearing on Plaintiff's Motion for Final Approval of Class Settlement for April 28, 2027 at 2:00 p.m. in Courtroom I.

13. The Court reserves the right to continue the date of the Final Approval Hearing without further notice to Class Members.

IT IS SO ORDERED.

DATED: _____

Electronically
SIGNED
By /s/ Healy, Nicole
08/07/2026

_____
The Honorable Nicole S. Healy
Judge of the Superior Court, San Mateo County