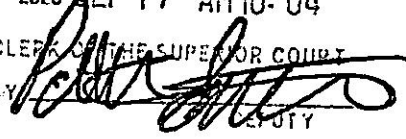


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CLERK OF THE SUPERIOR COURT

BY  DEPUTY

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF MERCED – OLD MERCED COURTHOUSE

ERIKA ALVAREZ, individually and on
behalf of all others similarly situated,

PLAINTIFF,

v.

QUAIL H FARMS, LLC, a California limited
liability company; JACK E. SMITH, an
individual; JAMES M. HENNIGAN, an
individual; and DOES 1 through 50, inclusive,

DEFENDANTS.

CASE NO.: 23-CV-04398

*Assigned for all purposes to the Honorable
Stephanie Jamieson; Courtroom 8*

~~PROPOSED~~ ORDER GRANTING FINAL
APPROVAL AND JUDGMENT

Complaint Filed: November 29, 2023

Trial Date: Not set.

[PROPOSED] ORDER

The Motion of Plaintiff Erika Alvarez ("Plaintiff") for Final Approval of Class Action Settlement ("Motion") came regularly for hearing before this Court. The Court, having considered the Class Action and PAGA Settlement Agreement ("Settlement Agreement" or "Settlement") between Plaintiff and Defendants Quail H Farms, LLC and Jack E. Smith ("Defendants" and together with Plaintiff, the "Parties")¹; having considered Plaintiff's Motion, the supporting Memorandum of Points and Authorities and Declarations filed therewith; having granted preliminary approval of the Settlement and conditional certification of the Class for settlement purposes only; with due and adequate notice having been given to all Class Members as required in the Preliminary Approval Order, and good cause appearing, it is hereby **ORDERED, ADJUDGED, AND DECREED AS FOLLOWS:**

1. This Court has jurisdiction over the subject matter of this action, the Parties, and the Class.

2. The Motion for Final Approval is **GRANTED**. The Court grants Final Approval of the Settlement upon the terms and conditions set forth in the Settlement Agreement, including the definition of the Class and Class Period stated below. The Court finds the Settlement terms are fair, reasonable, and adequate, pursuant to Section 382 of the California Code of Civil Procedure. For the reasons set forth in the Preliminary Approval Order, and in the proceedings of the Final Approval hearing, which are adopted and incorporated herein by reference, the Court finds that Plaintiff has satisfied the standards and applicable requirements for final approval under applicable law, including the provisions of Code of Civil Procedure section 382.

3. The Court certifies the following Class for the purpose of the Settlement only: Plaintiff and all other individuals who were employed by Defendant Quail H Farms, LLC as non-exempt hourly-paid employees, who worked at least one shift in California during the Class Period. The Class Period is defined as November 29, 2019 through December 23, 2023.

4. The Court approves the following group of aggrieved employees under the Private Attorneys General Act of 2004 ("PAGA") as: Plaintiff and all other individuals who were employed by

¹ Defendant James M. Hennigan was previously dismissed on or about May 29, 2024.

1 Defendant Quail H Farms, LLC as non-exempt hourly-paid employees, who worked at least one shift in
2 California during the PAGA Period (the "PAGA Aggrieved Employees"). The PAGA Period is from
3 November 13, 2022 through December 23, 2023.

4 5. The Court appoints Hengameh S. Safaei of North Law P.C. and Elizabeth Nguyen of EN
5 Law Group, APC as Class Counsel.

6 6. The Court appoints Plaintiff Erika Alvarez as the Class Representative.

7 7. The Court appoints Apex Class Action-LLC as the Settlement Administrator and
8 concludes the Settlement Administrator took all reasonable and necessary steps to locate and notify each
9 Class Member of the Agreement, as required in the Preliminary Approval Order. The notice given to
10 the Class fully and accurately informed the Class of all material elements of the Settlement Agreement
11 and their opportunity to object or comment thereon; was the best notice practicable under the
12 circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with
13 applicable law. The notice fairly and adequately described the Settlement and provided Class Members
14 with adequate instructions and a variety of means to obtain additional information. A full opportunity
15 has been afforded to Class Members to participate in this hearing. Accordingly, the Court determines
16 that all Class Members who did not timely and properly request exclusion are bound by this Judgment.

