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-JSA** Hon. Jessica S. Allen, U.S.M.J.

ORDER GRANTING PLAINTIFF'S UNOPPOSED MOTION FOR FINAL APPROVAL OF THE CLASS SETTLEMENT AGREEMENT AND APPROVAL OF ATTORNEYS' FEES AND COSTS

WHEREAS Plaintiff has filed an Unopposed Motion for Final Approval of the Class Settlement Agreement and Approval of Attorneys' Fees and Costs (ECF No. 39) (the "Motion");

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 "Lawsuit" or "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 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;

WHEREAS for the reasons set forth on the record during a fairness hearing on October 15, 2026,

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

1. The Parties' Settlement Agreement is finally approved as fair, reasonable, and adequate pursuant to FED. R. CIV. P. 23(e).

2. For Settlement purposes, the Court grants final certification of the following Settlement Class under FED. R. CIV. P. 23(a) and (b)(3):

> All hourly, non-exempt employees who worked at Defendant's Newark, New Jersey brewery between August 6, 2019 and March 11, 2026.[1]

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

a. The number of Settlement Class Members (400) 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

[1] 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.

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. The Court finds that dissemination of the Settlement Notice met the requirements of due process and was completed in conformity with the Settlement Agreement and the Preliminary Approval Order.

5. Plaintiff Leroy McBride is appointed as the representative of the Settlement Class, and a Service Award of $10,000 is approved for his efforts and services in bringing this Action on behalf of the Settlement Class Members.

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

7. The Court approves the requested attorneys' fees in the amount of

$233,333.33, plus actual out-of-pocket costs not to exceed $12,500.

8. The Court reconfirms its appointment of Analytics Consulting, LLC ("Analytics") as Settlement Administrator and approves the costs of settlement administration, not to exceed $10,993.00.

9. The Court approves the proposed distribution to the Settlement Class set forth in the Settlement Agreement, including with respect to uncashed checks, and to the proposed *cy pres* recipient, Legal Services of New Jersey, and orders the Settlement funds be distributed in accordance with the terms of the Settlement Agreement.

10. The Court hereby dismisses the litigation finally, fully, forever, and with prejudice upon the Effective Date in full and final discharge of all Eligible Class Members' Released Claims. The Effective Date is the first business day after the Court's Final Approval Order becomes Final.

11. The Clerk of the Court is directed to terminate the Motion filed as ECF No. 39 and close this case.

BY THE COURT:

Dated: October 15, 2026

Hon. Jessica S. Allen
United States Magistrate Judge