

FILED
San Diego Superior Court

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Clerk of the Superior Court
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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN DIEGO

DANIEL DRU MONTES, individually and on
behalf of all others similarly situated,

Plaintiff,

vs.

NORTHERN LITHO, LLC; PACIFIC
LITHO, LLC.; and DOES 1 through 20,
inclusive,

Defendants.

Case No. 37-2022-00031278-CU-OE-CTL

Assigned for all purposes to:
Hon. Richard S. Whitney
Dept. C-68

~~PROPOSED~~ **ORDER GRANTING
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: November 7, 2025
Time: 10:30 a.m.
Dept: C-68

~~PROPOSED~~ **ORDER GRANTING PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT**

1 WHEREAS, the above-entitled action is pending before this Court as a putative class
2 action (the "Action");

3 WHEREAS, Plaintiff Daniel Dru Montes ("Plaintiff"), individually and on behalf of all
4 others similarly situated and on behalf of the general public have applied to this Court for an order
5 preliminarily approving the settlement of the Action in accordance with the Class Action and
6 PAGA Settlement Agreement and Class Notice (the "Settlement" or "Agreement") entered into
7 by Plaintiff and Defendants Northern Litho, LLC and Pacific Litho, LLC. ("Defendants") which
8 sets forth a proposed settlement upon the terms and conditions set forth therein (Plaintiff and
9 Defendants shall be collectively referred to herein as the "Parties"); and

10 WHEREAS, the Court has read and considered Plaintiff's Motion for Preliminary
11 Approval of Class Action Settlement.

12 NOW, THEREFORE, IT IS HEREBY ORDERED, ADJUDGED, AND DECREED
13 THAT:

14 1. This Order incorporates by reference the definitions in the Settlement attached as
15 Exhibit 1 to the Declaration of Jamie M. Loos in Support of Plaintiff's Motion for Preliminary
16 Approval of Class Action Settlement and all terms defined therein shall have the same meaning in
17 this Order.

18 2. It appears to the Court on a preliminary basis that (a) the Settlement is fair,
19 adequate and reasonable; (b) the Gross Settlement Amount and Net Settlement Amount are fair,
20 adequate and reasonable when balanced against the probable outcome of further litigation relating
21 to liability and damages issues; (c) sufficient investigation and research have been conducted such
22 that counsel for the Parties at this time are able to reasonably evaluate their respective positions;
23 (d) settlement at this time will avoid additional costs by all Parties, as well as avoid the delay and
24 risks that would be presented by the further prosecution of the Action; and (e) the Settlement has
25 been reached as the result of non-collusive, arms-length negotiations.

26 3. With respect to the Class and for purposes of proceeding pursuant to California
27 Code of Civil Procedure § 382 for approval of the settlement only, the Court finds on a
28 preliminary basis that (a) Class Members are ascertainable and so numerous that joinder of all

1 Class Members is impracticable; (b) there are questions of law and fact common to the Class that
2 predominate over any questions affecting only individual Class Members; (c) Plaintiff's claims
3 are typical of the Class' claims; (d) class certification is a superior method for implementing the
4 Settlement and adjudicating this Action in a fair and efficient manner; (e) the Class Representative
5 can fairly and adequately protect the Class' interests; and (f) Class Counsel are qualified to serve
6 as counsel for the Class.

7 4. Accordingly, solely for purposes of effectuating this Settlement, this Court hereby
8 conditionally certifies the class for settlement purposes only. The Class is defined as all employees
9 employed by Defendants in California at any time from February 8, 2018 through February 4,
10 2025.

11 5. Plaintiff Daniel Dru Montes is hereby preliminarily appointed and designated, for
12 all purposes, as the Class Representative and the attorneys of Aegis Law Firm, PC are hereby
13 preliminarily appointed and designated as counsel for the Class ("Class Counsel"). Class Counsel
14 is authorized to act on behalf of the Class Members with respect to all acts or consents required by,
15 or which may be given pursuant to, the Settlement, and such other acts reasonably necessary to
16 consummate the Settlement. Any Class Member may enter an appearance either personally or
17 through counsel of such individual's own choosing and at such individual's own expense. Any
18 Class Member who does not enter an appearance or appear on his or her own will be represented
19 by Class Counsel.

20 6. Should, for whatever reason, the Settlement not become final, the fact that the
21 Parties were willing to stipulate to certification of the Class as part of the Settlement shall have no
22 bearing on, nor be admissible in connection with, the issue of whether a class should be certified in
23 a non-settlement context.

24 7. The Court hereby preliminarily approves the definition and disposition of the Gross
25 Settlement Amount and Net Settlement Amount and related matters provided for in the Settlement,
26 subject to modification at final approval.

