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FILED
ALAMEDA COUNTY

AUG 11 2025

CLERK OF THE SUPERIOR COURT

By *Christina Scarpis*
Deputy

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17 Attorneys for Representative Plaintiffs Sharonda Taylor
18 and Zenobia Milligan

19 *(Additional counsel listed on next page)*

20 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

21 **FOR THE COUNTY OF ALAMEDA**

22 SHARONDA TAYLOR, TATIANNA SMITH,
23 and ZENOBI A MILLIGAN, individually and on
24 behalf of all others similarly situated,

25 Plaintiffs,

26 v.

27 TESLA, INC., doing business in California as
28 TESLA MOTORS, INC.; and DOES 1
THROUGH 50, INCLUSIVE,

Defendants.

Case No. 23CV028922

**~~[proposed]~~ ORDER AND JUDGMENT
GRANTING SETTLEMENT APPROVAL**

Date: August 8, 2025

Time: 9:30 a.m.

Location: Dept. 15

Judge: Hon. Peter Borkon

Reservation Nos.: A-28922-002

A-28922-003

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1 **TO EACH PARTY AND THE COUNSEL OF RECORD FOR EACH PARTY:**

2 Before the Court are 1) Plaintiffs’ Motion for Approval of Private Attorney General Act
3 Settlement; and 2) Plaintiffs’ Motion for Attorneys’ Fees and Costs. The Court having considered the
4 Settlement Agreement, the Motions, all papers filed, and proceedings herein, and having reviewed the
5 record in this litigation, and good cause appearing, the Court hereby GRANTS approval of the
6 Settlement and GRANTS Plaintiffs’ Counsel’s request for payment of \$340,000 in attorneys’ fees and
7 costs as part of the settlement.

8 1. Except as otherwise specified herein, for the purposes of this Order and Judgment, the Court
9 adopts and incorporates by reference all defined terms set forth in the Settlement Agreement.

10 2. The Court finds that the Settlement, as set forth in the Settlement Agreement executed by the
11 parties, is fair, reasonable, and adequate. The Court finds that the uncertainty and delay of further
12 litigation support the reasonableness and adequacy of the Settlement.

13 3. The Court finds that Tesla’s agreement to produce certain employment or job-related
14 assignment related documents for each PAGA Settlement Member, as outlined in the Settlement,
15 supports the reasonableness and adequacy of the settlement. The Court ORDERS that Tesla shall
16 comply with the substance and timelines of its agreement to produce such documents.

17 4. The Court finds that California’s Private Attorney General Act (“PAGA”) does not require
18 notice to PAGA settlement recipients, nor does it provide an opportunity to object to a settlement. The
19 Court therefore approves of the payment mechanism proposed in the Settlement of distributing
20 settlement checks following this Order.

21 5. The Court finds that the Parties have satisfied the requirements of PAGA by submitting the
22 Settlement Agreement to the Labor and Workforce Development Agency (“LWDA”).

23 6. The Court further APPROVES Plaintiffs’ Counsel’s request for payment of \$340,000 in
24 attorneys’ fees and costs. Having reviewed Plaintiffs’ Counsel’s submissions, the Court finds that the
25 requested fees and costs are justified in light of the work performed. The Court finds that Counsel’s
26 lodestar rates are reasonable and are therefore APPROVED. The Court also finds that the claimed hours
27 are reasonable and are therefore APPROVED. The Court notes that the requested fees and costs are less
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1 than Plaintiffs' Counsel's lodestar, which supports approval of the settlement.

2 7. The Court further APPROVES Plaintiffs' request for enhancement payments to Plaintiffs
3 Taylor, Smith, and Milligan in the amount of \$2,500 each, finding them warranted in light of the risks of
4 litigating this case and the contributions to the case.

5 8. The Court APPROVES payment to the Settlement Administrator in an amount not to exceed
6 \$5,000.

7 9. The Court APPROVES the *cy pres* recipient identified in the Settlement, East Bay
8 Community Law Center, to receive the full amount of any remainder based upon uncashed settlement
9 checks as called for in the Settlement, because this recipient is useful in fulfilling the underlying purpose
10 of the lawsuit to support to public interest lawyers and communities in need.

11 10. The Settlement is HEREBY APPROVED in its entirety and the releases encompassed
12 therein are effectuated.

13 11. JUDGMENT IS HEREBY ENTERED, approving the terms of the Settlement.

14 12. In accordance with the California Rule of Court 3.769(h), the Court retains exclusive and
15 continuing jurisdiction over the litigation, the Plaintiffs, and Defendant for the purposes of
16 supervising the implementation, enforcement, construction, administration, and interpretation of the
17 Settlement Agreement.

18 13. Plaintiffs shall submit a copy of this Order and Judgment to the LWDA within ten days after
19 entry.

20 14. No later than January 5, 2026, the parties shall submit a report to the Court specifying the
21 total amount paid to the LWDA and PAGA Settlement Members, and the residual of unclaimed funds
22 that will be paid to the *cy pres* recipient, along with a proposed amended judgment.

23 IT IS SO ORDERED.

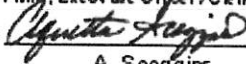
24 Dated: _____

25 8/11/2025

26 

27 Honorable Peter Borkon

28 JUDGE OF THE SUPERIOR COURT

SUPERIOR COURT OF CALIFORNIA COUNTY OF ALAMEDA	Reserved for Clerk's File Stamp
COURTHOUSE ADDRESS: Rene C. Davidson Courthouse 1225 Fallon Street, Oakland, CA 94612	FILED Superior Court of California County of Alameda 08/14/2025
PLAINTIFF/PETITIONER: Sharonda Taylor et al	Chad Finke, Executive Officer / Clerk of the Court By:  Deputy A. Scoggins
DEFENDANT/RESPONDENT: Tesla, Inc. et al	
CERTIFICATE OF ELECTRONIC SERVICE CODE OF CIVIL PROCEDURE 1010.6	CASE NUMBER: 23CV028922

I, the below named Executive Officer/Clerk of Court of the above-entitled court, do hereby certify that I am not a party to the cause herein, and that on this date I served one copy of the ORDER AND JUDGMENT GRANTING SETTLEMENT APPROVAL entered herein upon each party or counsel of record in the above entitled action, by electronically serving the document(s) from my place of business, in accordance with standard court practices.

Shaka Green

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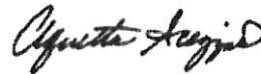
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Tesla, Inc.

Chad Finke, Executive Officer / Clerk of the Court

Dated: 08/14/2025

By:



A. Scoggins, Deputy Clerk