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11 FELIPE LOERA, and all other similarly situated persons

12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **COUNTY OF RIVERSIDE**

14 EDUARDO COVARRUBIAS, ISMAEL
15 COVARRUBIAS, FELIPE LOERA, on behalf of
16 themselves and all others similarly situated

17 Plaintiffs,

18 v.

19 BOUDREAU PIPELINE CORPORATION, a
20 California Corporation, and DOES 1-20,
21 inclusive,

22 Defendants.

Case No. RIC1614016

Case Assigned for All Purposes to:
The Hon. Craig G. Riemer
Dept.: 05

**NOTICE OF ENTRY OF JUDGMENT AND
ORDER**

Complaint Filed: October 24, 2016
Trial Date: None Set

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1 **TO ALL PARTIES AND TO THEIR ATTORNEYS OF RECORD HEREIN:**

2 PLEASE TAKE NOTICE that on April 12, 2019, the Honorable Craig G. Riemer in
3 Department 5 of the Riverside County Superior Court granted final approval of the class action
4 settlement in this action and issued Judgement. Attached hereto as **Exhibit A** is a true and correct
5 copy of the Judgment. Attached hereto as **Exhibit B** is a true and correct copy of the Order
6 Granting Final Approval of Class Action Settlement.

7 DATED: April 19, 2019

8 **VERUM LAW GROUP, APC**

9 By: 
10 _____

11 SAM KIM

12 YOONIS HAN

13 Attorneys for Plaintiffs Eduardo Covarrubias, Ismael
14 Covarrubias, Felipe Loera, individually and on behalf
15 of all others similarly situated
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EXHIBIT A

RECEIVED
4/4/2019

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

APR 12 2019

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF RIVERSIDE**

EDUARDO COVARRUBIAS, ISMAEL
COVARRUBIAS, FELIPE LOERA, on behalf of
themselves and all others similarly situated

Plaintiffs,

v.

BOUDREAU PIPELINE CORPORATION, a
California Corporation, and DOES 1-20,
inclusive,

Defendants.

Case No. RIC1614016

Case Assigned for All Purposes to:
The Hon. Craig G. Riemer
Dept.: 05

~~PROPOSED~~ JUDGMENT

Date: April 15, 2019
Time: 8:30 a.m.

Complaint Filed: October 24, 2016
Trial Date: None Set

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~~PROPOSED~~ JUDGMENT

Pursuant to the Order Granting Motion for Final Approval of Class Action Settlement ("Final Approval Order"), JUDGMENT IS HEREBY ENTERED AS FOLLOWS:

1. This Judgment incorporates by reference the definitions in the Second Amended Stipulation of Class Action Settlement and Release of Claims ("Settlement Agreement" or "Settlement") attached as Exhibit A to the Second Further Supplemental Declaration of Sam Kim in Support of Final Approval of Class Action Settlement, filed on April 4, 2019 and all terms defined therein shall have the same meaning as set forth in the Settlement Agreement. Pursuant to Rule 3.769 (h) of the California Rules of Court, the Court hereby enters judgment consistent with and expressly set forth in the Settlement Agreement in the above-entitled case for Plaintiffs Eduardo Covarrubias, Ismael Covarrubias, and Felipe Loera and the Class Members who did not exclude themselves from the Settlement and who are identified in the class list that Defendant provided to the Settlement Administrator.

2. Class Counsel shall file a notice of entry of Order and Judgment, and provide the same to the Settlement Administrator, who shall post the Order and Judgment on the Settlement Administrator's website (<http://www.ilymgrouppclassaction.com/>) within seven (7) calendar days after entry of Order and Judgment. The Settlement Administrator shall post a copy of this signed judgment for ¹⁸⁰ ~~thirty (30)~~ calendar days on its website in compliance with Rule 3.771(b) of the California Rules of Court in order to provide notice to the Class Members of this Judgment. The Settlement Administrator shall also provide a mailed copy of the notice of entry of Order and Judgment to Class Members.

3. The Notice of Entry of Judgment shall state the following:

"TO ALL PARTIES AND TO THEIR ATTORNEYS OF RECORD HEREIN:

PLEASE TAKE NOTICE that on ^{April 12,} ~~March 25,~~ 2019, the Honorable Craig G. Riemer in Department 5 of the Riverside County Superior Court granted final approval of the class action settlement in this action and issued Judgment. Attached hereto as Exhibit A is a true and correct copy of the Judgment."

4. The Class Members bound this Judgment include "all foremen, laborers, operators, and pipe layers who worked for Defendant at any time during the period of October 24, 2012, through

1 November 3, 2017,” except for Class Member Enrique Flores, who submitted a timely and valid
2 Request for Exclusion as provided in this Settlement Agreement, and any person who previously
3 released the Released Claims under a separate agreement. (“Settlement Class Members”).

