



THE HONORABLE GRANT BLINN  
HEARING DATE: January 16, 2026 at 9:00 a.m.

**IN THE SUPERIOR COURT FOR THE STATE OF WASHINGTON  
IN AND FOR THE COUNTY OF PIERCE**

**CHRISTOPHER HOPKINS and CRAIG  
METCALF**, on behalf of themselves and all  
others similarly situated,

Plaintiffs,

v.

**ALADDIN FOOD MANAGEMENT  
SERVICES, LLC**, a Foreign Limited  
Liability Company; **ELIOR, INC.**, a Foreign  
Profit Corporation, and **DOES 1-10**, inclusive,

Defendants.

Case No. 25-2-07342-0

**~~PROPOSED~~ ORDER AND FINAL  
JUDGMENT GRANTING FINAL  
APPROVAL OF CLASS ACTION  
SETTLEMENT AND ATTORNEYS'  
FEES AND COSTS**

~~PROPOSED~~ ORDER AND FINAL JUDGMENT GRANTING  
FINAL APPROVAL OF CLASS ACTION SETTLEMENT

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1                   **ORDER GRANTING FINAL APPROVAL TO CLASS ACTION SETTLEMENT**

2                   The Court having REVIEWED AND CONSIDERED:

- 3                   1. The unopposed motion of Plaintiff Christopher Hopkins and Plaintiff Craig Metcalf  
4                   ("Plaintiffs"), individually and on behalf of all others similarly situated, for Final  
5                   Approval of Class Action Settlement with Aladdin Food Management Services,  
6                   LLC and Elio, Inc. ("Defendants") and Attorneys' Fees and Costs, filed on January  
7                   7, 2026;  
8                   2. The Declaration of Craig J. Ackermann in Support of Plaintiffs' Motion for Final  
9                   Approval of Class Action Settlement and Attorneys' Fees and Costs, with Exhibit  
10                  A, filed on January 7, 2026;  
11                  3. The Declaration of Chantal Soto-Najera of CPT Group, Inc. Regarding Class  
12                  Notice and Settlement Administration, with Exhibit A (i.e., the Class Notice and  
13                  Claim Form the Parties implemented in accordance with the Court's August 20,  
14                  2025 Order Granting Conditional Certification of Settlement Class and Preliminary  
15                  Approval of Settlement), filed on January 7, 2026; and  
16                  4. The Court's records and files herein.

17                  The Court GRANTS final approval of the Settlement and ORDERS AND MAKES THE  
18                  FOLLOWING FINDINGS AND DETERMINATIONS:

- 19                  1. All terms used in this Order and Final Judgment Granting Final Approval of Class  
20                  Action Settlement and Attorneys' Fees and Costs (the "Order") shall have the same meanings  
21                  given those terms in the parties' Class Action Settlement Agreement (the "Settlement" or  
22                  "Agreement"). A copy of the Settlement is attached as Exhibit 1 to the Declaration of Craig  
23                  Ackermann in Support of the Motion for Preliminary Approval of Class Settlement and is made a  
24                  part of this Order.  
25                  2. The Settlement Class Members have duly been given notice of the Settlement, the  
26                  opportunity to submit a timely, valid Claim Form and receive an individual settlement award, the  
27                  opportunity to exclude themselves from the Settlement, and/or to comment on or object to the

