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15 **UNITED STATES DISTRICT COURT**
16 **FOR THE NORTHERN DISTRICT OF CALIFORNIA**

17 SERENA NARO, individually and on) Case No.: 4:22-cv-03170-JST
18 behalf of all others similarly situated;) Assigned for All Purposes to:
19 TRISH GONZALES, individually and) Hon. Jon S. Tigar
20 on behalf of all others similarly situated;) Courtroom 6
21 AND THE CALIFORNIA LABOR)
22 AND WORKFORCE)
23 DEVELOPMENT AGENCY *ex rel.*) **[PROPOSED] ORDER AND JUDGMENT**
24 SERENA NARO AND TRISH) **GRANTING PLAINTIFFS' MOTION FOR**
25 GONZALES, a California) **FINAL APPROVAL OF CLASS ACTION**
26 governmental entity,) **AND PRIVATE ATTORNEY'S GENERAL**
27 Plaintiff,) **ACT SETTLEMENT, ATTORNEYS' FEES**
28 v.) **AND COSTS. CLASS REPRESENTATIVE**
29) **INCENTIVE AWARDS, AND SETTLEMENT**
30) **CLAIMS ADMINISTRATION COSTS **AS**
31) **MODIFIED****
32)
33 WALGREEN CO., an Illinois) Date: January 8, 2026
34 corporation; and WALGREEN) Time: 2:00 PM
35 PHARMACY SERVICES MIDWEST,) Courtroom 6, via Zoom
36 LLC, an Illinois corporation; and DOES)
37 1-15,) Complaint Filed: May 31, 2022
38 Defendants.)

1 Plaintiffs Serena Naro and Trish Gonzales, on behalf of themselves and all others
 2 similarly situated (“Plaintiffs”), have filed a Motion for Final Approval of Class Action and
 3 Private Attorney’s General Act Settlement, Attorneys’ Fees and Costs, Class Representative
 4 Incentive Awards, and Settlement Claims Administration Costs. The Court, having reviewed
 5 the motion, the Amended Settlement Agreement (“Settlement Agreement”), the pleadings and
 6 other papers on file in this Action, and the statements of counsel and the parties, hereby finds
 7 that the motion should be GRANTED.

8 NOW, THEREFORE, IT IS HEREBY ORDERED:

9 1. The Court has jurisdiction over the subject matter of this litigation, and all
 10 actions within this litigation and over the parties to the Settlement Agreement, including all
 11 members of the Settlement Class and Aggrieved Employees.

12 2. For the purposes of this Order, except as otherwise set forth herein, the Court
 13 adopts and incorporates the definitions contained in the Settlement Agreement.

14 3. Pursuant to Rule 23 (e)(2) of the Federal Rules of Civil Procedure, after a
 15 hearing, the Court hereby finally approves and confirms the Settlement set forth in the
 16 Settlement Agreement and finds that said Settlement is, in all respects, fair, reasonable, and
 17 adequate to the Settlement Class within the meaning of Rule 23 and directs its consummation
 18 according to its terms. Specifically:

- 19 a. The class representatives and counsel have vigorously represented the
 20 interests of the Settlement Class and Aggrieved Employees;
- 21 b. The Settlement was negotiated by arm’s-length, informed, and non-
 22 collusive negotiations between counsel for Plaintiffs and Defendants; and
- 23 c. The relief provided for the Settlement Class is adequate, considering: (i)
 24 the costs, risks, and delay of trial and appeal; (ii) the effectiveness and
 25 straightforwardness of the proposed claims distribution and process of
 26 direct mailing of checks without reversion; and (iii) the reasonableness of
 27 the request for an award of attorneys’ fees and reimbursement of litigation
 28 expenses.

1 4. The Plan of Distribution set forth in the Settlement Agreement is, in all respects,
2 fair, adequate, and reasonable. Accordingly, the Court hereby grants final approval of the Plan
3 of Distribution.

4 5. The Court does hereby find for purposes of judgment on the Settlement
5 Agreement only that the Settlement Class defined in the Settlement Agreement satisfies the
6 requirements for class certification under Federal Rule of Civil Procedure 23(a) and 23(b)(3).

7 6. The Court hereby confirms the appointment of Aimani-Smith & Marcy as
8 Settlement Class Counsel pursuant to Rule 23(g), and finds that Settlement Class Counsel have
9 protected and will continue to fairly and adequately protect the interests of the Settlement
10 Class.

11 7. The notice given to the Settlement Class Members set forth in the Settlement
12 Agreement was the best notice practicable under the circumstances. Said notice provided due
13 and adequate notice of the proceedings and of the matters set forth therein, including the
14 Settlement set forth in the Settlement Agreement, to all persons entitled to such notice, and
15 said notice fully satisfied the requirements of Rule 23 of the Federal Rules of Civil Procedure,
16 the requirements of due process, and all applicable state laws.

