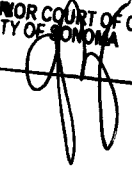


FILED

JUL 30 2026

SUPERIOR COURT OF CALIFORNIA,
COUNTY OF SONOMA
BY  DEPUTY CLERK

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SONOMA – UNLIMITED JURISDICTION

SHANTELL REED and CHAD) Case Number: 24CV05535
SCHISLER on behalf of themselves and on)
behalf of all persons similarly situated, and) ~~(PROPOSED)~~ ORDER REGARDING
on behalf of REED, the Labor & Workforce) PLAINTIFFS' MOTION FOR FINAL
Development Agency, and similarly) APPROVAL OF CLASS ACTION AND
situated aggrieved employees) PRIVATE ATTORNEYS GENERAL ACT
REPRESENTATIVE ACTION
SETTLEMENT

Plaintiffs

vs.

BECOMING INDEPENDENT, a)
California nonprofit corporation, and DOES)
1-20 inclusive,)

Defendants

Date: June 3, 2026

Time: 3:00 p.m.

Dept.: 19

ASSIGNED FOR ALL PURPOSES TO THE
HONORABLE OSCAR A. PARDO -
COURTROOM 19

Complaint Filed: September 20, 2024

1 Plaintiffs Shantell Reed and Chad Schisler's Motion for Final Approval of Class Action and
2 Private Attorneys General Act Representative Action Settlement came on for hearing on June 3,
3 2026 in Department 19 of this Court. The Court having read and considered all papers submitted
4 and having heard arguments of counsel hereby GRANTS Plaintiffs' motion and HEREBY ORDERS
5 AND MAKES THE FOLLOWING DETERMINATIONS:

6 1. Pursuant to the Order Granting Preliminary Approval of Class Action Settlement and
7 Private Attorneys General Act Settlement ("Settlement Agreement"), Class Notices were mailed to
8 all 408 Class Members, informing Class Members of the terms of the Settlement Agreement, their
9 right to receive an Individual Class Payment, their right to object to the Settlement Agreement, their
10 right to request exclusion from the Settlement Agreement, and their right to appear in person or by
11 counsel at the final approval hearing and to be heard regarding approval of the Settlement
12 Agreement. Adequate periods of time were provided by each of these procedures. No member of
13 the Class filed written objections to the proposed Settlement Agreement and one member requested
14 exclusion.

15 2. The Court finds and determines that this notice procedure afforded adequate
16 protections to Class Members and provides the basis for the Court to make an informed decision
17 regarding approval of the Settlement Agreement based on the responses of the Class. The Court
18 finds and determines that the notice provided in this case was the best notice practicable, which
19 satisfied the requirements of law and due process.

20 3. With respect to the Class and for purposes of approving the Settlement Agreement
21 only, this Court finds and concludes that: (a) the members of the Class are ascertainable and so
22 numerous that joinder of all members is impracticable; (b) there are questions of law or fact common
23 to the Class, and there is a well-defined community of interest among members of the Class with
24 respect to the subject matter of the Action; (c) the claims of Class Representatives Shantell Reed and
25 Chad Schisler are typical of the claims of the members of the class; (d) a class action is superior to
26 other available methods for an efficient adjudication of this controversy; and (f) the counsel of
27 record for the Class Representatives, i.e., Class Counsel, is qualified to serve as counsel for Plaintiffs
28 in their individual and representative capacities for the Class.

1 4. The Court has certified a Class, as that term is defined in and by the terms of the
2 Settlement Agreement, as all persons employed by Becoming Independent in California and
3 classified as a nonexempt, hourly employee who worked for Becoming Independent during the Class
4 Period from September 20, 2020 to June 18, 2025. The Court deems this definition sufficient for
5 purposes of the California Rule of Court, rule 3.765, subdivision (a).

6 5. The Court hereby confirms G. Martin Velez, Esq., of the Law Office of G. Martin
7 Velez as Class Counsel in this Action.

8 6. The Court hereby confirms Plaintiffs Shantell Reed and Chad Schisler as Class
9 Representatives in this Action.

