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Attorney for Plaintiff,
Fabian Estrada, on behalf of himself and all others similarly situated, and on behalf of the general public

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF MONTEREY

FABIAN ESTRADA, on behalf of himself and
all others similarly situated, and on behalf of
the general public,

Plaintiff,

vs.

5 STAR JOBS, a California Corporation,
REDDION PERSONNEL SERVICES, INC.,
a California Corporation, SILVER BAY
SEAFOODS-CALIFORNIA, LLC, a
Delaware Limited Liability Company, 5
STAR JOB SOURCE, and DOES 1 through
10, inclusive.

Defendants.

CASE NO.: 24CV000049

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

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

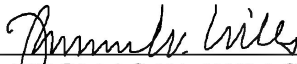
IT IS HEREBY ORDERED:

1. The Court grants preliminary approval and conditional certification of the Class;
2. The Court grants preliminary approval of Plaintiff Fabian Estrada as Class Representative;
3. The Court grants preliminary approval of Otkupman Law Firm, A Law Corporation and Advocates for Worker Rights LLP, as Class Counsel;
4. The Court grants preliminary approval of Settlement of claims as set forth in the Settlement Agreement; **except paragraph 4.4.3 shall be revised to eliminate reference to payment to the Office of the State Controller of unclaimed funds.**
5. The Court approves the proposed Class Notice and Exclusion Form;
6. The Court grants preliminary approval of the Gross Settlement Amount of Two Hundred Eighty-Five Thousand Dollars (\$285,000.00);
7. The Court grants preliminary approval of ILYM Group ("ILYM") as Settlement Administrator and payment of service in an amount up to Ten Thousand Dollars (\$10,000.00), although currently estimated to be Six Thousand Nine Hundred Fifty Dollars (\$6,950.00);
8. The Court grants preliminary approval of a Class Representative Enhancement Payment to Plaintiff Fabian Estrada in an amount up to **Five** ~~Ten~~ Thousand Dollars **(\$5,000.)** ~~(\$10,000.00);~~
9. The Court grants preliminary approval of the payment to Class Counsel of reasonable attorney's fees of Ninety-Five Thousand Dollars (\$95,000.00) and reimbursement of costs in an amount not to exceed Twenty Thousand Dollars (\$20,000.00);
10. The Court grants preliminary approval of the PAGA Payment in the amount of Ten Thousand Dollars (\$10,000.00). Seventy-five percent of this amount, or Seven Thousand Five Hundred Dollars (\$7,500.00) will be paid to the LWDA and twenty-five percent of this amount, or Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to the Aggrieved Employees on a pro rata basis.

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1 11. The Court grants the schedule for implementation of the terms of the Settlement Agreement
2 and the Court sets a hearing on final approval on October 31, 2025 at
3 8:30 a.m./p.m. in Department 15.

4
5 DATED: May 23, 2025


HON. THOMAS W. WILLS
JUDGE OF THE SUPERIOR COURT