17 8. Notice of Class Counsel's request for an award of attorney's fees, litigation
18 expenses, and representative incentive awards was provided in the Notice disbursed to Class
19 Members. Plaintiffs' Motion for Attorneys' Fees and Costs, Class Representative Incentive
20 Awards, and Settlement Claims Administration Costs was published on the settlement website.

21 9. Class Counsel is entitled to reasonable attorney's fees, which the Court finds to
22 be 25% of the Gross Settlement Amount, which is \$237,500, and expenses in the amount of
23 \$17,828.76. This amount is justified under the common fund doctrine, the excellent results
24 obtained, the substantial risk borne by Class Counsel in litigating this matter, the high degree
25 of skill and quality of work performed, the financial burden imposed by the contingency basis
26 of Class Counsel's representation of Plaintiffs and the Class, and the additional work required
27 of Class Counsel to bring this Settlement to conclusion. The Court finds the fee award is
28 further supported by a lodestar crosscheck. Additionally, the litigation expenses were

1 reasonable and necessary for the litigation.

2 10. The Representative Plaintiffs in this Action initiated this lawsuit, acted to protect
 3 the Class, and assisted their counsel. Their efforts have produced the Settlement, entered into
 4 in good faith, which provides a fair, reasonable, adequate and certain result for the Settlement
 5 Class. Representative Plaintiffs Serena Naro and Trish Gonzalez are each entitled to an
 6 incentive award of \$10,000, for total incentive awards in the amount of \$20,000.

7 11. Claims administrator Atticus Administration is entitled to \$37,200 for settlement
 8 administration costs.

9 12. If there is a *cypres* distribution, Legal Aid at Work is ordered to be the *cypres*
 10 recipient.

11 13. Class Counsel shall file a post-distribution accounting within 21 days after all
 12 funds have been paid under the settlement agreement and any checks that were issued have
 13 become stale. In addition to the information contained in the Northern District of California's
 14 Procedural Guidance for Class Action Settlements, available at <https://cand.uscourts.gov/rules-forms-fees/northern-district-guidelines/procedural-guidance-class-action-settlements>, the post-distribution accounting shall discuss any significant or recurring concerns communicated by
 15 class members to the settlement administrator or counsel since final approval, any other issues
 16 in settlement administration since final approval, and how any concerns or issues were
 17 resolved.

20 14. The Court will withhold 10% of the attorney's fees granted in this order until the
 21 post-distribution accounting has been filed. Class Counsel shall file a proposed order releasing
 22 the remainder of the fees when they file their post-distribution accounting.

23 15. This matter is set for a further case management conference on June 16, 2026,
 24 with a case management statement due on June 9, 2026. The parties may request that the case
 25 management conference be continued if additional time is needed to complete the distribution.
 26 The conference will be vacated if the post-distribution accounting has been filed and the Court
 27 has released the remaining attorney's fees.

28 16. Good cause appearing, the Court hereby approves the following implementation

1 schedule:

2	Effective Date	The entry of a Judgment finally approving 3 this Settlement, provided no objection is 4 made to this Settlement prior to or at the 5 hearing for approval of this Settlement, or if 6 any objection is made, but is resolved 7 formally and withdrawn prior to the final 8 approval hearing of this Settlement.
10	Deadline for Defendants to pay the 11 Administrator all amounts awarded and 12 approved by the Court (“Payment Date”)	Within fifteen (15) business days 13 following the Effective Date.
14	Deadline for Administrator to make all 15 payments due under the Settlement	Within ten (10) business days of the 16 Payment Date
17	Check-cashing deadline	180 days after issuance
18	Deadline for Administrator to make 19 distribution of uncashed check funds to <i>cy 20 pres</i>	As soon as practicable after check- 21 cashing deadline
22	Deadline for Plaintiffs to file a Post- 23 Distribution Accounting	Within 21 days after the distribution of 24 any remaining monies to the <i>cy pres</i> 25 recipient

26 17. The Court hereby dismisses with prejudice the Action, and the Released Parties
27 are hereby released from all further liability for the Released Claims.

28 18. Without affecting the finality of this Judgment, the Court reserves jurisdiction
29 over the implementation, administration and enforcement of this Judgment and the Settlement,
30 and all matters ancillary thereto.

31 19. The Court finding that no reason exists for delay in ordering final judgment

1 pursuant to Federal Rule of Civil Procedure 54(b), the clerk is hereby directed to enter this
2 Judgment forthwith.

3 **IT IS SO ORDERED.**

4 Dated: January 8, 2026

5 
6 JON S. TIGAR
7 United States District Court Judge

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