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SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF RIVERSIDE

RICARDO RUIZ, individually, and on behalf
of all persons similarly situated, MARIA
OROZCO, individually, and on behalf of all
persons similarly situated,

Plaintiffs,

v.

ECO FARMS AVOCADOS, INC, a
corporation; ECO FARMS FIELD INC., a
corporation; ECO FARMS INVESTMENT
HOLDINGS, LLC., a limited liability
company; ECO FARMS REAL ESTATE,
LLC., a limited liability company; ECO
FARMS TRADING OPERATIONS, LLC., a
limited liability company; and DOES 1 to 20,
inclusive,

Defendants

Case No. CVRI 2304424

~~PROPOSED~~ JUDGMENT AND ORDER
GRANTING MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT

Hearing Date: 8:30 a.m.

Hearing Time: August 28, 2026

Judge: Hon. Harold W. Hopp

Dept: 1

Action Filed: August 4, 2023

Trial Date: Not Set

ORDER GRANTING FINAL APPROVAL OF SETTLEMENT

1 On August 28, 2026, a hearing was held on the unopposed motion of Plaintiffs Ricardo
2 Ruiz and Maria Orozco ("Plaintiffs") for final approval of the Class Action and PAGA
3 Settlement Agreement (the "Agreement") with Defendants Eco Farms Avocados, Inc., Eco
4 Farms Field Inc., Eco Farms Investment Holdings, LLC, Eco Farms Real Estate, LLC, and Eco
5 Farms Trading Operations, LLC. ("Defendants") and payments to the Plaintiffs, Class Counsel,
6 Aggrieved Employees, the Labor and Workforce Development Agency ("LWDA") and the
7 Administrator. The unopposed motion is granted.

8 The settlement of this action is memorialized in the parties' *Class Action and PAGA*
9 *Settlement Agreement* (the "Settlement Agreement"), which was filed with the Court on August
10 6, 2026, as Exhibit 2 to the Declaration of Chad Edwards in support of Plaintiffs' Motion for
11 Final Approval of Class Action.

12 The parties have submitted their Agreement, which this Court preliminarily approved by
13 its March 19, 2026, order ("Preliminary Approval Order"). In accordance with the Preliminary
14 Approval Order, Class Members have been given notice of the terms of the Agreement and the
15 opportunity to comment on or object to it or to exclude themselves from its provisions.

16 Having received and considered the Settlement Agreement, the supporting papers filed
17 by the parties, and the evidence and argument received by the Court at the hearing before it
18 entered the Preliminary Approval Order and the final approval hearing on August 28, 2026, the
19 Court grants final approval of the Settlement, and HEREBY ORDERS as follows:

20 1. The certification of the Class is confirmed for the sole and exclusive purpose of
21 entering a settlement in this matter:

22 All individuals who were employed by Defendants in California and
23 classified as a non-exempt employee at any time during the Class Period.
The Class Period is August 4, 2019 through July 5, 2025.

24 2. The Administrator received one (1) valid request for exclusion from the Class.
25 The individual who timely submitted a valid request for exclusion is Cindy McCalmont.

26 3. The Court confirms the appointment of Plaintiffs as the Class Representative, and
27 Chad F. Edwards and Taleah Phillips as Class Counsel for the Class.

1 4. Pursuant to the Preliminary Approval Order, the Court Approved Notice of Class
2 Action Settlement and the Hearing Date for Final Court Approval ("Class Notice") was sent to
3 each Class Member by first-class mail. These papers informed Class Members of the terms of
4 the Settlement, their right to receive an Individual Class Payment, their right to comment on or
5 object to the Settlement, dispute their workweeks or to opt-out of the Settlement and pursue their
6 own remedies, and their right to appear in person or remotely or by counsel at the Final Approval
7 Hearing and be heard regarding final approval of the Settlement. Adequate periods of time were
8 provided by each of these procedures to provide notice of their rights and time for Class
9 Members to act with respect to these rights. No class members objected to the Settlement as part
10 of this notice process or stated an intent to appear at the final approval hearing.

11 5. The Court finds and determines that this notice procedure afforded adequate
12 protections to Class Members and provides the basis for the Court to make an informed decision
13 regarding approval of the Settlement based on the responses of Class Members. The Court finds
14 and determines that the Class Notice provided in this case was the best notice practicable and it
15 satisfied the requirements of law and due process.

