

SUPERIOR COURT OF CALIFORNIA, COUNTY OF ALAMEDA

Rene C. Davidson Courthouse

<p>GABRIEL PEREZ Plaintiff/Petitioner(s) VS. KIMBERLITE CORPORATION et al Defendant/Respondent (s)</p>	<p>No. 24CV073959 Date: 08/26/2025 Time: 10:00 AM Dept: 23 Judge: Michael Markman ORDER re: Hearing on Motion for Preliminary Approval of Settlement filed by GABRIEL PEREZ (Plaintiff) CRS# A-73959-001; Case Management Conference filed by GABRIEL PEREZ (Plaintiff) on 06/27/2025</p>
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The Motion for Preliminary Approval of Settlement filed by GABRIEL PEREZ on 06/27/2025 is Granted.

BACKGROUND

This is a wage-and-hour class action and PAGA representative action. Plaintiff Gabriel Perez and Rigoel Garcia-Fuentes and Defendants Kimberlite Corporation and Sonitrol Security, Inc. have agreed to settle the claims for \$ \$850,000.00, which includes an attorney’s fee award of up to \$ \$297,500.00; reimbursement of Plaintiffs’ litigation costs up to \$30,000.00; an enhancement award of up to \$10,000.00 for each representative plaintiff; settlement administration costs of up to \$10,000.00; and \$35,000.00 in PAGA civil penalties, 75% of which go to California’s Labor and Workforce Development Agency (LWDA) and 25% to aggrieved employees. The remaining amount is to be distributed among participating class members on a pro rata basis.

LEGAL STANDARD

To prevent “fraud, collusion or unfairness to the class, the settlement or dismissal of a class action requires court approval.” (*Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1800.) The Court “must determine the settlement is fair, adequate, and reasonable.” (*Id.* at p.

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1801.) “The well-recognized factors that the trial court should consider in evaluating the reasonableness of a class action settlement agreement include ‘the strength of plaintiffs’ case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and stage of the proceedings, the experience and views of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement.’” (*Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 128 [quoting *Dunk, supra*, at p. 1801].)

Similarly, a “trial court should evaluate a PAGA settlement to determine whether it is fair, reasonable, and adequate in view of PAGA’s purposes to remediate present labor law violations, deter future ones, and to maximize enforcement of state labor laws.” (*Moniz v. Adecco USA, Inc.* (2021) 72 Cal.App.5th 56, 77 [noting overlap of factors in class action analysis, “including the strength of the plaintiff’s case, the risk, the stage of the proceeding, the complexity and likely duration of further litigation, and the settlement amount”].)

PRELIMINARY APPROVAL

Plaintiffs obtained informal discovery from Defendants, analyzing Defendant’s wage-and-hour policies and a sample of time and payroll records. (Blanchard Decl., ¶ 22.) The parties participated in an arm’s length mediation with a professional mediator and settled. (*Id.*, ¶¶ 11, 21.) Plaintiff includes an adequate *Kullar* analysis, providing a reasonable estimate of the number of class members, the total estimated possible recovery, and an explanation why the settlement was reasonable in light thereof. (See *id.*, ¶ 14, 25, 26–38.) The court gives “considerable weight to the competency and integrity of counsel and the involvement of a neutral mediator in assuring itself that a settlement agreement represents an arm’s length transaction entered without self-dealing or other potential misconduct.” (*Kullar, supra*, 168 Cal.App.4th at p. 129.) The terms of the settlement and notice procedures appear generally fair, reasonable, and adequate. The parties revised the scope of the PAGA release and certain notice provisions at the court’s request. (See generally Supp. Blanchard Decl.)

SERVICE AWARD, FEES, & COSTS

The court will not rule on the incentive award for the representative plaintiff, attorney’s fees, or costs until final approval but provides the following preliminary guidance:

Any incentive, enhancement, or service award must be supported with “quantification of time and effort expended on the litigation, and in the form of reasoned explanation of financial or other risks incurred by the named plaintiffs.” (*Clark v. Am. Residential Servs. LLC* (2009) 175 Cal.App.4th 785, 807.) This court is unlikely to approve an award of more than \$7,500.00 absent special circumstances.

This court’s benchmark for attorney’s fees is 30%. (See *Laffitte v. Robert Half Internat. Inc.* (2016) 1 Cal.5th 480, 495; *Schulz v. Jeppesen Sanderson, Inc.* (2018) 27 Cal.App.5th 1167, 1175; *Consumer Privacy Cases* (2009) 175 Cal.App.4th 545, 557 fn 13; *Chavez v. Netflix, Inc.*

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(2008) 162 Cal.App.4th 43, 66 fn 11.) A “court approving a settlement that includes a negotiated fee [] is required to decide if the fee negotiated by the parties closely approximates the value of the attorneys’ work.” (*Robbins v. Alibrandi*, 127 Cal.App.4th 438, 452.) Counsel must address the value of the attorneys’ work, as well as the justification for any deviation from this court’s benchmark. Ten percent of the attorney’s fee award must be held by the settlement administrator until completion of the distribution process and court approval of a final accounting.

The settlement agreement authorizes reimbursement of litigation costs. Counsel must provide evidentiary support for the actual costs incurred at the time of final approval.

The court’s preference is for Plaintiffs to move for final approval, including approval of attorneys’ fees, costs, and Plaintiff’s enhancement award, in a single motion.

ORDER

Plaintiff’s motion is GRANTED. The court will enter the proposed order submitted on August 13, 2025. A final approval hearing will be held on February 26, 2026, at 10:00 a.m. in Department 23. The moving party may obtain a reservation number from the clerk.

The Case Management Conference scheduled for 08/26/2025 is continued to 02/26/2026 at 10:00 AM in Department 23 at Rene C. Davidson Courthouse .

Continued to coincide with final approval hearing.

The Court orders counsel to obtain a copy of this order from the eCourt portal.

Dated : 08/26/2025



Michael Markman / Judge

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