

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF NEW JERSEY**

LEROY MCBRIDE on behalf of
himself and those similarly situated,

Plaintiff,

v.

ANHEUSER-BUSCH, LLC,

Defendant.

Case No.: 2:25-cv-02047-EP-JSA

Hon. Jessica S. Allen, U.S.M.J.

**ORDER GRANTING PLAINTIFF'S UNOPPOSED MOTION
FOR PRELIMINARY APPROVAL OF THE SETTLEMENT AGREEMENT**

AND NOW, this 22 day of June, 2026, upon consideration of Plaintiff's Unopposed Motion for Preliminary Approval of the Settlement Agreement, the Court grants Plaintiff's Motion and ORDERS as follows:

WHEREAS, Plaintiff Leroy McBride ("Plaintiff") and Defendant Anheuser-Busch, LLC ("Anheuser-Busch" or "Defendant"), have entered into a Settlement Agreement which, together with the Exhibits annexed thereto (the "Settlement"), sets forth the terms and conditions for a proposed class action settlement of the above-captioned matter (the "Action") and for the Action's dismissal with prejudice upon the terms and conditions set forth therein;

WHEREAS, Plaintiff and Defendant are collectively referred to as the “Parties”;

WHEREAS, the Settlement is the product of informed, arm’s-length negotiations, and was achieved only after a settlement conference before Magistrate Judge Jessica S. Allen;

WHEREAS, Plaintiff filed an Unopposed Motion for Preliminary Approval of Settlement Agreement (the “Motion”) seeking a Preliminary Approval Order: (i) provisionally certifying the Settlement Class pursuant to FED. R. CIV. P. 23(a) and (b)(3) for the sole purpose of settlement; (ii) approving the Settlement Agreement and proposed Notice of Settlement; (iii) appointing Analytics Consulting, LLC as the Settlement Administrator; and (iv) scheduling a Final Approval Hearing at least 70 days following the entry of this Order;

WHEREAS, Defendant does not oppose Plaintiff’s Motion;

WHEREAS, unless otherwise specified, all capitalized terms used herein have the same meanings as set forth in the Settlement Agreement;

NOW THEREFORE, it is hereby ORDERED and ADJUDGED as follows:

1. The Parties’ Settlement Agreement is preliminarily approved as fair, reasonable, and adequate pursuant to FED. R. CIV. P. 23(e).
2. For settlement purposes, the Court provisionally certifies the following Settlement Class pursuant to FED. R. CIV. P. 23(a) and (b)(3), pending final approval

of the Settlement Agreement:

All hourly, non-exempt employees who worked at Defendant's Newark, New Jersey brewery between August 6, 2019 and March 11, 2026. Excluded from the Settlement Class are any individuals who were eligible for a Special Severance Payment and executed an associated Waiver of Claims for this Action as part of the Brewery closure process.

3. In support thereof, the Court provisionally finds as follows:

- a. The number of Settlement Class Members (approximately 429) is too numerous for joinder to be practicable;
- b. There are questions of law and fact common to each Settlement Class Member that predominate over individualized questions for settlement purposes;
- c. Plaintiff's claims are typical of the claims of the Settlement Class Members he seeks to represent for purposes of the Settlement;
- d. Plaintiff and Class Counsel have fairly and adequately represented the interests of the Settlement Class and will continue to do so;
- e. A class action provides a fair and efficient method for settling the controversy under the criteria set forth in Rule 23 of the Federal Rules of Civil Procedure; and
- f. Because the Action is being settled rather than litigated, the Court need not consider manageability issues that might otherwise be presented by the trial of a class action involving the issues in the Action.

4. Plaintiff Leroy McBride is appointed as the representative of the Settlement Class.

5. Berger Montague PC and Warden Law LLC are appointed as Class Counsel on behalf of the Settlement Class.

6. Analytics Consulting, LLC is appointed as the Settlement Administrator and shall perform all duties and tasks assigned to the Settlement Administrator in the Settlement Agreement. The costs of Settlement Notice and Settlement Administration that were submitted to the Court are preliminarily approved.

7. The Settlement Notice, attached as Exhibit A to the Settlement Agreement, is approved and shall be distributed by the Settlement Administrator pursuant to the terms of the Settlement Agreement.

8. The following schedule and procedures for completing the settlement approval process as set forth in the Parties' Settlement Agreement are hereby approved:

Defendant to send CAFA Notice.	Within ten (10) days after the filing of the Motion for Preliminary Approval.
Defendant to provide Settlement Administrator with the names, addresses, contact information, and all information necessary to calculate Settlement Awards of each Settlement Class Member ("Class	Within five (5) business days after the day Plaintiff files his Motion for Preliminary Approval.

List”).	
Settlement Administrator to provide Class Counsel and Defendant’s Counsel with estimated settlement awards for each Settlement Class Member, assuming one hundred percent (100%) participation in the Settlement.	Within ten (10) business days after receipt of the Class List.
Settlement Administrator to mail and email (if email addresses are available) the Settlement Notices to Settlement Class Members.	Within five (5) business after the Court enters the Preliminary Approval Order.
Deadline to postmark objections or requests for exclusion.	Forty-five (45) days after the Settlement Notices are initially mailed by the Settlement Administrator (“Notice Deadline”).
Final Approval Hearing.	Approximately seventy (70) days following the entry of this Order and at least 100 days after the filing of the Motion for Preliminary Approval to comply with CAFA.
Plaintiff’s Motion for Final Approval of the Settlement Agreement and for Attorneys’ Fees and Costs.	Due fourteen (14) days prior to Final Approval Hearing Date.

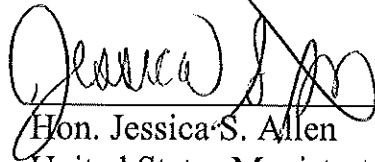
9. The Final Approval Hearing is hereby set for October 15, 2026 [approximately 70 days after the date of this order and at least 100 days after the filing of the Motion for Preliminary Approval], at 11:00 A.m., in Courtroom 2B of the United States District Court for the District of New Jersey, Martin Luther King

Building & U.S. Courthouse, 50 Walnut Street, Newark, New Jersey 07102, before Magistrate Judge Jessica S. Allen.

10. Pending further order of the Court, all litigation activity and events except those contemplated by this Order or in the Settlement Agreement are stayed, and all hearings, deadlines, and other proceedings in the Action, except the Final Approval Hearing and the matters set forth in this Order, are vacated.

BY THE COURT:

Dated: June 22, 2026



Hon. Jessica S. Allen
United States Magistrate Judge