4 5. The scope of the release for Settlement Class Members is as follows: “the claims stated
5 in the First Amended Complaint and those based solely upon the facts alleged in the First Amended
6 Complaint, including the failure to pay wages, the non-payment of overtime compensation, the failure
7 to provide meal breaks, the failure to authorize and permit proper rest breaks, the failure to properly
8 maintain and submit itemized wage statements, the violation of Labor Code §§ 201 and 202.7, the
9 violation of California Business & Professions Code § 17200 *et. seq.*, the failure to pay minimum
10 wage, the violation of the prevailing wage law, the failure to reimburse business expenses, the
11 violation of the California Private Attorneys General Act, claims for restitution and other equitable
12 relief under Business and Professions Code § 17200 *et seq.*, liquidated damages, penalties, and
13 penalties under Labor Code Private Attorneys General Act of 2004,” and the release by the Settlement
14 Class Members are effective on the Effective Date;

15 6. The Settlement Class Members’ payments shall be made from the Net Settlement
16 Amount according to the terms of the Settlement Agreement. The Net Settlement Amount is equal to
17 the Maximum Settlement Fund of \$1,100,000.00, minus the following payments:

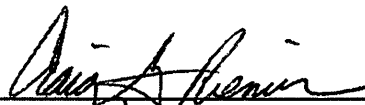
- 18 a. \$10,000 shall be paid to Class Representative Ismael Covarrubias; \$10,000 shall be paid
19 to Class Representative Felipe Loera; and \$3,500 shall be paid to Class Representative
20 Eduardo Covarrubias (totalling \$23,500);
- 21 b. \$15,296.35 in settlement administrative fees and costs shall be paid to ILYM Group, Inc.;
- 22 c. \$353,000.00 in attorney’s fees shall be paid to Verum Law Group, APC (“Class
23 Counsel”);
- 24 d. \$13,373.43 in costs shall be paid to Class Counsel;
- 25 e. \$38,537.08 in Employer Taxes for Defendant’s share of taxes owed on the Individual
26 Settlement Payments to Settlement Class Members;
- 27 f. \$18,750.00 shall be paid to the California Labor and Workforce Development Agency
28 for its share of penalties under the California Labor Code Private Attorneys General Act
of 2004 (“PAGA”).

1 7. Pursuant to California Code of Civil Procedure Section 664.6 and Rule 3.769(h) of the
2 California Rules of Court, this Court reserves exclusive and continuing jurisdiction over this action,
3 the Class Representatives, members of the Class, and Defendant for the purposes of: (a) supervising
4 the implementation, enforcement, construction, and interpretation of the Settlement Agreement, the
5 Final Approval Order, and this Judgment; and (b) supervising distribution of amounts paid under this
6 settlement.

7 8. Pursuant to Code of Civil Procedure section 384(b), the Settlement Administrator shall
8 submit a declaration concerning the total amount that was actually paid to Settlement Class Members,
9 and to be filed by Class Counsel by February 14, 2020, which shall contain the following information:
10 (i) the date the checks were mailed; (ii) the total number of checks mailed to Settlement Class
11 Members; (iii) the average amount of those checks; (iv) the number of checks that remain uncashed;
12 (v) the total value of those uncashed checks; (vi) the average amount of the uncashed checks; (vii) the
13 nature and date of the disposition of those unclaimed funds. The declaration by the Settlement
14 Administrator shall be accompanied by a proposed amended judgment that complies with Code of
15 Civil Procedure section 384.5.

16 9. In the event the settlement checks to Settlement Class Members remain un-cashed after
17 one hundred eighty (180) days from issuance, the Settlement Administrator shall forward the un-
18 cashed funds, plus any accrued interest that has not been distributed pursuant to the order of the Court,
19 to the cy pres designation, the Wage Justice Center.

20 DATED: April 12, 2019



The Hon. Craig G. Riemer
Judge of the Superior Court

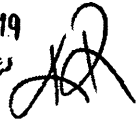
EXHIBIT B

RECEIVED
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FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF RIVERSIDE

APR 12 2019

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF RIVERSIDE**

EDUARDO COVARRUBIAS, ISMAEL
COVARRUBIAS, FELIPE LOERA, on behalf of
themselves and all others similarly situated

Plaintiffs,

v.

BOUDREAU PIPELINE CORPORATION, a
California Corporation, and DOES 1-20,
inclusive,

Defendants.

Case No. RIC1614016

Case Assigned for All Purposes to:
The Hon. Craig G. Riemer
Dept.: 05

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

Date: April 15, 2019
Time: 8:30 a.m.

Complaint Filed: October 24, 2016
Trial Date: None Set

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PROPOSED ORDER

This matter came before the Court on April 15, 2019 for a hearing on the Motion for Final Approval of Class Action Settlement, the Settlement Administrator's Costs, Class Representative Service Awards, and Attorneys' Fees and Costs. Due and adequate notice having been given to Class Members as required by the Court's Preliminary Approval Order, and the Court having considered all papers filed and proceedings herein, and good cause appearing therefore, it is hereby ORDERED AS FOLLOWS:

1. This Order incorporates by reference the definitions in the Second Amended Stipulation of Class Action Settlement and Release of Claims ("Settlement Agreement" or "Settlement") attached as Exhibit A to the Second Further Supplemental Declaration of Sam Kim in Support of Final Approval of Class Action Settlement, filed on April 4, 2019 and all terms defined therein shall have the same meaning as set forth in the Settlement Agreement.

