

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

VICENTE SANDOVAL, as an individual
and on behalf of all others similarly
situated,

Plaintiff,

vs.

CYBEX SECURITY SOLUTIONS, LLC,
a California Limited Liability Company;
SONITROL ORANGE COUNTY, LLC, a
California Limited Liability Company; and
DOES 1 through 100, inclusive,

Defendants.

Case No.: 30-2024-01398109-CU-OE-CXC

*[Assigned for all purposes to the Hon. Layne H.
Melzer, Dept. CX102]*

**AMENDED [~~PROPOSED~~] ORDER
GRANTING PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION
AND PAGA ACTION SETTLEMENT,
CLASS REPRESENTATIVE
ENHANCEMENT PAYMENT, AND
ATTORNEYS' FEES AND COSTS, AND
JUDGMENT**

Date: May 14, 2026
Time: 2:00 p.m.
Dept.: CX102

Action Filed: May 8, 2024
Trial Date: None Set

**AMENDED [~~PROPOSED~~] ORDER GRANTING FINAL APPROVAL OF CLASS ACTION AND
PAGA ACTION SETTLEMENT, CLASS REPRESENTATIVE ENHANCEMENT PAYMENT, AND
ATTORNEYS' FEES AND COSTS, AND JUDGMENT**

The Motion of Plaintiff Vicente Sandoval (“Plaintiff”) for Final Approval of Class Action and PAGA Action Settlement, Class Representative Enhancement Payment, Attorneys’ Fees and Costs (“Final Approval Motion”) came regularly for hearing before this Court on May 14, 2026, at 2:00 p.m., pursuant to California Rule of Court 3.769 and this Court’s prior Amended Order Granting Preliminary Approval of Class Action and PAGA Action Settlement (“Preliminary Approval Order”). Having considered the parties’ Stipulation of Settlement and Amendment to Stipulation of Settlement (collectively, the “Settlement Agreement” or “Settlement”), attached as Exhibit B to the Declaration of Matthew K. Moen Filed in Support of Plaintiff’s Supplemental Brief in Support of Motion for Preliminary Approval (ROA # 83), the documents and evidence submitted in support thereof, and recognizing the sharply disputed factual and legal issues involved, the risks associated with continued litigation, and the substantial benefits to be conferred upon the Settlement Class, the Court hereby makes a final ruling that the Settlement is fair, reasonable, and adequate, and the product of good faith, arm’s-length negotiations between the parties. Good cause appearing, the Court hereby GRANTS Plaintiff’s Final Approval Motion and ORDERS as follows:

2. The conditional class certification is hereby made final, and the Court thus certifies, for purposes of the Settlement, the following Settlement Class:

All current and former non-exempt employees who worked for Defendants Cybex Security Solutions, LLC and Sonitrol Orange County, LLC (collectively, “Defendants”) in California between May 8, 2020 and September 11, 2025 (the “Class Period”).

3. The Court further approves the Settlement Agreement’s resolution of claims under the Private Attorneys General Act, Labor Code § 2698 *et seq.* (“PAGA”). The “PAGA Aggrieved Employees” subject to the PAGA settlement shall be defined as:

All current and former non-exempt employees who worked for Defendants in California at any time from May 8, 2023 through September 11, 2025 (the “PAGA Period”).

1 4. Plaintiff is hereby confirmed as Class Representative. Paul K. Haines, Fletcher
2 W. Schmidt, Matthew K. Moen, and Ian T. Mallery of Haines Law Group, APC are hereby
3 confirmed as Class Counsel.

4 5. Notice was provided to Settlement Class members as set forth in the Settlement,
5 which was preliminarily approved by the Court on October 31, 2025, and the notice process has
6 been completed in accordance with the Settlement and the Court's Preliminary Approval Order.
7 The Court finds that said notice was the best notice practicable under the circumstances. The
8 Class Notice provided due and adequate notice of the proceedings and matters set forth therein,
9 informed Class Members of their rights, and fully satisfied the requirements of California Code
10 of Civil Procedure § 1781(e), California Rule of Court 3.769, and due process.

11 6. The Court finds that the total number of workweeks worked by the Settlement
12 Class members during the Class Period was 5,204.93 and that the Escalator Clause did not
13 trigger.

14 7. The Court finds that no Settlement Class members objected to the Settlement,
15 that no Settlement Class members submitted workweek disputes, that no Settlement Class
16 members opted out, and that the 100% participation rate supports final approval of the
17 Settlement. Pursuant to the Settlement Administrator's declaration filed in support of Plaintiff's
18 Final Approval Motion, there are 42 participating Settlement Class members and 28 aggrieved
19 employees.

20 8. The Court hereby approves the terms of the Settlement as fair, reasonable, and
21 adequate, and directs the Parties to effectuate the Settlement in accordance with its terms.