16 6. For the reasons stated in the Preliminary Approval Order, the Court finds and
17 determines that the proposed Class, as defined in the definitions section of the Agreement and
18 Paragraph 1 herein, meets all the legal requirements for class certification, and it is hereby
19 ordered that the Class is finally approved and certified as a class for purposes of the Settlement.

20 7. The Court further finds and determines that the Gross Settlement Amount of
21 Three Hundred Ninety-Nine Thousand Dollars (\$399,000) and the terms of the Agreement are
22 fair, reasonable, and adequate to the Class and to each Class Member. The Class Members who
23 have not opted-out will be bound by the Settlement. Aggrieved Employees (as defined in the
24 Agreement as all individuals who were employed by Defendants in California and classified as a
25 non-exempt employee at any time during the PAGA Period which is June 11, 2022 through
26 March 19, 2026) will be subject to the release of the Released PAGA Claims as set forth in the
27 Agreement, and will be sent an Individual PAGA Payment, regardless of whether they opt-out of
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1 the Class portion of the Settlement. The Settlement is ordered finally approved, and all terms
2 and provisions of the Settlement should be and hereby are ordered to be consummated.

3 8. The Court finds and determines that the Individual Class Payments to be paid to
4 the Participating Class Members, as provided for by the Agreement, are fair and reasonable. The
5 Court hereby grants final approval to and orders the payment of those amounts to be made to the
6 Participating Class Members out of the Net Settlement Amount in accordance with the
7 Agreement.

8 9. Pursuant to the Labor Code Private Attorneys General Act ("PAGA"), Cal. Lab.
9 Code §§ 2699(1)(2), (1)(4), the LWDA has been given notice of the Settlement. Pursuant to
10 PAGA, on the date the Plaintiff filed the motion seeking approval of the Settlement with the
11 Court, Plaintiff served the LWDA with the motion which included a copy of the Agreement.
12 The Court finds and determines that the notice of the Settlement complied with the statutory
13 requirements of PAGA.

14 10. The Court finds and determines that the resolution of the Released PAGA Claims
15 and the PAGA Penalties of Seven Thousand Eight Hundred Dollars (\$7,800), which includes
16 payment to the LWDA of \$5,850 as its share of the settlement of civil penalties and the
17 allocation of \$1,950 as Individual PAGA Payments to the Aggrieved Employees, is fair,
18 reasonable, and appropriate. The Court hereby grants approval of the resolution of the PAGA
19 claims and orders that the PAGA Penalties be paid out of the Gross Settlement Amount in
20 accordance with the Agreement.

21 11. The Court approves Settlement Administration Expenses in the amount of
22 \$6,650.00, to be paid to ILYM Group, Inc. from the Gross Settlement Amount. The Settlement
23 Administrator shall distribute settlement payments in accordance with the Settlement
24 Agreement. Every envelope transmitting a settlement payment shall bear the notation "YOUR
25 CLASS ACTION SETTLEMENT CHECK IS ENCLOSED." Settlement checks shall remain
26 negotiable for not less than ninety (90) days and not more than one hundred eighty (180) days
27 after mailing. The Settlement Administrator shall mail a reminder postcard to any Participating
28 Class Member whose settlement check remains uncashed sixty (60) days after mailing. If a

1 settlement payment issued to a current employee is returned as undeliverable and the Settlement
2 Administrator is unable to locate a valid mailing address after reasonable diligence, the
3 Settlement Administrator shall coordinate with Defendants to deliver the payment to the
4 employee at his or her place of employment.

5 12. In addition to any recovery that Plaintiffs may receive from the Net Settlement
6 Amount and PAGA Penalties, and in recognition of the Plaintiffs' efforts on behalf of the Class,
7 and the risks they undertook, the Court hereby approves the payment of the Class Representative
8 Service Payments to Plaintiffs in the amount of \$10,000 each for a total of \$20,000. The Class
9 Representative Service Payments shall be paid from the Gross Settlement Amount.

