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 and Aggrieved Employees*

SUPERIOR COURT OF THE STATE OF CALIFORNIA
 COUNTY OF LOS ANGELES

LARONDA RASMUSSEN, et al.,
 Plaintiffs,
 vs.
 THE WALT DISNEY COMPANY, et al.,
 Defendants.

Civil Case No.: 19STCV10974

CLASS ACTION

ASSIGNED FOR ALL PURPOSES TO:
 Hon. Elihu M. Berle

**THIRD REVISED [PROPOSED] ORDER
 GRANTING PRELIMINARY APPROVAL OF
 CLASS ACTION SETTLEMENT**

Date: May 9, 2025
 Time: 9:00 a.m.
 Location: Dept. 6

1 Plaintiffs' Notice of Motion and Motion for Preliminary Approval of Class Action Settlement
2 came on for hearing on May 9, 2025 at 9:00 a.m., in Department 6 of the Superior Court of California,
3 County of Los Angeles. The Court previously held hearings on Plaintiffs' motion for preliminary
4 approval on January 10, 2025 and March 24, 2025, and requested supplemental briefing and specific
5 modifications to the Settlement Agreement and Class Notice ("Settlement").

6 Having considered: Plaintiffs' Notice of Motion and Motion for Preliminary Approval of Class
7 and Representative Action Settlement; the Memorandum of Points and Authorities in Support thereof;
8 the Declarations of James Kan, Lori E. Andrus, and Christine E. Webber; Compendium of Plaintiffs'
9 Declarations in Support of Motion for Preliminary Approval of Class and Representative Action
10 Settlement (which includes declarations of Plaintiffs LaRonda Rasmussen, Karen Moore, Virginia
11 Eady-Marshall, Enny Joo, Rebecca Train, Nancy Dolan, Anabel Pareja Sinn, Dawn Johnson, and
12 Chelsea Buckley); Plaintiffs' Request for Judicial Notice in Support of Plaintiffs' Motion for
13 Preliminary Approval of Class and Representative Action Settlement; and the Declaration of Scott G.
14 Grimes in Support of Plaintiffs' Request for Judicial Notice; the proposed Notice of Class Action
15 Settlement;

16 Having also considered: the Supplemental Memorandum of Points and Authorities in Support
17 of Plaintiffs' Motion for Preliminary Approval of Class and Representative Action Settlement; the
18 Supplemental Declaration of Christine E. Webber in Support of Plaintiffs' Motion for Preliminary
19 Approval of Class and Representative Action Settlement and Plaintiffs' Notice of Lodging Corrected
20 Exhibit 5 to the Supplemental Declaration of Christine Webber Subject to Motion to Seal; the
21 Declaration of Joshua P. Davis; Plaintiffs' Notice of Motion and Motion to File Documents Under
22 Seal; the Declaration of Lori E. Andrus in Support of Plaintiffs' Motion to File Documents Under Seal,
23 the Supplemental Declaration of James Kan in Support of Plaintiffs' Motion for Preliminary Approval
24 of Class and Representative Action Settlement ("Supp. Kan. Decl."), the Second Supplemental
25 Declaration of James Kan in Support of Plaintiffs' Motion for Preliminary Approval of Class and
26 Representative Action Settlement ("Second Supp. Kan Decl."), and all other papers filed in this action,
27 the Court hereby FINDS, CONCLUDES, and ORDERS as follows:
28

1 1. Plaintiffs LaRonda Rasmussen, Karen Moore, Virginia Eady-Marshall, Enny Joo,
2 Rebecca Train, Nancy Dolan, Anabel Pareja Sinn, Dawn Johnson, and Chelsea Buckley (collectively
3 “Plaintiffs”) and Defendants The Walt Disney Company, Walt Disney Pictures, Hollywood Records,
4 Inc., Walt Disney Direct-to-Consumer & International, Disney Content Sales, LLC, Buena Vista Home
5 Entertainment, Inc., Walt Disney Parks and Resorts U.S., Inc., Walt Disney Imagineering Research &
6 Development, Inc., American Broadcasting Companies, Inc., and TWDC Enterprises 18 Corp.
7 (collectively “Defendants”) through their counsel of record in the Litigation, have reached an
8 agreement to settle all class and representative claims in the Litigation. A copy of the amended
9 Settlement is attached as Exhibit 1 to the Supp. Kan Decl., filed on March 18, 2025.