1 Settlement or any of its terms.

2 3. The Court is satisfied that CPT Group, Inc., which functioned as the Settlement  
3 Administrator, completed the distribution of the Class Notice and Claim Form to the Settlement  
4 Class in a manner that is constitutionally sound. The Class Notice was mailed and/or emailed to  
5 1,259 Settlement Class Members, and 1,193 Settlement Class Members (over 94%) actually  
6 received the Notice Packet by mail advising them of the Settlement terms, their rights to submit a  
7 timely, valid Claim Form and receive their individual settlement award, their rights to opt-out,  
8 their rights to comment on or object to the Settlement, and their rights to appear at the Final  
9 Approval Hearing and be heard regarding approval of the Settlement. Adequate periods of time to  
10 respond and to act were provided by each of these procedures. On October 17, 2025, a reminder  
11 notice was emailed to 1,034 Settlement Class Members who had a valid email address and who  
12 failed to submit a Claim Form or request for exclusion. On November 7, 2025, a second reminder  
13 notice was emailed to 982 Settlement Class Members who had a valid email address and who  
14 failed to submit a Claim Form or request for exclusion. The Settlement Administrator has advised  
15 that 311 Settlement Class Members submitted valid Claim Forms (the "Settlement Claimants");  
16 no Settlement Class Members submitted written objections or requests for exclusion from the  
17 Settlement; and no Settlement Class Members submitted a statement of intention to appear at the  
18 Final Approval Hearing. The Court finds that CPT Group's notice procedures satisfied the  
19 Settlement Class Members' due process rights.

20 4. For settlement purposes only, the Court finally certifies the Settlement Class, as  
21 defined in the Court's August 20, 2025 Order Granting Conditional Certification of Settlement  
22 Class and Preliminary Approval of Settlement as follows:

23 Plaintiffs and all individuals who, from January 1, 2023, through June 12, 2025 (the  
24 "Settlement Class Period"), applied for a job opening in the State of Washington with  
25 Defendants, where the job posting did not disclose the wage scale or salary range for  
26 the position, or a general description of all of the benefits and other compensation to  
be offered to the hired applicant.

27 5. The Court deems this definition sufficient solely for the purpose of Settlement.

1           6.     The Court appoints Plaintiffs as Class Representatives, and Craig J. Ackermann,  
2     Avi Kreitenberg, Brian W. Denlinger, and Amanda Lutsock of Ackermann & Tilajef, P.C. as  
3     adequate Class Counsel.

4           7.     The terms of the Agreement, including the Settlement Fund of \$795,0147.25 and  
5     the individual settlement awards totaling \$385,956.23 (i.e., the "Net Settlement Fund") to the 311  
6     Settlement Claimants are fair, adequate, and reasonable, and the Court grants final approval of the  
7     Settlement set forth in the Agreement. The Court orders the Parties to comply with and carry out  
8     all terms and provisions of the Settlement, to the extent that the terms thereunder do not contradict  
9     or conflict with this Order and Judgment, in which case the provisions of this Order and Judgment  
10    shall take precedence and supersede the Settlement.

11          8.     There were no objections to the Settlement filed or submitted, and no Settlement  
12    Class Members have requested exclusion from the Settlement.

13          9.     The \$15,500.00 designated for payment to CPT Group, Inc., the Settlement  
14    Administrator, is fair and reasonable. The Court grants final approval of, and orders Defendants to  
15    make the payment to the Settlement Administrator in accordance with the Agreement.

16          10.    The \$371,995.00 amount requested by Plaintiffs and Class Counsel for Class  
17    Counsel's attorneys' fees, representing 29.5% of the Maximum Settlement Fund, is fair and  
18    reasonable given the risk of non-certification of the class, Defendants' other defenses to the claims  
19    alleged, the high quality of Class Counsel's work, and the results obtained for the Settlement Class  
20    with no opt-outs and no objections to the Settlement. The Court grants final approval of, awards,  
21    and orders the Class Counsel Fees Payment to be made in accordance with the Agreement.

22          11.    The \$1,696.02 requested by Plaintiffs and Class Counsel for Class Counsel's  
23    litigations costs is fair, reasonable, and equal to the amount actually incurred and expected to be  
24    incurred by Class Counsel. The amount requested is below the amount preliminarily approved by  
25    this Court and noticed to the Class without objection. The Court grants final approval of, awards,  
26    and orders the Class Counsel cost reimbursement of \$1,696.02 be made in accordance with the  
27    Settlement Agreement.

