

SELIGSON LAW P.C.
Kenneth Seligson (SBN 326326)
Jessica An (SBN 340889)
10000 W. Washington Blvd., Suite 600
Culver City, CA 90232
Telephone: (213) 293-6692
Ken@seligsonlaw.com
Jessica@seligsonlaw.com

JCL LAW FIRM, APC
Jean-Claude Lapuyade (SBN 248676)
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619) 599-8292
Jlapuyade@jcl-lawfirm.com

ZAKAY LAW GROUP, APLC
Shani O. Zakay (SBN 277924)
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Telephone: (619)255-9047
Shani@zakaylaw.com

Attorneys for Plaintiff ROGEN GHAZARIAN

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

ROGEN GHAZARIAN, an individual, on
behalf of himself and on behalf of all persons
similarly situated,

Plaintiff,

vs.

INTERGLOBO LOGISTICS NA INC., a
New Jersey Corporation; INTERGLOBO
USA INC., a New York Corporation;
INTERGLOBO LOGISTICS LLC, a New
Jersey limited liability company; and DOES
1-50, Inclusive,

Defendants.

FILED
Superior Court of California
County of Los Angeles
10/01/2026
David W. Slayton, Executive Officer / Clerk of Court
By: A. Morales Deputy

Case No: 24STCV04814

**AMENDED ~~[PROPOSED]~~ ORDER
GRANTING FINAL APPROVAL**

Judge: Hon. Samantha P. Jessner
Dept.: 7

1 Plaintiff's motion for an order finally approving the Class Action and PAGA Settlement
2 Agreement ("Agreement") and Motion for Class Counsel Award and Class Representative Service
3 Award duly came on for hearing on September 28, 2026, before the above-entitled Court. Seligson
4 Law, P.C. appeared on behalf of Plaintiff ROGEN GHAZARIAN ("Plaintiff"). Blank Rome LLP
5 appeared on behalf of Defendants INTERGLOBO LOGISTICS NA INC., a New Jersey
6 Corporation; INTERGLOBO USA INC., a New York Corporation; and INTERGLOBO
7 LOGISTICS LLC, a New Jersey limited liability company (hereinafter "Defendants").

8 **I. FINDINGS**

9 Based on the oral and written argument and evidence presented in connection with the
10 motion, the Court makes the following findings:

11 1. All capitalized terms used herein shall have the same meaning as defined in
12 the Agreement.

13 2. This Court has jurisdiction over the subject matter of this litigation pending
14 in the California Superior Court for the County of Los Angeles ("Court"), Case No. 24STCV04814,
15 entitled *Ghazarian v. Interglobo Logistics NA Inc., et al.* and over all Parties to this litigation,
16 including the Class.

17 **Preliminary Approval of the Settlement**

18 3. On March 16, 2026, after the parties filed a revised Settlement Agreement to
19 address concerns raised by the Court, the Court granted preliminary approval of a class-wide
20 settlement. At this same time the court approved certification of a provisional settlement class for
21 settlement purposes only. The Court confirms the Preliminary Approval Order and finally approves
22 the settlement and the certification of the Class.

23 **Notice to the Class**

24 4. In compliance with the Preliminary Approval Order, the Notice Packet was
25 mailed by first class mail to the Class Members at their last known addresses on June 3, 2026.
26 Mailing of the Notice Packet to their last known addresses was the best notice practicable under the
27 circumstances and was reasonably calculated to communicate actual notice of the litigation and the
28 proposed settlement to the Class Members. The Court finds that the Notice Packet provided fully

satisfies the requirements of California Rules of Court, rule 3.769.

5. The Response Deadline for opting out or objecting was August 3, 2026. There was an adequate interval between notice and deadline to permit Class Members to choose what to do and act on their decision. No Class Members objected. No Class Members requested exclusion.

Fairness Of The Settlement

6. The Agreement provides for a Gross Settlement Amount of \$100,097.50. The Agreement is entitled to a presumption of fairness. (*Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1801.)

a. The settlement was reached through arms-length bargaining between the Parties. There is no evidence of any collusion between the Parties in reaching the proposed settlement.

b. The Parties' investigation and discovery have been sufficient to allow the Court and counsel to act intelligently.

c. Counsel for all parties are experienced in similar employment class action litigation and have previously settled similar class claims on behalf of employees claiming compensation. All counsel recommended approval of the Settlement.

d. No objections were received. No requests for exclusion were received.

e. The participation rate is high. All Class Members will be participating in the Settlement and will be sent settlement payments.

7. The consideration to be given to the Class Members under the terms of the Agreement is fair, reasonable, and adequate considering the strengths and weaknesses of the claims asserted in this Action and is fair, reasonable, and adequate compensation for the release of the Released Class Claims and Released PAGA Claims, given the uncertainties and risks of the litigation and the delays which would ensue from continued prosecution of the Action.

