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**FILED**  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF ORANGE

JAN 29 2026

DAVID H. YAMASAKI, Clerk of the Court

BY: M. NEVAREZ, DEPUTY

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

KIMBERLY M. WILHELM, as an individual  
and on behalf of all employees similarly situated,  
  
Plaintiff,

v.

KEMPER SPORTS MANAGEMENT, LLC, a  
Delaware Limited Liability Company; KEMPER  
SPORTS MANAGEMENT HOLDINGS, LLC,  
a Delaware Limited Liability Company, and  
DOES 1 through 50, inclusive,

Defendants.

Case No.: 30-2024-01376524-CU-OE-CXC

[Assigned for all purposes to Hon. David A.  
Hoffer, Dept. CX-103]

**AMENDED ~~[PROPOSED]~~ ORDER OF  
FINAL APPROVAL OF CLASS AND PAGA  
REPRESENTATIVE ACTION  
SETTLEMENT; JUDGMENT THEREON**

Action Filed: January 30, 2024  
Trial: Not Set

1 The Court considered Plaintiff KIMBERLY M. WILHELM's ("Plaintiff") Motion for Final Approval  
2 of Class and PAGA Representative Action Settlement ("Motion"). Having considered the Motion, and all legal  
3 authorities and documents concurrently and previously submitted in support thereof, including JOINT  
4 STIPULATION OF CLASS AND PAGA REPRESENTATIVE ACTION and FIRST AMENDMENT TO  
5 JOINT STIPULATION OF CLASS AND PAGA REPRESENTATIVE ACTION SETTLEMENT  
6 ("Settlement" or "Settlement Agreement"), and good cause appearing, **IT IS HEREBY ORDERED and**  
7 **ADJUDGED** that the motion is **GRANTED**, subject to the following findings and orders:

8 1. This order incorporates by reference the definitions in the Settlement Agreement, and all  
9 capitalized terms defined therein shall have the same meaning in this order as set forth in the Settlement  
10 Agreement.

11 2. The Court finds that the terms of the proposed class action Settlement are fair,  
12 reasonable, adequate and in the best interests of the Class Members. The Settlement Class meets the  
13 requirements for certification for settlement purposes only under Code of Civil Procedure § 382. The  
14 Court hereby makes final its earlier provisional certification of the Class for settlement purposes, as set  
15 forth in the Preliminary Approval Order.

16 3. The following persons are certified as Class Members solely for the purpose of entering a  
17 settlement in this matter:

18 All persons who are or previously were employed by defendant Kemper Sports  
19 Management, LLC and/or Kemper Sports Management, Inc., defendant Kemper Sports  
20 Management Holdings, LLC in California and classified as non-exempt employees at any  
21 time during the Class Period and who did not sign arbitration agreements with class  
22 waivers (the "Class Period" is from January 30, 2020 through April 18, 2025).  
(Settlement, ¶¶ 3-4.)

23 4. The PAGA Employees are defined as follows:

24 All persons who are or previously were employed by defendant Kemper Sports  
25 Management, LLC and/or Kemper Sports Management, Inc., defendant Kemper Sports  
26 Management Holdings, LLC in California and classified as non-exempt employees at any  
27 time during the PAGA Period (the "PAGA Period" is from January 30, 2023 through  
28 April 18, 2025.) PAGA Employees cannot opt out of the settlement of the PAGA claim.  
(Settlement, ¶¶ 11-12.)

5. The Notice Packet, comprised of the Notice of Proposed Class and PAGA Representative  
Action Settlement ("Class Notice"), Request for Exclusion Form ("Exclusion Form"), and Objection Form  
("Objection Form"), that was provided to the Class Members, fully and accurately informed the Class

1 Members of all material elements of the Settlement and of their opportunity to participate in, object to or  
2 comment thereon, or to seek exclusion from, the Class Settlement; was the best notice practicable under  
3 the circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with the  
4 laws of the State of California, the United States Constitution, due process and other applicable law. The  
5 Notice Packet fairly and adequately described the Settlement and provided the Class Members with  
6 adequate instructions and a variety of means to obtain additional information.

