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FILED
Superior Court of California
County of Sacramento
09/11/2026
V. Aleman, Deputy

Attorneys for Plaintiff, the Putative Class, and the Aggrieved Employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

JULIE MORA ANDRISANI, an individual, on
behalf of herself, the State of California, as a
private attorney general, and on behalf of all
others similarly situated,

Plaintiff,

v.

MAXIMUS HUMAN SERVICES, INC., a
Virginia corporation; MAXIMUS, INC., a
Virginia corporation; THE PANTHER GROUP,
INC., a Massachusetts corporation; and DOES 1
TO 50,

Defendants.

Case Number: 24CV016457

**~~Proposed~~ Order Granting Preliminary
Approval of Class Action Settlement**

Date: September 11, 2026
Time: 10:30 a.m.
Dept.: 8B
Judge: Hon. Peter K. Southworth

Complaint Filed: August 20, 2024
FAC Filed: July 31, 2026
Trial Date: None Set

[Proposed] Order

Plaintiff's unopposed Motion for Preliminary Approval of a Class Action Settlement came before this Court on ^{August 28 and} September 11, 2026, in Department 8B, the Honorable Peter K. Southworth, presiding. The Court having considered the papers submitted in support of the application of the parties, HEREBY ORDERS THE FOLLOWING:

The Court grants preliminary approval of the Settlement and the Settlement Class based upon the terms set forth in the Amended Settlement Agreement and Release of Class Action (the "Settlement Agreement") attached as **Exhibit 3** to the Supplemental Declaration Of Laura M. Supanich In Support Of Motion For Order Granting Preliminary Approval Of Class Action Settlement. All terms used herein shall have the same meaning as defined in the Settlement Agreement. The settlement set forth in the Settlement Agreement appears to be fair, adequate and reasonable to the Class, and the Court preliminarily approves the terms of the Settlement Agreement, including, without limitation:

- a. A non-reversionary Gross Settlement Amount of **\$255,000.00**;
- b. The Class Representative enhancement payment to the named Plaintiff up to **\$10,000.00**.
- c. Court approved attorneys' fees to Class Counsel of up to **\$85,000.00**, representing one-third of the Gross Settlement Amount;
- d. Court approved litigation costs to Class Counsel of up to **\$20,000.00**;
- e. Fees and Costs of the Settlement Administrator of up to **\$15,000.00**; and
- f. A PAGA allocation of \$20,000.00, with **\$13,000.00** (i.e., 65%) payable to the California Labor & Workforce Development Agency for its portion of the PAGA penalties.

This Court has considered the papers in support of the Motion and the Settlement Agreement and finds that, pursuant to C.R.C. Rule 3.769(d), the proposed Class should be certified for settlement purposes only. Specifically, the Court finds for settlement purposes only that the proposed Class: (a) is ascertainable; (b) is sufficiently numerous; (c) meets the commonality requirements; (d) the claims of the Class Representative are typical of the claims of the proposed Class Members; (e) Class Representative's counsel has and is able to adequately represent the proposed Class; (f) the Class

1 Representative is adequate to represent the Class; and (g) class-wide treatment of this dispute is
2 superior to individual litigation because common issues predominate over individual issues for
3 settlement purposes.

4 The Settlement falls within the range of reasonableness and appears to be presumptively valid,
5 subject only to any objections that may be raised at the final fairness hearing and final approval by this
6 Court.

7 A final fairness hearing on the question of whether the proposed Settlement, attorneys' fees and
8 costs to Class Counsel, and the Class Representative's enhancement award should be finally approved
9 as fair, reasonable and adequate as to the members of the Class is scheduled on the date and time set
10 forth in the Implementation Schedule.

11 This Court approves, as to form and content, the Notice of Proposed Class Action Settlement
12 ("Class Notice"), in substantially the form attached herein as **Exhibit A**. The Court approves the
13 procedure for Class Members to participate in, to opt out of, and to object to, the Settlement as set forth
14 in the Settlement Agreement.

15 The Court directs the mailing of the Class Notice by first class mail to the Class Members in
16 accordance with the Implementation Schedule set forth below. The Court finds the dates selected for
17 the mailing and distribution of the Notice, as set forth in the Implementation Schedule, meet the
18 requirements of due process and provide the best notice practicable under the circumstances and shall
19 constitute due and sufficient notice to all persons entitled thereto.

20 It is ordered that the Settlement Class is preliminarily certified for settlement purposes only.

21 The Court preliminarily certifies for settlement purposes only the Settlement Class defined as
22 follows: *all non-exempt persons in the State of California who were issued paychecks by The Panther*
23 *Group, Inc. ("Panther") and performed any work for any of Panther's clients during the Class Period.*
24 *See Settlement Agreement, at § 1.45. The Class Period is defined as the period of time from August*
25 *20, 2020, through the later of January 5, 2026, or the date triggered by Section 9.2 of the Settlement*
26 *Agreement (the Escalator Clause). See Settlement Agreement, at §§ 1.9, 9.2.*

27 Class Members who do not timely and validly Opt Out of the Class Settlement will be deemed
28 to participate in the Class Settlement and shall become Class Participants without having to submit a

1 claim form or take any other action. *See* Settlement Agreement, at § 7.3. Each of the Releasing Parties,
2 including each Class Participant, will be bound by the release of Released Class Claims and Released
3 PAGA Claims as a result of the Class Settlement and to the terms of the final judgment and the
4 satisfaction of such judgment. *See* Settlement Agreement at §§ 1.36-1.37, 11.1-11.2

