

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

SEP 18 2023

BY 
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10 SUPERIOR COURT OF THE STATE OF CALIFORNIA
11 COUNTY OF SAN BERNARDINO

13 MONICA JACKSON, individually and on
14 behalf of all others similarly situated

15 Plaintiff,

16 vs.

17 UNIVERSITY OF REDLANDS, INC., a
18 California Corporation.

19 Defendant.

CASE NO. CIVSB2133143

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

Date: September 18, 2023

Time: 9:00 a.m.

Dept. S26

Hon. David Cohn

1 This matter is before the Court on Plaintiff's unopposed Motion for Order Granting Final
2 Approval of Class Action Settlement and Motion for Approval of Attorneys' Fees, Costs and Service
3 Award for Class Representative, in the above-entitled case. The motions, having been fully considered
4 by the Court, it is ruled and adjudged as follows:

5 1. The Settlement Agreement, attached as **Exhibit 1**, is fully and finally approved and is
6 hereby incorporated by reference.

7 2. Pursuant to California Rules of Court, Rule 3.769(d), this Court makes final the
8 conditional class certification contained in the Order Granting Preliminary Approval of Class Action
9 Settlement, and thus certifies the following classes:

10 A) All persons who were employed by Defendant in California as Adjunct Professors
11 during the time period from January 22, 2021 through January 24, 2023.

12 B) All current or former employees of Defendant in California (including but not
13 limited to Adjunct Professors Class Members) from March 20, 2020 through March 1,
14 2022.

15 3. Plaintiff is appointed and designated, for all purposes, as Class Representative, and the
16 law firm HammondLaw, P.C., is appointed and designated as counsel for the Class. The Court finds that
17 attorneys for the Class are experienced in similar litigation and have expressed the view that the
18 Settlement is fair, reasonable, and adequate, which further supports the Settlement.

19 4. In response to the Notice, five Class Members validly requested to be excluded from the
20 Settlement: Ryan Cook, James Patricola, Sakura Tsai, John Walsh, and Mara Winick.

21 5. In response to the Notice, no Class Member submitted an objection to the Settlement. The
22 Court finds that given the absence of objections, and objections being a prerequisite to appeal, that this
23 Order and Judgment shall be considered as final as of the date of notice of entry.

24 6. Accordingly, upon the funding of the Gross Settlement Amount, Released Parties are
25 discharged and released from any and all liability with respect to the Released Class Claims.

26 7. The Court hereby specifically approves the following terms of Settlement:

27 a. Approves the Gross Settlement Amount of \$700,000;

28 b. Approves a service award of \$7,500 to Plaintiff Monica Jackson;

a. Approves Class Counsels' request for an award of \$233,333.33, as reasonable
attorneys' fees, approves Class Counsel's hourly rates as reasonable, and within the range of market rates