7 6. Class Members Samuel Sexton and Jason Larimore submitted valid and timely Requests  
8 for Exclusion and are not Settlement Class Members. PAGA Employee Edwin Willian Hesse submitted  
9 Request for Exclusion which is not valid since he is not a Class Member and cannot opt out of PAGA  
10 settlement. No other requests for exclusion have been received.

11 7. No Class Members submitted any Workweek Disputes and Objections.

12 8. The Court determines that all Class Members who have not submitted a valid and timely  
13 Request for Exclusion (“Settlement Class Members”) and the PAGA Employees are bound by this Final  
14 Approval Order and Judgment.

15 9. The Released Class Claims are set forth in the Settlement Agreement and Notice.

16 10. The Released PAGA Claims are set forth in the Settlement Agreement and Notice.

17 11. Plaintiff KIMBERLY M. WILHELM is appointed as the Class Representative. It is  
18 hereby ordered that the Settlement Administrator issue payment in the amount of **\$5,000.00** to Plaintiff  
19 as her Service Payment, according to the terms set forth in the Settlement Agreement.

20 12. TUNYAN LAW, APC and THE SENTINEL FIRM, APC are appointed as Class Counsel.  
21 The Court grants the request for attorneys’ fees in the amount of \$450,000.00 to Class Counsel. It is  
22 hereby ordered that the Settlement Administrator issue payment in the amount of **\$450,000.00** to Class  
23 Counsel for attorneys’ fees reduced from \$500,000.00 requested.

24 13. The Court approves reimbursement of litigation costs and expenses in the amount of  
25 **\$27,254.76** to Class Counsel. It is hereby ordered that the Settlement Administrator issue payment in the  
26 amount of **\$27,254.76** to Class Counsel for reimbursement of litigation costs and expenses, in accordance  
27 with the terms set forth in the Settlement Agreement.

28 14. ILYM GROUP, Inc. is appointed to act as the Settlement Administrator and to administer

1 the settlement in accordance with the Agreement. The Court approves payment of settlement  
2 administration fees in the amount of \$15,950.00 for the services performed and costs incurred for the  
3 notice and settlement administration process. It is hereby ordered that the Settlement Administrator, ILYM  
4 Group, Inc., shall issue payment to itself in the amount of **\$15,950.00**, in accordance with the terms set  
5 forth in Settlement Agreement.

6 9. The Court approves the allocation of **\$100,000.00** toward penalties under the California  
7 Private Attorneys General Act of 2004 (“PAGA Payment”). The Settlement Administrator shall  
8 distribute the PAGA Payment as follows: the amount of **\$75,000.00** to the California Labor and  
9 Workforce Development Agency (“LWDA Payment”), and the amount of **\$25,000.00** to be distributed  
10 on a pro rata basis to PAGA Employees, according to the terms set forth in the Settlement Agreement.

11 15. The Court hereby enters Judgment by which Settlement Class Members on behalf of  
12 themselves and their respective former and present representatives, agents, attorneys, heirs, administrators,  
13 successors, and assigns, upon full payment of Gross Settlement Amount, shall fully and finally release and  
14 discharge the Released Parties from the Released Class Claims as defined in Paragraph 37 of the  
15 Settlement Agreement. Upon full payment of Gross Settlement Amount, Plaintiff and each and all PAGA  
16 Employees, on behalf of themselves and their respective former and present representatives, agents,  
17 attorneys, heirs, administrators, successors, and assigns and each of them, are deemed to fully and finally  
18 release and discharge the Released Parties for the Released PAGA Claims, and the final judgment will  
19 bind all those who would be bound by a judgment if the action had been brought by the LWDA, including  
20 Plaintiff, the LWDA and all PAGA Employees as defined in Paragraph 37 of the Settlement Agreement.

21 16. The Gross Settlement Amount of the Settlement is **\$1,500,000.00** (plus Defendant’s  
22 employer share of taxes), from which the above noted awards shall be deducted as follows: \$5,000 for  
23 Service Payment to Plaintiff, \$450,000.00 for attorneys’ fees, \$27,254.76 in litigation costs, \$15,950.00 in  
24 administration costs, and a \$100,000.00 PAGA Allocation (with 75% allocated to LWDA and 25% to  
25 PAGA Employees). The remaining amount (which excludes the employer share of taxes) shall be paid to  
26 the Settlement Class Members in accordance with the terms of the Settlement Agreement.