8. The Agreement is finally approved as fair, adequate, and reasonable and in the best interests of the Settlement Class Members.

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PAGA Payment

9. The Agreement provides for a payment of PAGA Settlement in the amount of \$5,000.00. The Court has reviewed the PAGA Settlement and finds and determines that the PAGA Settlement and the allocation of \$3,750 to LWDA and \$1,250 of the PAGA Settlement to Aggrieved Employees is fair and reasonable and complies with the requirements set forth in *Moniz v. Adecco USA, Inc.* (2021) 72 Cal.App.5th 56.

Class Counsel Award

10. A Class Counsel Award of Fifty Thousand, One Hundred Forty-Three Dollars and Twelve Cents (\$50,143.12) comprised of attorneys’ fees in the amount of Thirty-Three Thousand, Three Hundred Sixty-Five Dollars and Eighty-Three Cents (\$33,365.83) and reimbursement of costs and expenses in the amount of Sixteen Thousand Seven Hundred Seventy-Seven Dollars and Twenty-Nine Cents (\$16,777.29) is reasonable in light of the contingent nature of Class Counsel’s fee, the hours worked by Class Counsel, and the results achieved by Class Counsel. The requested attorneys’ fee award represents 1/3 of the common fund, which is reasonable, and is supported by Class Counsel’s lodestar.

Class Representative Service Award

11. The Agreement provides for a Class Representative Service Award of up to Ten Thousand Dollars and Zero Cents (\$10,000.00) for Plaintiff, Rogen Ghazarian, subject to the Court’s approval. The Court finds that the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00) is reasonable in light of the risks and burdens undertaken by Plaintiff in this class action litigation.

Claims Administration Expenses

12. The Agreement provides for Claims Administration Expenses to be paid in an amount not to exceed \$3,500.00. The Declaration of the Settlement Administrator provides that the actual claims administration expenses were \$3,500.00. The amount of this payment is reasonable in light of the work performed by the Settlement Administrator, Apex Class Action, LLC.

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1 **II. ORDERS**

2 Based on the foregoing findings, and good cause appearing, IT IS HEREBY ORDERED:

3 1. The Class is certified for the purposes of settlement only. The Settlement
4 Class is hereby defined to mean:

5 All persons employed by Defendants in California and classified as hourly non-
6 exempt employees who worked for Defendants during the period from February 27,
7 2020 to June 27, 2025 (the “Class Period”).

8 2. There are 119 members of the Class. Every person in the Class who did not
9 opt out is a Settlement Class Member. After providing Notice to the Class, there are zero opt-outs
10 to the Settlement.

11 3. The Agreement is hereby approved as fair, reasonable, adequate, and in the
12 best interest of the Class. The Parties are ordered to effectuate the Settlement in accordance with
13 this Order and the terms of the Agreement.

14 4. Defendants shall fund the Gross Settlement Amount and all employer payroll
15 taxes owed on the Wage Portion of the Individual Class Payments no later than 14 days after the
16 Effective Date. In exchange, Plaintiff, Class Counsel, and the Class Members, on behalf of
17 themselves and their respective former and present representatives, agents, attorneys, heirs,
18 administrators, successors, and assigns, shall release the “Released Parties” from the “Released
19 Class Claims” and the “Aggrieved Employees” shall release the “Released Parties” from the
20 “Released PAGA Claims.”

21 a. The “Released Parties” means Defendants and each of their former
22 and present directors, officers, shareholders, owners, members, attorneys, insurers, predecessors,
23 successors, assigns, subsidiaries, and affiliates.

24 b. The “Released Class Claims” means all claims that were alleged, or
25 reasonably could have been alleged, based on the Class Period facts stated in the Operative
26 Complaint and ascertained in the course of the Action, including, (1) Unfair Competition In
27 Violation Of Cal. Business & Professions Code § 17200 et seq.; (2) Failure To Pay Minimum
28 Wages In Violation Of Cal. Labor Code §§ 1194, 1197 & 1197.1; (3) Failure To Provide Wages

1 When Due In Violation Of Cal. Labor Code §§ 201, 202, and 203; (4) Failure To Provide
2 Accurate Itemize Wage Statements In Violation Of Cal. Labor Code § 226; (5) Failure To
3 Reimburse Employees For Required Expenses In Violation of Cal. Labor Code § 2802; and (6)
4 Violation Of The Private Attorneys General Act [Labor Code § 2698 et seq.]. Except as set forth
5 in Section 6.3 of the Agreement, Participating Class Members do not release any other claims,
6 including claims for vested benefits, wrongful termination, violation of the Fair Employment and
7 Housing Act, unemployment insurance, disability, social security, workers' compensation, or
8 claims based on facts occurring outside the Class Period.