17 8. Upon the funding of the Gross Settlement Amount, all Class Members shall fully release
18 and discharge Defendants Quail H Farms LLC and Jack E. Smith, and each of their former and present
19 directors, officers, partners, shareholders, owners, members, attorneys, insurers, predecessors,
20 successors, assigns, subsidiaries, affiliates and parents, including, without limitation, the Estate of James
21 Michael Hennigan, deceased (the "Released Parties") from all claims that were alleged, or reasonably
22 could have been alleged, based on the facts stated in the operative Complaint i including claims for (1)
23 failure to pay overtime; (2) failure to provide meal periods and/or pay meal period premiums; (3) failure
24 to authorize and permit rest breaks and/or pay rest break premiums; (4) failure to pay minimum wages;
25 (5) failure to timely pay final wages; (6) failure to provide complete and accurate wage statements; (7)
26 failure to comply with the Cal. WARN Act; and (8) unfair business practices, based on the afore-
27 referenced claims (the "Released Class Claims"). The operative release period for the Released Class
28 Claims is the Class Period. Participating Class Members do not release any other claims, including

1 claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act,
2 unemployment insurance, disability, social security, workers' compensation, or claims based on facts
3 occurring outside the Class Period.

4 9. The Court finds that Class Members who did not timely exclude themselves from the
5 Settlement will be deemed to have released the Released Parties from the Released Claims, as set forth
6 in the Settlement Agreement. Class Members who did not timely object to the Settlement are barred
7 from prosecuting or pursuing any appeal of this Order Granting Final Approval.

8 10. The Court directs Defendants to fund the non-reversionary settlement amount of
9 \$277,500.00 in accordance with the terms of the Settlement Agreement. The GSA shall provide for
10 Class Members' individual settlement payments, the class representative service and general release
11 payment for Plaintiff, Class Counsel's attorneys' fees and costs, the Settlement Administrator's fees and
12 expenses, and penalties to the California Labor and Workforce Development Agency and PAGA Group
13 Members pursuant to Labor Code section 2698 *et seq.*

14 11. Defendants shall fund and the Settlement Administrator shall distribute the Gross
15 Settlement Amount in accordance with the terms of the Settlement Agreement.

16 12. Pursuant to the terms of the Settlement, and the authorities, evidence and argument
17 submitted by Class Counsel, the Court hereby awards payment from the Gross Settlement Amount for
18 Class Counsel's attorneys' fees in the amount of \$97,125 (35% of the GSA) and costs in the amount of
19 \$18,974.36 as final payment for and complete satisfaction of any and all fees and costs incurred by
20 and/or owed to Class Counsel. The Court further orders that the award of attorneys' fees and costs set
21 forth in this paragraph shall be administered pursuant to the terms of the Settlement Agreement.

22 13. The Court approves the payment of a service award and general release payment in the
23 amount of \$10,000 to Plaintiff from the Gross Settlement Amount.

24 14. The Court approves and orders payment in the amount of \$20,000 from the GSA for
25 PAGA penalties, 75% of which will be paid to the LWDA and 25% of which will be distributed to the
26 PAGA Aggrieved Employees pursuant to the terms of the Settlement Agreement.

1 15. The Court approves and orders payment from the Gross Settlement Amount for actual
2 settlement administration expenses incurred by the Settlement Administrator, Apex Class Action LLC,
3 in the amount of \$7,690.

4 16. The Court approves and orders payment of individual settlement payments from the Net
5 Settlement Amount to the Settlement Class Members, as set forth in the Settlement Agreement. One
6 third of each Participating Class Member's Individual Class Payment will be allocated to settlement of
7 wage claims (the "Wage Portion"). The Wage Portions are subject to tax withholding and will be
8 reported on an IRS W-2 Form. The remaining two thirds of each Participating Class Member's
9 Individual Class Payment will be allocated to settlement of claims for interest and penalties (the "Non-
10 Wage Portion"). The Non-Wage Portions are not subject to wage withholdings and will be reported on
11 IRS 1099 Forms.

