10940 Wilshire Blvd, Suite 1200         Los Angeles, California 90024         Telephone (323) 857-5900         Fax (310) 275-6301         bkokozian@kokozianlawfirm.com         Attorneys for Plaintiffs         Josue Torres, individually and on behalf of all others         similarly situated         SUPERIOR COURT OF THE STATE OF CALIFORNIA         FOR THE COUNTY OF LOS ANGELES, SPRING STREET COURTHOUSE         JOSUE TORRES, an Individual, on behalf of )         CASE NO. 23STCV14073         himself and all others similarly situated	Bruce Kokozian, Esq. (SBN 195723)	
Los Angeles, California 90024 Telephone (323) 857-5900 Fax (310) 275-6301 bkokozian@kokozianlawfirm.com Attorneys for Plaintiffs Josue Torres, individually and on behalf of all others similarly situated SUPERIOR COURT OF THE STATE OF CALIFORNIA FOR THE COUNTY OF LOS ANGELES, SPRING STREET COURTHOUSE JOSUE TORRES, an Individual, on behalf of himself and all others similarly situated Plaintiffs, V. STEPSTONE, INC., a California Corporation; and DOES 1 through 100, Inclusive Defendants. TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD: PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter	KOKOZIAN LAW FIRM, APC 10940 Wilshire Blvd, Suite 1200	
Fax (310) 275-6301         bkokozian@kokozianlawfirm.com         Attorneys for Plaintiffs         Josue Torres, individually and on behalf of all others         similarly situated         SUPERIOR COURT OF THE STATE OF CALIFORNIA         FOR THE COUNTY OF LOS ANGELES, SPRING STREET COURTHOUSE         JOSUE TORRES, an Individual, on behalf of )         CASE NO. 23STCV14073         himself and all others similarly situated         Plaintiffs,         V.         Plaintiffs,         V.         STEPSTONE, INC., a California         Corporation; and DOES 1 through 100,         Inclusive         Defendants.         Defendants.         Josue Toke Notice THAT on March 20, 2025, the honorable Samantha Jessner enter	Los Angeles, California 90024	
bkokozian@kokozianl@wfirm.com         Attorneys for Plaintiffs Josue Torres, individually and on behalf of all others similarly situated         SUPERIOR COURT OF THE STATE OF CALIFORNIA FOR THE COUNTY OF LOS ANGELES, SPRING STREET COURTHOUSE         JOSUE TORRES, an Individual, on behalf of himself and all others similarly situated       CASE NO. 23STCV14073         Image: Plaintiffs, V.       [Assigned for all purposes to the Honorable Law. P. Riff - Dept. 7]         Plaintiffs, V.       CLASS ACTION         STEPSTONE, INC., a California Corporation; and DOES 1 through 100, Inclusive       NOTICE OF ENTRY OF JUDGMENT GRANTING PLAINTIFFS' MOTION FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT         Defendants.       Image: Plantifes And to the there are a compared by the plant of the provide the plant of the plant	1	
Josue Torres, individually and on behalf of all others similarly situated  SUPERIOR COURT OF THE STATE OF CALIFORNIA FOR THE COUNTY OF LOS ANGELES, SPRING STREET COURTHOUSE JOSUE TORRES, an Individual, on behalf of ) CASE NO. 23STCV14073 himself and all others similarly situated  I (Assigned for all purposes to the Honorable Law P. Riff - Dept. 7] Plaintiffs, V. STEPSTONE, INC., a California Corporation; and DOES 1 through 100, Inclusive Defendants.  TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD: PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter		
FOR THE COUNTY OF LOS ANGELES, SPRING STREET COURTHOUSE         JOSUE TORRES, an Individual, on behalf of himself and all others similarly situated         immself and all others similarly situated       CASE NO. 23STCV14073         immself and all others similarly situated       (Assigned for all purposes to the Honorable Law. P. Riff - Dept. 7]         Plaintiffs,       (CLASS ACTION)         v.       NOTICE OF ENTRY OF JUDGMENT         STEPSTONE, INC., a California       (GRANTING PLAINTIFFS' MOTION FOR FINAL APPROVAL OF CLASS ACTION SETTLEMENT)         Defendants.       (Defendants.         )       (Defendants.)	Josue Torres, individually and on behalf of all o	others
JOSUE TORRES, an Individual, on behalf of himself and all others similarly situated Plaintiffs, v. STEPSTONE, INC., a California Corporation; and DOES 1 through 100, Inclusive Defendants. TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD: PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter	SUPERIOR COURT OF	THE STATE OF CALIFORNIA
himself and all others similarly situated Plaintiffs, V. STEPSTONE, INC., a California Corporation; and DOES 1 through 100, Inclusive Defendants. TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD: PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter	FOR THE COUNTY OF LOS ANG	GELES, SPRING STREET COURTHOUSE
Plaintiffs, <ul> <li>Plaintiffs,</li> <li>V.</li> <li>STEPSTONE, INC., a California</li> <li>Corporation; and DOES 1 through 100,</li> <li>Inclusive</li> <li>Defendants.</li> <li>Defendants.</li> </ul> <ul> <li>NOTICE OF ENTRY OF JUDGMENT</li> <li>GRANTING PLAINTIFFS' MOTION FOR</li> <li>FINAL APPROVAL OF CLASS ACTION</li> <li>SETTLEMENT</li> </ul> <ul> <li>Defendants.</li> <li>Defendants.</li> <li>Defendants.</li> <li>Defendants.</li> <li>Defendants.</li> </ul> <ul> <li>PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner entermined in the sener entermation of the sener entermation of the sener entermation of the senere entermatic of the sener</li></ul>		) CASE NO. 23STCV14073
v.       )       CLASS ACTION         STEPSTONE, INC., a California       )       NOTICE OF ENTRY OF JUDGMENT         Corporation; and DOES 1 through 100,       )       GRANTING PLAINTIFFS' MOTION FOR         FINAL APPROVAL OF CLASS ACTION       )         Defendants.       )         TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD:         PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter		<ul> <li>[Assigned for all purposes to the Honorable Lawrence</li> <li>P. Riff - Dept. 7]</li> </ul>
STEPSTONE, INC., a California       )         Corporation; and DOES 1 through 100,       )         Inclusive       )         Defendants.       )         TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD:         PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter		CLASS ACTION
STER Drorte, it Control, it Control	v.	) ) NOTICE OF ENTRY OF JUDGMENT
TO ALL PARTIES AND TO THEIR COUNSEL OF RECORD: PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter	Corporation; and DOES 1 through 100,	) FINAL APPROVAL OF CLASS ACTION
PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter	Defendants.	
PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter		) ) )
PLEASE TAKE NOTICE THAT on March 20, 2025, the honorable Samantha Jessner enter	TO ALL PARTIES AND TO THEIR COUN	SEL OF RECORD:
11 vagment standing i famente interentitor i mar reprovar of class rector bettement. A true and co		
copy of the executed Judgment is attached hereto.		
DATED: March 20, 2025 KOKOZIAN LAW FIRM, APC	DATED: March 20, 2025	KOKOZIAN LAW FIRM, APC
By: Bruce Kokozian, Esq.	Ву	
Attorneys for Plaintiffs		-
1 NOTICE OF ENTRY OF JUDGMENT GRANTING PLAINTIFFS' MOTION FOR FINAL APPROVAL OF CLA		