2. The Court has jurisdiction over the subject matter of the Action and over all Parties to the Action, including Class Members.

3. The Court finds the Settlement Agreement attached as Exhibit A to the Second Further Supplemental Declaration of Sam Kim in Support of Final Approval of Class action Settlement referenced above, was entered into in good faith, that the settlement is fair, reasonable and adequate, and that the settlement satisfies the standards and applicable requirements for final approval of this class action settlement under California law, including the provisions of California Code of Civil Procedure section 382 and California Rules of Court, Rule 3.769.

4. The Court finds that the Class Notice provided to the Class Members pursuant to the Settlement Agreement and Preliminary Approval Order fully satisfies the requirements of due process, constitutes the best notice practicable under the circumstances, by providing individual notice to all Class Members who could be identified through reasonable effort, and by providing due and adequate notice of the proceedings and of the matters set forth therein to the other Class Members.

5. The Court finds that in response to the Class Notice, no Class Members objected to the Settlement and one timely and valid Request for Exclusion was received from Class Member Enrique Flores.

6. The Court finds that the Settlement Agreement was reached as a result of informed and

1 non-collusive arm's-length negotiations. The Court further finds that the Parties conducted sufficient
2 investigation, research, and discovery and that their attorneys were able to reasonably evaluate their
3 respective positions. The Court also finds that Settlement will enable the Parties to avoid additional
4 and potentially substantial litigation costs, as well as delay and risks if the Parties were to continue to
5 litigate the case. The Court has reviewed the monetary recovery provided as part of the Settlement
6 Agreement and recognizes the significant value accorded to the Class.

7 7. The Court hereby confirms Sam Kim and Yoonis Han of Verum Law Group, APC as
8 Class Counsel in the Action. The Court hereby confirms Eduardo Covarrubias, Ismael Covarrubias,
9 and Felipe Loera ("Plaintiffs") as Class Representatives in the Action.

10 8. Pursuant to the terms of the Settlement Agreement, and the authorities, evidence and
11 argument submitted by Class Counsel, the Court hereby awards Class Counsel attorneys' fees in the
12 sum of \$353,000.00 and litigation costs in the sum of \$13,373.43, as final payment for and complete
13 satisfaction of any and all attorneys' fees and costs incurred by and/or owed to Class Counsel and any
14 other person or entity related to the above-captioned action. The Court further orders that the award
15 of attorneys' fees and costs set forth in this Paragraph shall be administered pursuant to the terms of
16 the Settlement Agreement.

17 9. In addition to any recovery that Plaintiffs may receive under the Settlement Agreement,
18 and in recognition of the Plaintiffs' efforts on behalf of the Settlement Class, the Court hereby approves
19 and orders the Class Representative Service Awards to Eduardo Covarrubias in the amount of \$3,500.00,
20 Ismael Covarrubias in the amount of \$10,000.00, and Felipe Loera in the amount of \$10,000.00.

21 10. The Court also hereby approves and orders the payment to ILYM Group, Inc. for its
22 settlement administration services in the amount of \$15,296.35.

23 11. The Court further approves payment of \$18,750.00 to the California Labor &
24 Workforce Development Agency ("LWDA") pursuant to the California Private Attorneys General
25 Act.

26 12. The Court further approves payment of the Employer Taxes of \$38,537.08 from the
27 Maximum Settlement Amount for Defendant's share of taxes owed on the Individual Settlement
28 Payments to Settlement Class Members.

13. Class Counsel shall file a notice of entry of Order and Judgment, and provide the same

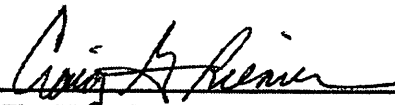
1 to the Settlement Administrator, who shall post the Order and Judgment on the Settlement
2 Administrator's website (<http://www.ilymgrouppclassaction.com/>) within seven (7) calendar days after
3 entry of Order and Judgement. The Settlement Administrator shall post a copy of this signed order
4 for 180 days after the Individual Settlement Payments are mailed to the Settlement Class Members.
5 The Settlement Administrator shall also provide a mailed copy of the notice of entry of Order and
6 Judgment to Class Members.

7 14. The Parties shall bear their own costs and attorneys' fees except as otherwise provided
8 for by the Settlement Agreement and the Court's Order granting award of attorneys' fees, litigation
9 costs, Class Representative Service Awards, Settlement Administration Costs, and payment to the
10 LWDA.

11 15. Without affecting the finality of this Order in any way, the Court retains jurisdiction of
12 all matters relating to the interpretation, administration, implementation, effectuation and enforcement
13 of this order and the Settlement.

14 16. Pursuant to CRC 3.771, the Final Approval Order and Judgment in this action shall be
15 binding on the Class Representatives, and all Class Members, except Class Member Enrique Flores,
16 who submitted a timely and valid Request for Exclusion as provided in the Settlement Agreement, or
17 any person who previously released the Released Claims under a separate agreement.

18
19 DATED: April 12, 2019



The Hon. Craig G. Riemer
Judge of the Superior Court