10 2. The Parties have agreed, for Settlement purposes only, that Plaintiffs’ FEHA class
11 claims may be maintained as a class action.

12 3. The Court has reviewed the terms of the proposed amended Settlement, as well as the
13 Declarations of Lori Andrus, James Kan and Christine Webber and the Supplemental Declarations of
14 Christine Webber and James Kan describing the five years of litigation in this matter, the extensive
15 class and merits discovery and information exchanges by the parties, the Court’s partial grant of class
16 certification, other past proceedings, and the settlement process. The Court finds that the proposed
17 Settlement is the product of informed, non-collusive, and arm’s-length negotiations. Based on the
18 papers submitted, the Court finds the proposed Settlement to be within the range of possible approval
19 as fair, reasonable, and adequate, such that notice should be given to the class.

20 4. Plaintiffs have confirmed that they have provided notice to the LWDA of the initial and
21 amended Settlement and amended Notice as well as the Court’s preliminary approval hearings.
22 Plaintiffs’ Counsel further confirm that the LWDA has not contacted them with any issues nor has the
23 LWDA filed anything with this Court raising any concerns. Private Attorney General Act claims are
24 not class claims subject to the two-step approval process in Rule of Court 3.769, and the Court’s
25 preliminary approval of the class action Settlement does not constitute an approval of the settlement of
26 PAGA claims under this same agreement. The Court will issue an order granting or denying approval
27 of the PAGA portion of the Settlement as part of its order on the motion for final approval.
28

1 5. The moving papers presented for the Court’s review set forth a plan to provide notice to
2 the proposed Settlement Class of the terms of the Settlement Agreement and the options facing the
3 Settlement Class, including, inter alia: to remain in the Settlement Class and receive payment, to be
4 excluded from the Litigation, to be represented by counsel of their choosing, and/or to object to the
5 terms of the Settlement. Plaintiffs have submitted to the Court an amended Notice of Class Action
6 Settlement (“Notice”). The Notice will be mailed to all Settlement Class Members, at their last known
7 address and it will be emailed to those Settlement Class Members with known, valid email addresses.
8 For returned envelopes, the Settlement Administrator will use reasonable diligence to obtain a current
9 address for the Settlement Class Member and re-mail the Notice. As the Notice is written in English,
10 Defendants confirm that they reasonably believe the Settlement Class Members have the ability to read
11 and write in English based on their job duties and responsibilities. This notice plan provides the best
12 practical notice under the circumstances.

13 6. A further statement of the reasons for the Court’s decision is set forth in the transcript of
14 the May 9, 2025 hearing, which is attached hereto as Ex. 1.

15 Good cause appearing, **IT IS HEREBY ORDERED**, effective as of the date this order, that:

16 1. The Court preliminarily approves the proposed Settlement, including the settlement
17 amount and the plan for allocation and distribution of Settlement funds.

18 2. All defined terms contained herein shall have the same meanings as set forth in the
19 Settlement.

20 3. The Court notes that it previously certified the EPA Class and related derivative claims.
21 The FEHA Settlement Class is provisionally certified for Settlement purposes only, pursuant to section
22 382 of the Code of Civil Procedure.

23 4. Plaintiffs LaRonda Rasmussen, Karen Moore, Virginia Eady-Marshall, Enny Joo,
24 Rebecca Train, Nancy Dolan, Anabel Pareja Sinn, Dawn Johnson, and Chelsea Buckley are
25 conditionally approved as the Settlement Class Representatives, and Dardarian Ho Kan & Lee, Andrus
26 & Anderson, and Cohen Milstein Sellers & Toll PLLC are conditionally approved as Class Counsel for
27 the Settlement Class.