27 8. The Court hereby preliminarily approves Class Counsel attorneys' fees of up to one-
28 third the Gross Settlement Amount, Class Counsel litigation expenses not to exceed \$25,000.00,

1 Service Award up to \$10,000.00 to Plaintiff Daniel Dru Montes, payment to the LWDA in the
2 amount of \$30,000.00, and costs of administration not to exceed \$5,500.00, subject to final
3 approval.

4 9. The Court hereby approves, as to form and content, the Class Notice, to be
5 distributed to Class Members. The Court finds that distribution of the Class Notice, substantially in
6 the manner and form set forth in the Settlement and this Order, meets the requirements of due
7 process, is the best notice practicable under the circumstances, and shall constitute due and
8 sufficient notice to all persons entitled thereto.

9 10. The Court hereby appoints ILYM Group, Inc. as Settlement Administrator and
10 hereby directs the Settlement Administrator to mail or cause to be mailed to Class Members the
11 Class Notice using the procedures set forth in the Settlement Agreement. Class Members who wish
12 to participate in the settlement provided for by the Settlement Agreement do not need to respond to
13 the Class Notice.

14 11. All costs of mailing of the Class Notice, whether foreseen or not, shall be paid
15 from the Gross Settlement Amount, including the cost of searching for Class Members' addresses
16 as provided in the Settlement, and all other reasonable costs of the Settlement Administrator up
17 to \$5,500.00 as provided in the Settlement.

18 12. Any Class Member may choose to opt-out of and be excluded from the Class as
19 provided in the Class Notice. Any such person who chooses to opt-out of and be excluded from the
20 Class will be a Non-Participating Class Member who shall not be entitled to any Individual Class
21 Payment under the Settlement and will not be bound by the Released Class Claims or have any right
22 to object to, appeal, or comment on the Settlement. Class Members who have not requested
23 exclusion/opted-out shall be Participating Class Members and bound by all determinations of the
24 Court, the Settlement, and the Final Judgment. Aggrieved Employees cannot opt-out of the PAGA
25 portion of the Settlement. Individual PAGA Payments will be mailed to all
26 Aggrieved Employees as part of the Settlement and Aggrieved Employees shall give up their rights
27 to pursue the Released PAGA Claims if the Settlement is granted Final Approval.

1 13. A Final Fairness and Approval Hearing shall be held before this Court on
2 March 20, 2026, at 10:30 a.m. in Department C-68 of the above-entitled Court located at 330
3 West Broadway, San Diego CA 92101. All papers in support of final approval and related
4 awards for fees, costs, and Plaintiff's Service Award must be filed and served at least 16 court
5 days before the final approval hearing.

6 14. Any Participating Class Member must object to the Settlement by following the
7 instructions for submitting written objections that are set forth in the Settlement Agreement and
8 Class Notice, and may appear at the Final Fairness and Approval Hearing. The Court shall retain
9 final authority with respect to the consideration and admissibility of any objections. Any
10 Participating Class Member who objects to the Settlement shall be bound by the order of the Court.

11 15. The Settlement is not a concession or admission, and shall not be used against the
12 Released Parties, as an admission or indication of wrongdoing with respect to any claim of any fault
13 or omission by the Released Parties. Whether or not the Settlement is finally approved, neither the
14 Settlement, nor any document, statement, proceeding or conduct related to the Settlement, nor any
15 reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as,
16 received as or deemed to be evidence of a presumption, concession, indication or admission by
17 Defendants of any liability, fault, wrongdoing, omission, concession or damage in the Action, or in
18 any other action or proceeding, except for purposes of enforcing the Settlement once it receives
19 final approval.

20 16. Pending the Final Approval and Fairness Hearing, all proceedings in this Action,
21 other than proceedings necessary to carry out or enforce the terms of the Settlement and this Order,
22 are hereby stayed.

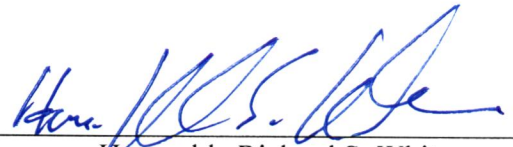
23 17. Jurisdiction is hereby retained over this Action, the Parties to the Action, and each
24 of the Class Members for all matters relating to this Action, and this Settlement, including
25 (without limitation) all matters relating to the administration, interpretation, effectuation, and/or
26 enforcement of this Settlement and this Order.

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1 18. The Court reserves the right to adjourn or continue the date of any hearing and all
2 dates provided for in the Settlement without further notice to Class Members, and retains
3 jurisdiction to consider all further applications arising out of or connected with the proposed
4 Settlement.

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6 DATED: 11-10-25



Honorable Richard S. Whitney
JUDGE OF THE SUPERIOR COURT
FOR THE COUNTY SAN DIEGO