22 9. For purposes of settlement only, the Court finds that: (a) the members of the
23 Settlement Class are ascertainable and so numerous that joinder of all members is impracticable;
24 (b) there are questions of law and fact common to the Settlement Class, and a well-defined
25 community of interest exists among the members with respect to the subject matter of the
26 litigation; (c) the claims of the Class Representative are typical of the claims of the Class
27 Members; (d) the Class Representative has fairly and adequately protected the interests of the
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Settlement Class; (e) a class action is superior to other available methods for the fair and efficient adjudication of this controversy; and (f) Class Counsel are experienced and qualified to represent the Class Representative and the Settlement Class.

10. The Court finds that, in light of the absence of objections to the Settlement, this Order shall be deemed final as of the date of its entry.

11. The Court finds that the Individual Settlement Payments, as provided for in section 4 of the Settlement Agreement, are fair, reasonable, and adequate, and hereby orders the Settlement Administrator to distribute the payments in accordance with the terms of the Settlement.

12. The Court orders Defendants to deposit the Maximum Settlement Amount (“MSA”) of \$185,000.00 with the Settlement Administrator no later than thirty (30) days after the date this Order is signed.

13. The Court finds that attorneys’ fees in the amount of \$61,666.66 and litigation costs of \$7,570.58 for Class Counsel are fair, reasonable, and adequate in light of the common fund created by the Settlement, and orders that the Settlement Administrator distribute these payments to Class Counsel in accordance with the terms of the Settlement.

14. The Court orders that the Settlement Administrator shall be paid \$3,990.00 from the MSA in accordance with the terms of the Settlement, for all work performed and to be performed until the completion of this matter. The Court finds this amount appropriate.

15. The Court finds that the \$10,000.00 designated for civil penalties under PAGA is fair, reasonable, and adequate. Of this amount, 75% (\$7,500.00) will be paid to the California Labor and Workforce Development Agency (“LWDA”), and 25% (\$2,500.00) will be distributed to PAGA Aggrieved Employees pursuant to Labor Code § 2699(i). The Court directs the Settlement Administrator to distribute these amounts in accordance with the terms of the Settlement.

16. The Court orders that all settlement checks shall be negotiable for 180 calendar days from the date of issuance, and that any checks remaining uncashed after this period shall be

transferred to the California State Controller's Office to be held pursuant to the Unclaimed Property Law, California Civil Code § 1500 *et seq.*, in the name of the intended recipient.

17. Upon the Effective Date (defined as the date upon which the Court signs an order granting final approval of the Settlement Agreement), Plaintiff and each Settlement Class member shall fully release and discharge Defendants and all of its past, present and future parent companies, subsidiaries, divisions, related or affiliated companies, shareholders, officers, directors, employees, agents, attorneys, insurers, predecessors, successors, affiliates, principals, corporations, association, partnership and assigns (the "Released Parties") from liability for all claims based on the factual allegations set forth in the operative First Amended Complaint in the Action, or which could have been pled in the operative First Amended Complaint in the Action based on the factual allegations therein, that arose during the Class Period including, but not limited to, all claims for costs, attorney's fees, civil penalties, statutory penalties, premium pay, and liquidated damages (the "Released Claims"). This release shall run from May 8, 2020 through September 11, 2025.

18. Upon the Effective Date (defined as the date upon which the Court signs an order granting final approval of the Settlement Agreement), all PAGA Aggrieved Employees shall be deemed to have released and discharged Defendants from any and all claims for civil penalties under the PAGA and/or PAGA causes of action which were alleged in the operative First Amended Complaint in the Action or Plaintiff's May 8, 2024 PAGA Notice Letter to the LWDA, that arose during the PAGA Period including, but not limited to, all claims for costs, attorneys' fees, civil penalties, statutory penalties, premium pay, and liquidated damages (the "PAGA Released Claims"). This release shall run from May 8, 2023 through September 11, 2025. The PAGA Aggrieved Employees do not release any underlying wage and hour claims.

19. This document shall constitute a Final Judgment pursuant to California Rule of Court 3.769(h), which provides, "If the court approves the settlement agreement after the final approval hearing, the court must make and enter judgment. The judgment must include a provision for the retention of the court's jurisdiction over the parties to enforce the terms of the

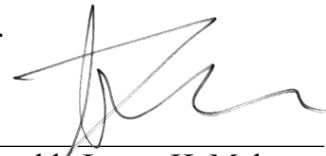
1 judgment. The court may not enter an order dismissing the action at the same time as, or after,
2 entry of judgment.” The Court will retain jurisdiction to enforce the Settlement, the Order of
3 Final Approval, and this Judgment pursuant to California Code of Civil Procedure Section 664.6
4 and California Rule of Court 3.769(h).

5 20. Pursuant to California Rule of Court 3.771(b), the Court orders that notice of this
6 Order of Final Approval and Judgment be posted on the Settlement Administrator’s website for
7 180 days for the Settlement Class members, in accordance with the terms of the Settlement.

8 21. Plaintiff shall file a Final Accounting Report on or before February 17, 2027. A
9 Final Accounting Hearing is set for March 11, 2027, at 2:00 p.m.

10 **IT IS SO ORDERED.**

11 Dated: May 22, 2026



Honorable Layne H. Melzer
Judge of the Superior Court