10 13. Pursuant to the authorities and argument presented to the Court, the Court
11 approves the payment of attorneys' fees to Class Counsel in the sum of \$133,000, plus costs and
12 expenses in the amount of \$17,764.03. Said amount shall be paid from the Gross Settlement
13 Amount as follows: Rosenberg and Associates: \$53,200 in attorneys' fees and \$3,943.49 in costs
14 for a total of \$57,143.49 and to Gomez Trial Attorneys for \$79,800 in attorneys' fees and
15 \$13,820.54 in costs for a total of \$93,620.54. The total amount to be paid from the Gross
16 Settlement Amount for attorneys' fees and costs equals \$150,764.03.

17 14. The parties are hereby ordered to comply with the terms of the Settlement.
18 Defendants shall fully fund the Gross Settlement Amount, and also fund the amounts necessary
19 to fully pay Defendants' share of payroll taxes, by transmitting the funds to the Administrator no
20 later than 60 days after the Effective Date.

21 15. Within ten (10) calendar days after entry of this Final Approval Order and
22 Judgment, the Settlement Administrator shall mail a Notice of Entry of Judgment to all
23 Participating Class Members by first-class United States Mail in accordance with California
24 Rules of Court, rule 3.771(b). The Notice of Entry of Judgment shall inform Participating Class
25 Members that the Court has granted final approval of the Settlement and entered judgment, shall
26 state the date of entry of judgment, and shall provide the amount of the Participating Class
27 Member's Individual Class Payment together with the Settlement Administrator's contact
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1 information for questions regarding that payment. Proof of service of this Final Approval Order
2 and Judgment shall be filed with the Court within fifteen (15) days of the filing of the judgment.

3 16. Except for the individual identified in Paragraph 2 who timely requested
4 exclusion, all Participating Class Members shall be bound by the releases contained in the
5 Settlement Agreement. All Aggrieved Employees shall be bound by the release of the Released
6 PAGA Claims as provided in the Settlement Agreement. Nothing in this Judgment shall be
7 construed to enjoin any Class Member from filing any action or expose any Class Member to
8 liability for contempt, breach of contract, or misrepresentation.

9 17. A Final Report (Nonappearance) Hearing is set for July 30, 2027, at 8:30 a.m. in
10 Department 1. No later than five (5) court days before the hearing, the Settlement Administrator
11 shall file a declaration reporting the funding of the Settlement, the amounts distributed, the status
12 of negotiated and outstanding settlement checks, compliance with the reminder postcard
13 requirement, the disposition of any uncashed funds, completion of tax reporting, and the
14 completion of its duties under the Settlement Agreement. The declaration shall state: (i) the date
15 the settlement checks were mailed; (ii) the total number of checks mailed to Class Members; (iii)
16 the average amount of those checks; (iv) the number of checks that remain uncashed; (v) the
17 total value of the uncashed checks; (vi) the average amount of the uncashed checks; and (vii) the
18 nature and date of the disposition of any unclaimed funds. If any unpaid residue remains to be
19 distributed at the time of the report, the Settlement Administrator's declaration shall be
20 accompanied by a proposed amended judgment addressing the distribution of that residue.

21 18. Judgment is hereby entered in accordance with this Final Approval Order and
22 Judgment and the Settlement Agreement. This Judgment shall not dismiss the action. The Clerk
23 of the Court is directed to enter this Final Approval Order and Judgment forthwith.

24 19. For any Class Member whose Individual Class Payment check or Individual
25 PAGA Payment check is uncashed and canceled after the void date, the Administrator shall
26 redistribute such funds on a pro rata basis to those Participating Class Members who did cash
27 their original settlement checks. In the absence of a feasible redistribution to the Class, the
28 remaining uncashed funds shall be handled in accordance with California Code of Civil

1 Procedure section 384. Such checks will be sent to the California Controller's Unclaimed
2 Property Fund in the name of the Participating Class Member and/or Aggrieved Group Member
3 thereby leaving no "unpaid residue" subject to the requirements of California Code of Civil
4 Procedure section 384, subd. (b).

5 20. Without affecting the finality of this order in any way, pursuant to California
6 Code of Civil Procedure section 664.6 the Court retains jurisdiction of all matters relating to the
7 interpretation, administration, implementation, effectuation, and enforcement of this order and
8 the Settlement.

11 **IT IS SO ORDERED.**

12 Dated: 8/28/26
13 31



The Honorable Harold Hopp
Judge of the Superior Court