9 c. The "Aggrieved Employees" means a person employed by
10 Defendants in California and classified as a non-exempt employee who worked for Defendants
11 during the PAGA Period. The PAGA Period is defined as the period between February 27, 2023,
12 to June 27, 2025.

13 d. The "Released PAGA Claims" means all claims for PAGA penalties
14 that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated
15 in the Operative Complaint, the PAGA Notice, and ascertained in the course of the Action.

16 5. Class Counsel are awarded \$50,143.12, comprised of attorneys' fees in the
17 amount of Thirty-Three Thousand, Three Hundred Sixty-Five Dollars and Eighty-Three Cents
18 (\$33,365.83) and reimbursement of costs and expenses in the amount of Sixteen Thousand Seven
19 Hundred Seventy-Seven Dollars and Twenty-Nine Cents (\$16,777.29). Class Counsel shall not seek
20 or obtain any other compensation or reimbursement from Defendants, Plaintiff, or members of the
21 Class.

22 6. The payment of the Class Representative Service Award to the Plaintiff in
23 the amount of \$10,000.00 is approved.

24 7. The payment of \$3,500.00 to the Settlement Administrator, Apex Class
25 Action, LLC, for Claims Administration Expenses is approved.

26 8. The PAGA Settlement of \$5,000.00 is hereby approved as fair, reasonable,
27 adequate and adequately protects the interests of the public and the LWDA. Further, the Court finds
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1 that Plaintiff and Class Counsel negotiated the PAGA Settlement at arms-length, absent of any fraud
2 or collusion.

3 9. Final Judgment is hereby entered in this action. The Final Judgment shall
4 bind each Participating Class Member.

5 10. Final Judgment shall also bind Plaintiff, acting on behalf of the State of
6 California and all Aggrieved Employees, pursuant to the California Private Attorneys' General Act
7 ("PAGA").

8 11. The Court further finds and determines that Class Counsel satisfied California
9 Labor Code § 2699(s)(2) by giving the LWDA notice of the proposed Settlement of claims arising
10 under the Private Attorney General Act ("PAGA") on September 24, 2025.

11 12. The Court orders Class Counsel to comply with California Labor Code §
12 2699(s)(3) by providing the LWDA a copy of this order within ten (10) calendar days of the Court's
13 entry of this Order.

14 13. The Agreement is not an admission by Defendants, nor is this Final Approval
15 Order and Judgment, a finding of the validity of any claims in the Action or of any wrongdoing by
16 Defendants. Neither this Final Approval Order, the Settlement, nor any document referred to herein,
17 nor any action taken to carry out the Settlement is, may be construed as, or may be used as an
18 admission by or against Defendants of any fault, wrongdoing, or liability whatsoever. The entering
19 into or carrying out of the Agreement, and any negotiations or proceedings related thereto, shall not
20 in any event be construed as, or deemed to be evidence of, an admission or concession with regard
21 to the denials or defenses by Defendants and shall not be offered in evidence in any action or
22 proceeding against Defendants in any court, administrative agency or other tribunal for any purpose
23 as an admission whatsoever other than to enforce the provisions of this Final Approval Order and
24 Judgment, the Settlement, or any related agreement or release. Notwithstanding these restrictions,
25 any of the Parties may file in the Action or in any other proceeding this Final Approval Order and
26 Judgment, the Agreement, or any other papers and records on file in the Action as evidence of the
27 Settlement to support a defense of res judicata, collateral estoppel, release, or other theory of claim
28 or issue preclusion or similar defense as to the claims being released by the Settlement.

1 14. Notice of entry of this Final Approval Order and Judgment shall be given to
2 Class Counsel on behalf of Plaintiff and all Class Members. It shall not be necessary to send notice
3 of entry of this Final Approval Order and Judgment to individual Class Members and the Final
4 Approval Order and Judgment shall be posted on Settlement Administrator's website as indicated
5 in the Notice Packet.

6 15. After entry of Final Judgment, the Court shall retain jurisdiction to construe,
7 interpret, implement, and enforce the Settlement, to hear and resolve any contested challenge to a
8 claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in
9 connection with the distribution of settlement benefits.

10 16. If the Settlement does not become final and effective in accordance with the
11 terms of the Settlement, resulting in the return and/or retention of the Gross Settlement Amount to
12 Defendants consistent with the terms of the Settlement, then this Final Approval Order and
13 Judgment, and all orders entered in connection herewith shall be rendered null and void and shall
14 be vacated.

15 17. Class Counsel shall file a final report summarizing all distributions made
16 pursuant to the Settlement, supported by declaration. The Court sets a non-appearance date for
17 submission of the final report for September 28, 2027, at 9:00 a.m.

18 **IT IS SO ORDERED.**

19 DATED: 10/01/2026
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Samantha Jessner / Judge

Hon. Samantha P. Jessner
JUDGE OF THE SUPERIOR COURT