5 “Released Class Claims” shall mean any and all claims that were pled or could have been pled
6 arising out of or related to the factual allegations set forth in the Action that arose during the Class
7 Period, including claims for: **(1)** failure to pay minimum wage for all hours worked in violation of
8 Labor Code sections 1194 and 1194.2, and the applicable IWC Wage Order(s); **(2)** failure to pay proper
9 overtime wages in violation of Labor Code sections 510, 1197, and 1198, and the applicable IWC Wage
10 Order(s); **(3)** failure to provide compliant rest periods and pay missed rest break premiums in violation
11 of Labor Code section 226.7 and the applicable IWC Wage Order(s); **(4)** failure to provide compliant
12 meal periods and pay missed meal period premiums in violation of Labor Code sections 226.7 and 512,
13 and the applicable IWC Wage Order(s); **(5)** failure to maintain accurate employment records in
14 violation of Labor Code section 1174; **(6)** failure to pay timely wages during employment in violation
15 of Labor Code sections 204, 210; **(7)** failure to pay all wages due and owing at separation in violation
16 of Labor Code sections 201, 202, and 203; **(8)** failure to provide complete and accurate wage statements
17 in violation of Labor Code sections 226 and 226.3; **(9)** deceptive, fraudulent, or otherwise unlawful
18 business practices based on the foregoing in violation of California’s Unfair Competition Law (Bus. &
19 Prof. Code, §§ 17200–17210); and **(10)** all claims for liquidated damages, penalties, interest, fees,
20 costs, restitution, and injunctive relief based on the foregoing. *See* Settlement Agreement, at § 1.36.

21 “Released PAGA Claims” shall mean any and all claims under PAGA that were pled or could
22 have been pled arising out of or related to the factual allegations set forth in the Action that arose during
23 the PAGA Period, including claims for: **(1)** failure to pay minimum wage for all hours worked in
24 violation of Labor Code sections 1194 and 1194.2, and the applicable IWC Wage Order(s); **(2)** failure
25 to pay proper overtime wages in violation of Labor Code sections 510, 1197, and 1198, and the
26 applicable IWC Wage Order(s); **(3)** failure to provide compliant rest periods and pay missed rest break
27 premiums in violation of Labor Code section 226.7 and the applicable IWC Wage Order(s); **(4)** failure
28 to provide compliant meal periods and pay missed meal period premiums in violation of Labor Code

sections 226.7 and 512, and the applicable IWC Wage Order(s); **(5)** failure to maintain accurate employment records in violation of Labor Code section 1174; **(6)** failure to pay timely wages during employment in violation of Labor Code sections 204, 210; **(7)** failure to pay all wages due and owing at separation in violation of Labor Code sections 201, 202, and 203; **(8)** failure to provide complete and accurate wage statements in violation of Labor Code sections 226 and 226.3; **(9)** civil penalties based on the foregoing pursuant to PAGA (Lab. Code, §§ 2698-2699.6); and **(10)** all claims for liquidated damages, penalties, interest, fees, costs, restitution, and injunctive relief based on the foregoing. *See Settlement Agreement*, at § 1.37.

The Court appoints Plaintiff Julie Mora Andrisani as the Class Representative, and Jonathan Melmed and Laura M. Supanich of Melmed Law Group P.C. as Class Counsel.

The Court appoints Apex Class Action LLC as the Settlement Administrator.

To facilitate administration of the Settlement pending final approval, the Court hereby enjoins Plaintiff and all Class Members from filing or prosecuting any claims, suits or administrative proceedings (including filing claims with the Division of Labor Standards Enforcement of the California Department of Industrial Relations) regarding claims released by the Settlement, unless and until such Class Members have filed valid Requests for Exclusion with the Settlement Administrator and the time for filing claims with the Settlement Administrator has elapsed.

The Court orders the following **Implementation Schedule** for further proceedings:

a.	Deadline for Defendant to Submit Class Member Information to Settlement Administrator	[within 30 days after the Preliminary Approval Date]
b.	Deadline for Settlement Administrator to Mail Notice to Class Members	[within 44 days after preliminary approval]
c.	Deadline for Class Members to Postmark Requests for Exclusion	[45 days after mailing of the Class Notice]
d.	Deadline for Class Members to submit any Objections to Settlement	[45 days after mailing of the Class Notice]

e.	Deadline for Settlement Administrator to provide Declaration of Due Diligence and Proof of Mailing	[21 days prior to Final Approval and Fairness Hearing]
f.	Deadline for Class Counsel to file Motion for Final Approval of Settlement, including Request for Attorneys' Fees, Costs, and Enhancement Award	[16 Court days prior to Final Approval and Fairness Hearing]
g.	Final Approval and Fairness Hearing	March 12, 2027, at 9:00 a.m.

If any of the dates in this Implementation Schedule falls on a weekend, bank or court holiday, the time to act shall be extended to the next business day.

The Court shall retain jurisdiction over the Action for all purposes pursuant to California Rule of Court 3.769 and California Rule of Civil Procedure § 664.6 to enforce the terms of the Settlement.

IT IS SO ORDERED.

Dated: 09/11/2026





 Hon. Peter K. Southworth
 Judge of the Superior Court, County of Sacramento