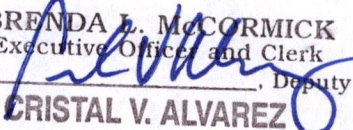


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VENTURA SUPERIOR COURT  
MAY 25 2023

VENTURA  
SUPERIOR COURT  
**FILED**

AUG 23 2023

BRENDA L. MCCORMICK  
Executive Officer and Clerk  
By:  Deputy  
**CRISTAL V. ALVAREZ**

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SUPERIOR COURT FOR THE STATE OF CALIFORNIA

COUNTY OF VENTURA

MICHAEL UGUCCIONI, individually and on  
behalf of all others similarly situated,

Plaintiff,

vs.

CALIFORNIA LUTHERAN UNIVERSITY,  
a California Non-Profit Corporation,

Defendant.

CASE NO. 56-2021-00560166-CU-OE-VTA

**[PROPOSED] ORDER AND JUDGMENT  
GRANTING FINAL APPROVAL OF CLASS  
ACTION SETTLEMENT**

Date: June 21, 2023

Time: 8:20 a.m.

Dept.: 40

Reservation # 2715642, 2715643



1 This matter is before the Court on Plaintiff's Motion for Order Granting Final Approval of Class  
2 Action Settlement and Motion for Approval of Attorneys' Fees and Costs and Class Representative's  
3 Enhancement Award. The Motions, having been fully considered by the Court, are ruled upon as follows:

4 1. The Class Action Settlement Agreement, and two Amendments thereto (collectively,  
5 "Settlement Agreement"), attached hereto as **Exhibits 1-3**, is fully and finally approved and is hereby  
6 incorporated by reference and all defined terms therein shall have the same meaning in this Order as set  
7 forth in the Settlement Agreement.

8 2. Pursuant to California Rules of Court, Rule 3.769(d), this Court makes final the  
9 conditional class certification contained in the Order Granting Preliminary Approval of Class Action  
10 Settlement, and thus certifies the class for the purposes of this settlement defined as: all individuals  
11 employed by California Lutheran University in California from June 1, 2019 through May 31, 2022 who  
12 worked remotely.

13 3. Plaintiff is appointed and designated, for all purposes, as the Class Representative, and  
14 HammondLaw, P.C., is appointed and designated as counsel for the Class. The Court finds that attorneys  
15 for the Class are experienced class action litigators and have expressed the view that the Settlement is  
16 fair, reasonable, and adequate, which further supports approval of the Settlement.

17 4. The Court hereby finds that Class Notice has been sent to Class Members as previously  
18 ordered by the Court, and that such Notice fairly and adequately described the terms of the proposed  
19 Settlement Agreement, the manner in which Class Members could object to or opt-out of the settlement;  
20 was the best notice practicable under the circumstances; and complied fully with California Rule of Court  
21 3.769, and all other applicable laws.

22 5. In response to the Notice, seven Class Member opted out: Elizabeth Brown, Kathleen  
23 Braafladt, Timothy Dynice, John Crenshaw, Juli Rundgren, Sara McNeil, and Margaret Whealon.

24 6. The Court finds that a full and fair opportunity has been afforded to Class Members to  
25 participate in the proceedings convened to determine whether the proposed Settlement Agreement should  
26 be given final approval. Accordingly, the Court hereby determines that all Class Members who did not  
27 file a timely and proper request to be excluded from the settlement shall be deemed to have released the  
28 Released Parties from all Released Claims.

7. In response to the Notice, two Class Members objected. The Court finds that the objection  
has no merit and overrules it in its entirety.

8. The Court hereby finally and unconditionally approves the Settlement Agreement, enters  
judgment, and specifically:



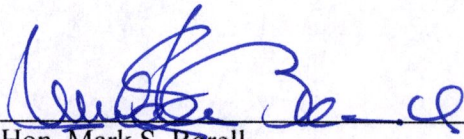
- 1 a. Approves the Gross Settlement of \$1,197,105;
- 2 b. Approves the application for Class Representative's service award of \$7,500;
- 3 c. Approves Class Counsels' request for an award of \$399,035, representing 1/3 of  
the Gross Settlement Amount, as reasonable attorneys' fees;
- 4 d. Approves Class Counsel's hourly rates as reasonable, and within the range of  
5 market rates that attorneys with similar levels of skill, experience and reputation for handling matters of  
6 similar complexity; and finds that the fees' request is justified under the lodestar/multiplier analysis.
- 7 e. Approves Class Counsel's request for reimbursement of litigation costs of  
8 \$15,839.20;
- 9 f. Approves payment to CPT, Inc., the Settlement Administrator, of \$13,000.00 as  
costs of settlement administration; and
- 10 g. Approves the allocation of \$25,000 as payment for penalties under the California  
11 Labor Code Private Attorney Generals Act ("PAGA"), and further approves of payment of \$18,750 to  
12 the Labor and Workforce Development Agency for its portion of the PAGA penalties;
- 13 h. Approves the payment from the Net Settlement of amounts determined by the  
14 Settlement Administrator to be due to the Class Members;
- 15 i. Approves the Releases contained in the Settlement Agreement; and
- 16 j. Approves the Casa Pacifica Centers for Children and Families as the designated  
*cy pres* beneficiary, pursuant to California Code of Civil Procedure § 384.

17 9. Pursuant to California Code of Civil Procedure § 384, on or before January 25, 2024, the  
18 parties shall submit a report to the court including total amount paid to the Class, and an amended  
19 judgment directing payment of the sum of the uncashed checks, plus any interest that has accrued  
thereon, to the designated *cy pres* beneficiary.

20 10. Pursuant to California Rule of Court 3.769(h), the Court retains exclusive and continuing  
21 jurisdiction over the litigation to enforcing the terms of the judgment, and supervising, implementing,  
22 interpreting, and enforcing this Final Approval Order and the Settlement Agreement.

23 **IT IS SO ORDERED AND ADJUDGED**

24 Date: 8/23, 2023

25   
26 Hon. Mark S. Borell  
27 Judge of the Superior Court  
28