

HONORABLE MARY E. ROBERTS

IN THE SUPERIOR COURT FOR THE STATE OF WASHINGTON
IN AND FOR THE COUNTY OF KING

JULIUS TERRELL, as an individual and as a
representative of the class,

Plaintiff,

v.

COSTCO WHOLESALE CORP.,

Defendant.

NO. 16-2-19140-1 SEA

**FINAL APPROVAL ORDER AND
ENTRY OF JUDGMENT**

The Court, having considered Plaintiff's Motion for Final Approval of Class Action Settlement between Plaintiff Julius Terrell ("Plaintiff") and Costco Wholesale Corp. ("Defendant") in the above-captioned matter (the "Lawsuit"), the Class Action Settlement Agreement and Release entered into between Plaintiff and Defendant ("Settlement"), the objections and comments received regarding the proposed Settlement, the record in this the Lawsuit, the submissions and arguments presented by counsel, and, having held a Final Approval Hearing on June 15, 2018, finds that:

1. Unless defined herein, for purposes of this Final Approval Order, all capitalized terms in this Final Approval Order shall have the same meanings as set forth in the Settlement.

1 2. The Court has jurisdiction over the subject matter of the Lawsuit and over the
2 settling parties, including the members of the Settlement Class.

3 3. On March 1, 2018, the Court preliminarily approved the Settlement and
4 certified, for settlement purposes, the Settlement Class as defined in the Settlement.

5 4. Pursuant to the Court's Preliminary Approval Order, the Notice was distributed
6 to the Class by email and US Mail. The Court hereby finds and concludes that the Notice was
7 disseminated to members of the Settlement Class in accordance with the terms set forth in the
8 Settlement and in compliance with the Court's Preliminary Approval Order. The Court further
9 finds and concludes that the Notice, and the distribution procedures set forth in the Settlement
10 fully satisfy CR 23(c)(2) and the requirements of due process, were the best notice practicable
11 under the circumstances, provided individual notice to all members of the Settlement Class who
12 could be identified through reasonable effort, provided an opportunity for the Settlement Class
13 Members to object or exclude themselves from the Settlement, and support the Court's exercise
14 of jurisdiction over the Settlement Class as contemplated in the Settlement and this Final
15 Approval Order.
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17 5. The Settlement Class Members were given an opportunity to object to the
18 Settlement. No Settlement Class Members objected to the Settlement. The Settlement Class
19 Members who made valid and timely requests for exclusion are excluded from the Settlement
20 and are not bound by this Final Approval Order. ^{Forty-four (44)}~~Forty-one~~ Settlement Class Members
21 requested exclusion. The identities of such persons are set forth in the Supplemental
22 Declaration of Jennifer M. Keogh that was filed in support of Plaintiffs' Motion for Final
23 Approval.
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1 6. The Settlement was arrived at as a result of arms' length negotiations conducted
2 in good faith by experienced attorneys familiar with the legal and factual issues of this case.

3 7. The Settlement is fair, reasonable, adequate, and in the best interests of the
4 Settlement Class in light of the complexity, expense, and duration of litigation, as well as the
5 risk involved in establishing liability and damages and in maintaining the class action through
6 trial and appeal.

7 8. The consideration provided by the Settlement constitutes fair value given in
8 exchange for the release of the Released Claims against the Released Parties. The Court finds
9 that the consideration provided to members of the Settlement Class is reasonable, considering
10 that facts and circumstances of the claims and affirmative defenses asserted in the action, and
11 the potential risks and likelihood of success of alternatively pursuing trial on the merits.
12

13 **IT IS THEREFORE ORDERED, ADJUDGED AND DECREED THAT:**

14 9. The Settlement is finally approved as fair, reasonable, adequate, just, and in
15 compliance with all applicable requirements of the applicable laws, and in the best interest of
16 the Settlement Class. The Settlement Agreement, which shall be deemed incorporated herein,
17 and all terms the Settlement are finally approved and shall be consummated in accordance with
18 the terms and provisions thereof, except as amended by any subsequent order issued by the
19 Court.
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21 10. Pursuant to CR 23(c)(3), the Lawsuit is hereby certified, for settlement purposes
22 only, as a class action on behalf of the following Settlement Class Members, as defined as all
23 individuals on whom Defendant obtained a background report for employment purposes through
24 use of the Challenged Disclosure Form from August 10, 2014 through April 17, 2017.
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1 11. Pursuant to CR 23, the Court certifies Plaintiff Julius Terrell as the Class
2 Representative and appoints Terrell Marshall Law Group, PLLC and Berger & Montague, P.C.
3 as Class Counsel.