		FILED	
1	Bruce Kokozian, Esq. (SBN 195723) Brian Andrews, Esq. (SBN 234306)	Superior Court of California County of Los Angeles	
2	KOKOZIAN LAŴ FIRM, APC	03/20/2025 David W. Sisyton, Executive Officer / Clerk of Court	
3	10940 Wilshire Blvd., Ste 1200 Los Angeles, CA 90024	By:A. MoralesDeputy	
4	Telephone (323) 857-5900 Fax (310) 275-6301		
5	bkokozian@kokozianlawfirm.com bandrews@kokozianlawfirm.com		
6	Attorneys for Plaintiffs	4	
7	Josue Torres, individually and on behalf of all o similarly situated	thers	
8			
9	SUPERIOR COURT OF	THE STATE OF CALIFORNIA	
10	FOR THE COUNTY OF LOS ANG	<b>GELES, SPRING STREET COURTHOUSE</b>	
11			
12	JOSUE TORRES, an Individual, on behalf of	) CASE NO. 23STCV14073	
13	himself and all others similarly situated	) [Assigned for all purposes to the Honorable	
14		Lawrence P. Riff - Dept. 7]	
15	Plaintiffs,	)	
16	V.	<u>CLASS ACTION</u>	
17	STEPSTONE, INC., a California Corporation; and DOES 1 through 100,	) ) AMENDED [ <del>PROPOSED</del> ] JUDGMENT )	
18	Inclusive		
19	Defendants.	Date: March 20, 2025 Time: 9:00 a.m.	
20		Dept: 7	
21		) ) Action Filed: 06/16/2023	
22			
23		) )	
24	;	)	
25	The Parties reached a settlement subject	to Court approval as represented in the Class Action and	
26	PAGA Settlement Agreement and Class Notice (the "Settlement Agreement) filed previously with this		
27	Court. On March 20, 2025, this Court conducted a Final Settlement Fairness Hearing pursuant to Rule		
28	3.769 of the California Rules of Court and this (	Court's previous Order Granting Plaintiff's Motion for	