27 17. Defendant shall pay the Gross Settlement Amount and the employer’s share of payroll  
28 taxes in connection with the wages portion of the Settlement Class Payments pursuant to the timeline and

1 procedure described in the Settlement Agreement and the Notice, and the Settlement Administrator shall  
2 disburse the funds in accordance with the Settlement Agreement and the Notice.

3 18. After entry of this Final Approval Order and Judgment, pursuant to California Rules of  
4 Court, Rule 3.769(h) and Civil Procedure Code § 664.6, the Court shall retain jurisdiction to construe,  
5 interpret, implement, and enforce the Settlement Agreement and this Final Approval Order and Judgment,  
6 to hear and resolve any contested challenge to a claim for settlement benefits, and to supervise and  
7 adjudicate any dispute arising from or in connection with the distribution of settlement benefits.

8 19. Notice of entry of this Final Approval Order and Judgment shall be given to the Class  
9 Members by the Settlement Administrator by posting a copy of the Final Approval Order and Judgment  
10 on the Settlement Administrator's website for a period of at least one hundred eighty (180) calendar days  
11 after the date of entry of this Final Approval Order and Judgment.

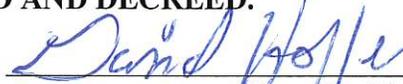
12 20. Plaintiffs shall provide notice of this Final Approval Order and Judgment to the LWDA  
13 as required under PAGA.

14 21. A Final Accounting hearing is set for **November 23, 2026, at 1:30 p.m.** in Department  
15 CX103. Class Counsel shall submit a final accounting report in the form of a declaration from the  
16 Settlement Administrator with a summary accounting of the distribution of the settlement funds to Class  
17 Members and PAGA Employees, identifying the distributions made pursuant to this Order and  
18 Judgment, and identifying the number and value of any uncashed checks, and the status of any  
19 unresolved issues at least sixteen(16) calendar days prior to the Final Accounting Hearing.  
20

21 **IT IS SO ORDERED, ADJUDGED AND DECREED.**

22 Dated: \_\_\_\_\_

1/29/26



23 Hon. David A. Hoffer  
ORANGE COUNTY SUPERIOR COURT JUDGE

1 **PROOF OF SERVICE**

2 STATE OF CALIFORNIA )  
3 ) ss  
4 COUNTY OF LOS ANGELES )

5 I am employed in the county of Los Angeles, State of California. I am over the age of  
6 18 and not a party to the within action; my business address is 355 S. Grand Ave., Suite 1450  
7 Los Angeles, CA 90071.

8 On the date indicated below, I served the document described as: **AMENDED [PROPOSED] ORDER  
9 OF FINAL APPROVAL OF CLASS AND PAGA REPRESENTATIVE ACTION  
10 SETTLEMENT; JUDGMENT THEREON** on the interested parties in this action by sending a  
11 true copy thereof to interested parties as follows and as stated on the attached service list:

12 **SEYFARTH SHAW LLP**

13 Michael J. Burns

14 [mburns@seymarth.com](mailto:mburns@seymarth.com)

15 Andrew M. McNaught

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21 **SEYFARTH SHAW LLP**

22 Laura E. Heyne

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24 2029 Century Park East, Suite 3500

25 Los Angeles, CA 90067-3021

26 Telephone: (310) 277-7200

27 Facsimile: (310) 201-5219

28 Attorneys for Defendants KEMPER SPORTS MANAGEMENT, LLC, KEMPER SPORTS  
MANAGEMENT HOLDINGS, LLC

19  **BY E-MAIL:** I hereby certify that this document was served from Glendale, California,  
20 by e-mail delivery on the parties listed herein at their most recent known e-mail address  
21 or e-mail of record in this action.

22  **BY ELECTRONIC SERVICE:** Based on an agreement of the parties to accept electronic service,  
23 I caused the documents to be sent to the persons at the electronic service addresses listed above  
24 via electronic mail. I did not receive an error message.

25 I declare under penalty of perjury under the laws of the State of California that the above is true  
26 and correct.

27 Executed on January 29, 2026 at Los Angeles, California.

28 \_\_\_\_\_  
Ivette Hernandez

Name



\_\_\_\_\_

Signature