4 12. For settlement purposes only, the Court finds that the Lawsuit satisfies the
5 applicable prerequisites for class action treatment under CR 23(a) and (b)(3), namely:

- 6 • The Settlement Class is so numerous that joinder of all members is
7 impracticable;
- 8 • There are questions of law and fact common to the Settlement Class
9 Members;
- 10 • The claims of the Class Representative are typical of the claims of the
11 Settlement Class Members;
- 12 • The Class Representative and Class Counsel have fairly and adequately
13 represented and protected the interests of all of the Settlement Class
14 Members;
- 15 • Common issues predominate over any individualized issues; and
16 • A class action is superior to thousands of individual actions.

17 13. The Plaintiff, Settlement Class Members, and their successors and assigns are
18 permanently barred and enjoined from instituting or prosecuting, either individually or as a
19 class, or in any other capacity, any of the Released Claims against any of the Released Parties,
20 as set forth in the Settlement. Pursuant to the release contained in the Settlement, the Released
21 Claims are compromised, settled, released, discharged, and dismissed with prejudice by virtue
22 of these proceedings and this Final Approval Order, provided, however, that the Released
23 Claims shall not be construed to limit the right of Defendant or any member of the Settlement
24 Class to enforce the terms of the Settlement.
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1 14. This Final Approval Order is binding on all Settlement Class Members, except
2 those individuals who validly and timely excluded themselves from the Settlement.

3 15. To the extent permitted by law and without affecting the other provisions of this
4 Final Approval Order, this Final Approval Order is intended by the parties and the Court to be
5 *res judicata* and to prohibit and preclude any prior, concurrent, or subsequent litigation brought
6 individually, or in the name of, and/or otherwise on behalf of, Plaintiff or any Settlement Class
7 Member with respect to the Released Claims based upon the same alleged facts.
8

9 16. The Court hereby retains continuing and exclusive jurisdiction over the parties
10 and all matters relating to the Lawsuit and/or Settlement, including the administration,
11 interpretation, construction, effectuation, enforcement, and consummation of the Settlement,
12 including its injunctive provisions, and this Final Approval Order. This Final Approval Order
13 finally disposes of all claims and is appealable.
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15 17. This Final Approval Order is not, and shall not be construed as, an admission by
16 Defendant of any liability or wrongdoing in this or in any other proceeding.

17 18. The Court approves Class Counsel's application for \$830,000 in attorneys' fees
18 and \$17,780 in costs, and for a service award to the Named Plaintiff in the amount of \$3,500, to
19 be paid from the Settlement Fund. The Court further approves and authorizes the deduction of
20 an amount not to exceed \$179,822 from the Settlement Fund to cover the Settlement
21 Administrator's costs. These amounts are to be deducted from the Settlement Fund as set forth
22 in the Settlement. Save and except as expressly set forth to the contrary in this Final Approval
23 Order and any judgment issued by the Court regarding Plaintiff's application for fees and costs,
24 Plaintiff and Class Counsel shall take nothing by their claims and each party shall bear his or its
25 own fees, costs, and expenses in connection with this Lawsuit. Except for the award to Class
26

1 Counsel specified above, no fees or funds shall be paid to any other counsel representing any
2 Settlement Class Members.

3 19. The Court hereby dismisses the Lawsuit against Defendant, including all claims
4 against said Defendant, with prejudice, without costs to any party, except as expressly provided
5 for in the Settlement.

6 20. Finding that there is no just reason for delay, the Court orders that this Final
7 Approval Order shall constitute a final judgment pursuant to LCR 58 that is binding on the
8 settling parties and the Settlement Class.
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10 **IT IS HEREBY ORDERED:**

11 DATED this 15th day of June, 2018.



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14 HONORABLE MARY E. ROBERTS
KING COUNTY SUPERIOR COURT JUDGE

1 *Presented by:*

2 TERRELL MARSHALL LAW GROUP PLLC

3
4 By: /s/ Beth E. Terrell, WSBA #26759

5 Beth E. Terrell, WSBA #26759

6 Email: bterrell@terrellmarshall.com

7 936 North 34th Street, Suite 300

8 Seattle, Washington 98103

9 Telephone: (206) 816-6603

10 Facsimile: (206) 319-5450

11 E. Michelle Drake, *Admitted Pro Hac Vice*

12 Email: emdrake@bm.net

13 Joe Hashmall, *Admitted Pro Hac Vice*

14 Email: jhashmall@bm.net

15 BERGER & MONTAGUE, P.C.

16 43 SE Main Street, Suite 505

17 Minneapolis, Minnesota 55414

18 Telephone: (612) 594-5933

19 Facsimile: (612) 584-4470

20 *Attorneys for Plaintiff and the Proposed Settlement Class*