1 12. The \$20,000.00 amount requested for the Class Representative Service Awards  
2 (\$10,000.00 to each of the named Plaintiffs) is fair and reasonable. The Court grants final approval  
3 of, and orders that the Class Representative Service Awards be made in accordance with the  
4 Agreement.

5 13. Nothing in the Settlement or this Order purports to extinguish or waive Defendants'  
6 rights to continue to oppose the merits of the claims in this Action or class treatment of these  
7 claims in this case if the Settlement fails to become Final or effective, or in any other case without  
8 limitation. The Settlement is not an admission by Defendants, nor is this Order and Judgment a  
9 finding of the validity of any allegations against Defendants in this proceeding or any wrongdoing  
10 by Defendants. Neither the Settlement nor this Order and Court Judgment is a finding that  
11 certification of the Settlement Class is proper for any purpose or proceeding other than for  
12 settlement purposes.

13 14. Since the Settlement Administrator received 311 timely, valid claims, those 311  
14 Settlement Claimants will each receive an individual settlement award of \$1,241.01.

15 15. Since there were no opt outs, all Settlement Class Members together with Plaintiffs  
16 shall be bound by the Settlement and this Order, including the release of Released Claims<sup>1</sup> by  
17 Settlement Class Members in favor of Defendants and the other Released Parties<sup>2</sup> as set forth in  
18 the Agreement, and such Settlement Class Members together with Plaintiffs are now permanently  
19 barred from prosecuting against Defendants and the other Released Parties any and all of the  
20 Released Claims by Settlement Class Members, as defined in the Agreement.

21 16. Plaintiffs are also bound to the general release of claims in favor of Defendants and  
22

23 <sup>1</sup> The Settlement Class Members' Release is defined as, "all claims that were alleged or could have been alleged in  
24 the Actions during the Settlement Class Period based on the same factual predicates as alleged therein, including  
25 claims under any federal, state or local law. These Release Claims specifically include, but are not limited to, any  
26 claims arising out of or relating to a violation of RCW 49.58.110, and any claims for relief under RCW 49.58.060 or  
27 RCW 49.58.070, actual damages, statutory damages, interest, and attorneys' fees and costs relating to any of the  
foregoing. See S.A., ¶ 18(b).

<sup>2</sup> The Released Parties are defined as, "(i) Defendants and their parents, subsidiaries, affiliates, insurers, insurance  
policies and benefit plans, (ii) each of the past and present officers, directors, agents, employees, equity holders  
(shareholders, holders of membership interests, etc.), representatives, administrators, fiduciaries and attorneys of the  
entities and plans described in this sentence, and (iii) the predecessors, successors, transferees, and assigns of each of  
the persons and entities described in this sentence." See S.A., ¶ 18(c).

1 the other Released Parties as set forth in the Agreement and permanently barred from prosecuting  
2 those released claims against Defendants and the other Released Parties.

3 17. The Parties shall bear his, its, or their own respective attorneys' fees and costs  
4 except as otherwise provided in the Settlement.

5 18. Final Judgment is hereby entered in this matter based on this Order and the terms  
6 of the Settlement, which has now been finally approved.

7 19. The Court retains continuing jurisdiction over the Action and the Settlement solely  
8 for purposes of (a) enforcing the Settlement Agreement, (b) addressing settlement administration  
9 matters, and (c) addressing such post-Judgment matters as may be appropriate under court rules or  
10 applicable law.

11  
12 **IT IS SO ORDERED.**

13 DATED: 1/16/2026

  
HONORABLE JUDGE GRANT BLINN  
SUPERIOR COURT JUDGE OF PIERCE

16  
17 Presented by:

18 ACKERMANN & TILAJEF, P.C.

19 /s/Brian Denlinger  
20 Craig Ackermann, WSBA #53330  
21 Brian W. Denlinger, WSBA #53177  
22 Avi Kreitenberg, WSBA #53294  
23 Amanda Lutsock, WSBA #62831  
24 *Counsel for Plaintiffs and the Settlement Class*

