

SYLVIA TORIANO
CLERK OF COURTS
STARK COUNTY, OHIO

2026 MAY -7 AM 10: 12

IN THE COURT OF COMMON PLEAS
STARK COUNTY, OHIO

CALIB GRAY, LORENZO)	
FREDERICK, STACY DAVIDSON,)	Case No.: 2026CV00771
YVONNIE THOMPSON, DWAYNE)	
LANFAIR, TONYA RANDLEMAN,)	Judge: Taryn L. Heath
EMMA SOTELO, and CAESHA SUGGS)	
on behalf of themselves and all others)	
similarly situated,)	
)	
Plaintiffs,)	
)	
v.)	
)	
FLEX-N-GATE, LLC, <i>et al.</i> ,)	
)	
Defendants.)	

ORDER GRANTING
APPROVAL OF FLSA COLLECTIVE
ACTION SETTLEMENT AND
PRELIMINARY APPROVAL OF
CLASS ACTION SETTLEMENT

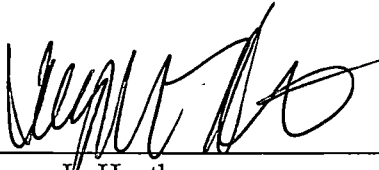
The Court, having reviewed the Parties' Joint Motion for Approval of FLSA Collective Action Settlement and Preliminary Approval of Class Action Settlement (the "Parties' Joint Motion"), having considered the Parties' FLSA Collective Action and Rule 23 Class action Settlement Agreement and Release (the "Agreement") and all other materials properly before the Court, and having conducted an inquiry pursuant to Section 216(b) of the Fair Labor Standards Act and Rule 23 of the Federal Rules of Civil Procedure, hereby finds and orders as follows:

1. Unless otherwise defined herein, all terms used in this Order (the "Order Granting Preliminary Approval") will have the same meaning as defined in the Agreement.
2. The FLSA Collective Action Settlement is approved as a fair and reasonable resolution of a bond fide dispute under the Fair Labor Standards Act, 29 U.S.C. ¶¶ 201, *et seq.*
3. The Court preliminarily certifies the proposed Rule 23 Classes under Ohio Civ. R. 23 solely for settlement purposes and preliminarily approves the Rule 23 Class Action Settlement.
4. The Court preliminarily approves the Notice of Settlement and Claim Form and Release and finds that they are appropriate and consistent with due process.

ENTERED BY 7

5. The Court appoints Named Plaintiffs as Class Representatives for settlement purposes.
6. The Court appoints Nilges Legal Group LLC as Class Counsel for settlement purposes.
7. The Court preliminarily approves Class Counsel's request for attorneys' fees of one-third of the total settlement amount, plus litigation expenses to be determined at final approval.
8. The Court preliminarily approves the proposed Services Awards to Named Plaintiffs and the Discovery Payments to Discovery Opt-In Plaintiffs.
9. The Court appoints Analytics Consulting LLC as Settlement Administrator.
10. The Court approves the settlement timeline and procedures set forth in the Agreement.
11. The Court will hold a Final Approval Hearing on the 28th day of July, 2026 at 3:00 a.m./p.m. to determine whether to grant final approval of the Rule 23 Class Action Settlement and to address any related matters. The Final Approval Hearing may be continued without further notice to the members of the Rule 23 Classes. The approved notice instructs the members of the Rule 23 Classes that the Final Approval Hearing may be rescheduled and/or converted to telephonic or video hearing without further notice to the members of the Rule 23 Classes, and that if any wish to attend, they should confirm hearing details with Class Counsel, as outlined in the notice.
12. The Parties shall file a joint motion for final approval of the settlement within 75 days following the date that notice issues, or no later than 14 days before the Final Approval Hearing, whichever is earlier.

IT IS SO ORDERED



Judge Taryn L. Heath

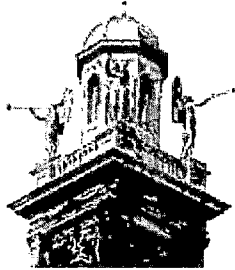
Melanie P. John

From: Melanie P. John
Sent: Wednesday, May 6, 2026 4:48 PM
To: 'rbaishnab@ohiolaborlaw.com'; 'hnilges@ohiolaborlaw.com';
'nboggs@ohiolaborlaw.com'
Subject: 2026CV00771 Calib Gray, et al. v Flex-N-Gate, et al.-Order
Attachments: 2026CV00771 Calib Gray, et al. v Flex-N-Gate, et al.-Order.pdf

Good afternoon,

Attached is an Order in the aforementioned case.
The same was sent to defendants via US mail, postage prepaid.

Very truly yours,



Melanie John, Judicial Assistant
Hon. Taryn L. Heath
Stark County Court of Common Pleas
115 Central Plaza North, Ste. 400
Canton, OH 44702
Ph: 330.451.7708
Fax: 330.451.7161
mpjohn@starkcountyohio.gov