-1-

Preliminary Approval of Class Action Settlement (the "Preliminary Approval Order") entered herein on
November 18, 2024. Due and adequate notice having been given to the Settlement Class as required in
said Preliminary Approval Order, and the Court having considered all papers filed and proceedings had
herein and otherwise being fully informed in the matter, and good cause appearing on March 20, 2025,
this Court granted final approval of the class settlement and entered its Order Granting Plaintiff's
Motion for Final Approval of Class Action Settlement thereon (the "Final Approval Order"), therefore:

## IT IS HEREBY ORDERED, ADJUDGED, AND DECREED:

1. For the reasons set forth in the Preliminary Approval Order, which are adopted and incorporated herein by reference, this Court finds that the applicable requirements of the California Code of Civil Procedure § 382 and Rule 3.769 of the California Rules of Court have been satisfied with respect to the Class and the proposed Settlement. The Court hereby makes final its earlier conditional certification of the Class for settlement purposes, as set forth in the Preliminary Approval Order.

2. This Judgment hereby adopts and incorporates by reference the terms and conditions of the parties' Settlement Agreement, together with the definitions of terms used and contained therein.

3. The Court finds that it has jurisdiction over the subject matter of the Class Action and over all parties to the Class Action, including all members of the Settlement Class.

4. Consistent with the definitions in the Settlement Agreement, the term "Class and "Class Member" means, and refers to, "all persons employed by STEPSTONE in California and classified as a non-exempt hourly paid employee who worked for STEPSTONE during the Class Period." The "Class Period" is June 16, 2019 to August 23, 2024.

Consistent with the definitions in the Settlement Agreement, the term "Aggrieved Employee/s" means and refers to "a person employed by STEPSTONE in California and classified as a non-exempt hourly paid employee who worked for STEPSTONE during the PAGA Period." "PAGA Period" means the period from June 23, 2022 to August 23, 2024."

5. The Released Class Claims for the Participating Class Members and the Released PAGA Claims for Aggrieved Employees as defined by the Settlement Agreement are covered and included within the Settlement and this Judgment.

-2-

AMENDED [PROPOSED] JUDGMENT

6. The Court finds the Settlement is fair, reasonable, and adequate and that Plaintiff has satisfied 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 Labor Code Section 2698, et seq.

7. The Class Notice given to the Class Members fully and accurately informed the Class Members of all material elements of the proposed Settlement and of their opportunity to object to or comment thereon; was the best notice practicable under the circumstances; was valid, due, and sufficient notice to all Class Members; and complied fully with the laws of the State of California, the United States Constitution, due process, and other applicable law. The Class Notice fairly and adequately described the Settlement and provided Class Members adequate instructions and a variety of means to obtain additional information. A full opportunity has been afforded to the Class Members to participate in the Final Approval hearing, and all Class Members and other persons wishing to be heard have been heard.

8. The Court hereby approves the Settlement and directs the Parties to effectuate the Settlement according to its terms.

9. Effective on the date when STEPSTONE fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, Released Parties shall be entitled to, and each Settlement Class Member not filing a timely exclusion shall be deemed to have given, a release of the following claims for the Class Period: "all claims that were alleged, or reasonably could have been alleged, based on the Class Period facts stated in the Operative Complaint and ascertained in the course of the Action including, " any and all claims involving any alleged failure to pay overtime wages; failure to pay minimum wages; failure to pay overtime wages at the legal overtime pay rate; failure to provide meal periods; failure to provide paid rest periods; failure to furnish accurate itemized wage statements; violation of Labor Code §203; and Unfair Business Practices based on the preceding claims. Except as set forth in Section 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment

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insurance, disability, social security, workers' compensation or claims based on facts occurring outside the Class Period."