10 7. The Court finds and determines that the terms set forth in the Settlement Agreement
11 are fair, reasonable, and adequate and directs the Parties to effectuate the Settlement Agreement
12 according to its terms, having found that the Settlement Agreement was reached as a result of
13 informed and non-collusive arm's-length negotiations facilitated by a neutral mediator. The Court
14 further finds that the Parties conducted extensive investigation, research, and discovery and that their
15 attorneys were able to reasonably evaluate their respective positions. The Court also finds that the
16 Settlement Agreement will enable the Parties to avoid additional and potentially substantial litigation
17 costs, as well as delay and risks if the Parties were to continue to litigate the case. The Court has
18 reviewed the monetary recovery provided as part of the Settlement Agreement and recognizes the
19 significant value to the Class.

20 8. The Court further finds and determines that the terms of the Settlement Agreement
21 are fair, reasonable, and adequate to the Class and that the Settlement Agreement is ordered finally
22 approved, and that all terms and provisions of the Settlement Agreement should be and hereby are
23 ordered to be consummated.

24 9. The Court hereby approves the Gross Settlement Amount of \$790,000.00.

25 10. The Court finds and determines that the Individual Class Payments to be paid to Class
26 Members as provided by the Settlement Agreement are fair and reasonable. The Court hereby gives
27 final approval to and orders that the payment of those amounts be made to Class Members in
28 accordance with the Settlement Agreement.

1 11. The Court finds and determines that the allocation of \$40,000.00 of the Gross
2 Settlement Amount to the settlement of civil penalties under the Private Attorneys General Act in
3 this case is fair, reasonable, and appropriate. The Court hereby gives final approval to and orders
4 that the payment of 75% of this amount, or \$30,000.00, be paid to the California Labor and
5 Workforce Development Agency and 25%, or \$10,000.00, be paid to the Aggrieved Employees in
6 accordance with the Settlement Agreement.

7 12. The Court finds and determines that the fees and expenses in administering the
8 Settlement Agreement incurred by Apex Class Action, LLC in the amount of \$8,490.00 are fair,
9 reasonable, and appropriate. The Court hereby gives final approval to and orders that the payment of
10 that amount in accordance with the Settlement Agreement.

11 13. The Court finds and determines that Class Counsel's reasonable attorney's fees and
12 costs are set forth in the Court's Order regarding Plaintiffs' Motion for Final Approval of
13 Reasonable Attorney's Fees and Costs and Service Awards.

14 14. The Court finds and determines that the service awards for Plaintiffs Shantell Reed
15 and Chad Schisler are set forth in the Court's Order regarding Plaintiffs' Motion for Final Approval
16 of Reasonable Attorney's Fees and Costs and Service Awards.

17 15. Nothing in this Order shall preclude any action to enforce the Parties' obligations
18 under the Settlement Agreement or under this Order, including the requirement that Becoming
19 Independent make payment to the Class Members in accordance with the Settlement Agreement.

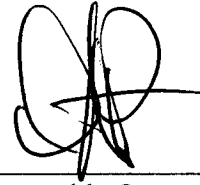
20 16. The Court retains jurisdiction of all matters relating to the interpretation,
21 administration, implementation, effectuation, and enforcement of the Settlement Agreement pursuant
22 to Code of Civil Procedure section 664.6.

23 17. Upon completion of administration of the Settlement Agreement, the Settlement
24 Administrator shall provide a declaration regarding the distribution of the settlement funds, which
25 shall be filed with the Court fifteen (15) days prior to the settlement compliance hearing set for
26 Nov. 5, 2016, at 3:30 pm in the above-entitled Court. If the Court is satisfied
27 that the settlement funds have been fully distributed, no appearance will be required at the settlement
28 compliance hearing.

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IT IS SO ORDERED.

Dated: 07/30/26



The Honorable Oscar A. Pardo
Judge of the Superior Court

PROOF OF SERVICE BY MAIL OR ELECTRONIC MAIL

I certify that I am an employee of the Superior Court of California, County of Sonoma, and that my business address is 3055 Cleveland Avenue, Santa Rosa, CA 95403; that I am not a party to this cause; that I am over the age of 18 years; that I am readily familiar with this office's practice for collection and processing of correspondence for mailing with the United States Postal Service; and that on the date shown below I placed a true copy of the following document: *Order Regarding Plaintiff's Motion for Final Approval of Class Action* in an envelope, sealed and addressed as shown below, for collection and mailing at Santa Rosa, California, first class, postage fully prepaid, following ordinary business practices or I electronically served by email to the person and electronic service email address listed below.

Date: July 31, 2026

Robert Oliver,
Clerk of the Court

By: Griselda Zavala
Griselda Zavala, Deputy Clerk

ELECTRONIC SERVICE ADDRESSES

G MARTIN VELEZ: martinvelez@comcast.net