28 5. The Court confirms the certified EPA Class is defined as “Women who have been or

1 will be employed by a Disney-Related Company in California, between April 1, 2015 and December
2 28, 2024, below the level of Vice President, and in a salaried, full-time, non-union position with a Job
3 Level of B1-B4, T1-T4, TL, P1-P6, P2L-P5L, M1-M3, A1-5, E0, E1, or E1X assigned to a full job
4 family that is not “other.” For Settlement purposes only, the litigation may be maintained on behalf of
5 the FEHA Settlement Class defined as follows: “Women who have been or will be employed by a
6 Disney-Related Company in California, between April 1, 2015 and December 28, 2024, below the
7 level of Vice President, and in a salaried, full-time, non-union position with a Job Level of B1-B4, T1-
8 T4, TL, P1-P6, P2L-P5L, M1-M3, A1-5, E0, E1, or E1X.” Both Classes exclude: (a) individuals
9 working in Hulu, ESPN, Pixar, 21st Century (Fox), FX, National Geographic, Bamtech, and ILM; (b)
10 employees in the HR Compensation job family; (c) in-house employment counsel; (d) any paralegals
11 and legal assistants involved in assisting with respect to this case; and (e) any judge to whom the case
12 is assigned and immediate family members of such judge.

13 6. The Court approves CPT Group at the Settlement Administrator for the purposes of the
14 Settlement.

15 7. The Court hereby approves the form of Notice attached hereto as Exhibit 2. The Parties
16 may make non-substantive changes to the approved Notice when finalizing it for distribution.

17 8. The Notice, which explains the rights of Settlement Class members to participate in, opt
18 out of or to object to the Settlement, shall be given by mailing the Notice by first class mail to all
19 Settlement Class Members on or before June 13, 2025. Copies of the Notice shall also be emailed to
20 all Settlement Class Members for whom valid, known email addresses exist. Defendants shall provide
21 the Settlement Administrator and Class Counsel with the information necessary to conduct this mailing
22 as set forth in the Settlement on or before May 30, 2025.

23 9. On or before July 14, 2025, Plaintiffs shall file (a) their motion for final approval of the
24 Settlement and (b) their motion for approval of requested Attorneys’ Fees and Costs and Service
25 Awards to the Named Plaintiffs. Each of these motions may be up to 25 pages in length.

26 10. A hearing shall be held before this Court on September 15, 2025, at 9:00 a.m. to
27 consider whether the Settlement should be given final approval by the Court, whether the PAGA
28 settlement should be approved, whether Attorneys’ Fees and Costs should be approved, and whether

1 the Service Awards to Named Plaintiffs should be approved;

2 a. Written objections by Settlement Class Members to the proposed Settlement will
3 be considered if received by the Settlement Administrator in writing no later than August 13, 2025, or
4 seventy (70) days after the initial mailing date for re-mailed Notices sent more than thirty (30) days
5 after the initial mailing date. At the final approval hearing, Settlement Class Members may be heard
6 orally in support of the Settlement, or in opposition to the Settlement, regardless of whether or not they
7 submitted a written objection;

8 b. All requests for exclusion must be submitted by mail to the Settlement
9 Administrator no later than August 13, 2025, or seventy (70) days after the initial mailing date for re-
10 mailed Notices sent more than thirty (30) days after the initial mailing date;

11 c. Class Counsel and Defense Counsel shall submit to the Court any written
12 responses to objections filed by Settlement Class Members no later than September 2, 2025;

13 d. The Settlement Administrator shall submit to the Court a report with regard to
14 the outcome of Notice distribution no later than September 2, 2025;

15 e. Class Counsel and Defense Counsel should be prepared at the final approval
16 hearing to respond to objections filed by Settlement Class Members, if any, and to provide other
17 information as appropriate, bearing on whether or not the Settlement should be approved; and

18 f. The Court reserves the right to adjourn or continue the date of the Fairness
19 Hearing without further notice to the Class. However, the Settlement Administrator's settlement
20 website shall post the date of the Fairness Hearing, including any continued dates.

21 11. In the event the Effective Date occurs, all Class Members who do not timely submit a
22 Request for Exclusion from the Settlement will be deemed to have forever released and discharged the
23 Settlement Class Released Claims as set forth in the Settlement Agreement. In the event the Court
24 denies final approval of the Settlement or an appeal leaves the Settlement unenforceable, the
25 Settlement shall be void and the Parties shall be returned to the same positions as existed as prior to the
26 signing of this Agreement.

27 **IT IS SO ORDERED.**



Elihu M. Berle

Elihu M. Berle / Judge

Dated: 5/20/2025

Honorable Elihu M. Berle

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