Also, effective on the date when STEPSTONE fully funds the entire Gross Settlement Amount and funds all employer payroll taxes owed on the Wage Portion of the Individual Class Payments, "All Participating and Non-Participating Class Members who are Aggrieved Employees are deemed to release, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors and assigns, the Released Parties from all claims for PAGA penalties that were alleged, or reasonably could have been alleged, based on the PAGA Period facts stated in the Operative Complaint, and the PAGA Notice and ascertained in the course of the Action including any and all claims involving any alleged failure to pay overtime wages; failure to pay minimum wages; failure to pay overtime wages at the legal overtime pay rate; failure to provide meal periods; failure to provide paid rest periods; failure to furnish accurate itemized wage statements; violation of Labor Code §203."

10. Without affecting the finality of this Judgment in any way, the Court hereby retains continuing jurisdiction over the interpretation, implementation and enforcement of the Settlement and all orders entered in connection therewith pursuant to Code of Civil Procedure Section 664.6 and rule
3.769(h) of the California Rules of Court.

11. The Court hereby finds that the Gross Settlement Amount of \$400,000 and the means of distributing the Net Settlement Amount to Participating Class Members and the Individual PAGA Payments to Aggrieved Employees as reasonable and adequate. The Settlement Administrator will distribute the Net Settlement Amount to Participating Class Members and the Individual PAGA Payments to Aggrieved Employees according to the instruction and timeline set forth in the settlement.

12. The Court hereby confirms Bruce Kokozian, Esq. of Kokozian Law Firm, as Class Counsel in this action. The Court hereby approves attorneys' fees to Class Counsel in the amount of \$133,333.33 and litigation costs of \$12,205.88 as compensation for all attorney time spent on this matter from inception through and including the final Settlement Fairness Hearing and all other work related to this case and all costs, as these requests are fair and reasonable. The Court finds that the Class Counsel's

-4-

requested fees attorneys' fees falls within the range of reasonableness and that the results justify the award. Costs to the Claims Administrator CPT Group, Inc. in the amount of \$9,700 is hereby approved as fair and reasonable.

13. The Court hereby approves a Class Representative Service Payment of \$5,000 to Plaintiff/Class Representative. Plaintiff's Class Representative Service Payment is approved based on his contributions to the class, risks incurred, stigma of being a class representative in a class action labor claim, execution of a general release and all other factors presented to the Court, the Court finds the request as air and reasonable.

14. The Court hereby approves a payment of PAGA Penalties of \$20,000, with a \$15,000 payment to the Labor Workforce Development Agency, as this request is fair and reasonable. The balance of \$5,000 is payable to Aggrieved Employees per the Settlement Agreement.

15. Entry of this Final Judgment shall constitute a full and complete bar against the Participating Class Members for the Class Period as to Released Class Claims released by the Settlement Agreement and shall constitute res judicata and collateral estoppel with respect to any and all such Released Class Claims, except to those who opted out of the settlement. There are zero (0) opt outs to the settlement. Further, entry of this Final Judgment shall constitute a full and complete bar against any Aggrieved Employees for the PAGA Period as to the Released PAGA Claims released by the Settlement Agreement.

16. The Court further confirms and finds that nothing contained in the Settlement Agreement, the Preliminary Approval Order, this Judgment, or any other Order entered in this action shall in any way or manner constitute an admission or determination of liability by or against Defendants, or any other Released Parties with respect to any of the claims and causes of action asserted by the Settlement Class and Aggrieved Employees, or any member(s) thereof, and shall not be offered in evidence in any action or proceeding against Defendants, or any other Released Parties in any court, administrative agency, or other tribunal for any purpose whatsoever, other than to the extent necessary to enforce the provisions of the Settlement Agreement or this Judgment. This paragraph shall not, however, diminish or otherwise affect the obligation, responsibilities, or duties of Defendants under the Settlement

-5-

Agreement and this Final Order and Judgment.

17. By operation of the entry of Judgment, as of the Effective Date, the parties and the settlement administrator are ordered to perform their respective duties and obligations under the Settlement.

IT IS SO ORDERED.

03/20/2025

Dated: \_

Samantha Jessner/Judge BY ORDER OF THE SUPERIOR COURT THE HONORABLE LAWRENCE P. RIFF