12 17. The Court approves and orders that any checks distributed from the GSA yet remaining
13 uncashed one hundred and eighty (180) calendar days after being issued shall be void. Following
14 expiration of the check-cashing period, the Settlement Administrator will remit these funds to the Legal
15 Aid At Work, Workers' Rights Clinic.

16 18. The Parties, their counsel, and the Settlement Administrator are ordered to administer the
17 settlement in accordance with the terms of the Settlement Agreement.

18 19. Pursuant to the Settlement Agreement, the Parties, their respective counsel, and all
19 Participating Class Members who did not object to the Settlement waive all rights to appeal from the
20 Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to
21 vacate judgment, motions for new trial, extraordinary writs, and appeals.

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1 20. Without affecting the finality of this Judgment, the Court shall retain continuing
2 jurisdiction over this action and the Parties, including all Class Members, and over all matters pertaining
3 to the implementation and enforcement of the terms of the Settlement Agreement pursuant to California
4 Code of Civil Procedure § 664.6.

5 **IT IS SO ORDERED. LET JUDGMENT BE ENTERED ACCORDINGLY.**

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7 DATED: 9/17/2026



HONORABLE STEPHANIE JAMIESON
JUDGE OF THE SUPERIOR COURT

PROOF OF SERVICE

At the time of service, I was over 18 years of age and not a party to this action. My business address is 12100 Wilshire Boulevard, 8th Floor, Los Angeles, California 90025.

On August 25, 2026, I served the following document(s): ~~PROPOSED~~ ORDER GRANTING FINAL APPROVAL AND JUDGMENT on the following person or persons:

Attorneys for Defendants QUAIL H FARMS, LLC, a California limited liability company; JACK E. SMITH, an individual

Lisa Blanco Jimenez
Debbie Supnet
Attorney at Law
Neumiller & Beardslee
P.O. Box 20 | Stockton, CA 95201-3020
3121 W. March Lane, Suite 100 | Stockton, CA 95219
Email: Jimenez, Lisa Blanco ljimenez@neumiller.com
Email: Supnet, Debbie dsupnet@neumiller.com

The documents were served by the following means:

☒ **BY ELECTRONIC TRANSMISSION.** Based on an agreement of the parties to accept service by electronic transmission, I electronically served the document(s) to the person(s) at the electronic service address(es) listed above.

☐ **BY OVERNIGHT DELIVERY.** I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the addresses listed above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.

☐ **BY FAX TRANSMISSION.** Based on an agreement of the parties to accept service by fax transmission, I faxed the documents to the persons at the fax number(s) listed above. No error was reported by the fax machine that I used.

☐ **BY MESSENGER SERVICE.** I served the documents by placing them in an envelope or package addressed to the persons at the addresses listed in the attached Proof of Service List and providing them to a professional messenger service for service.

☐ **BY UNITED STATES MAIL.** I enclosed the documents in a sealed envelope or package addressed to the persons at the addresses in the attached Proof of Service List:

☐ deposited the sealed envelope with the United States Postal Service, with the postage fully prepared.

☐ placed the envelope for collection and mailing, following our ordinary business practices. I am readily familiar with this business's practice for collecting and processing correspondence for mailing. On the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service, in a sealed envelope with postage fully prepaid.

1 I am a resident of and employed in the county where the mailing occurred. The envelope or
2 package was placed in the mail at Los Angeles, California.

3 ☐ **BY PERSONAL SERVICE.** I personally delivered the documents to the persons at the
4 addresses listed in the attached Proof of Service List. (1) For a party represented by an attorney,
5 delivery was made (a) to the attorney personally; or (b) by leaving the documents at the attorney's
6 office, in an envelope or package clearly labeled to identify the attorney being served, with a
7 receptionist or an individual in charge of the office; or (c) if there was no person in the office with
8 whom the notice or papers could be left, by leaving them in a conspicuous place in the office between
9 the hours of nine in the morning and five in the evening. (2) For a party, delivery was made to the
10 party or by leaving the documents at the party's residence with some person not younger than 18
11 years of age between the hours of eight in the morning and six in the evening.

12 I declare under penalty of perjury under the laws of the State of California, that to the best of
13 my knowledge that the foregoing is true and correct.

14 Executed on August 25, 2026, at Los Angeles, California.

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Hengameh S. Safaei