

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ALABAMA
MIDDLE DIVISION

**CYNTHIA PERRY, *individually
and on behalf of those similarly
situated,***

Plaintiff,

v.

Case No. 4:25-cv-521-CLM

ALATRADE FOODS, INC.,

Defendant.

**ORDER GRANTING UNOPPOSED MOTION FOR PRELIMINARY
APPROVAL OF CLASS SETTLEMENT**

Before the Court is Plaintiff's unopposed motion for preliminary approval. (Doc. 18). Specifically, Plaintiff requests that the Court enter an order (1) granting preliminary approval of the Settlement; (2) certifying the Class for the purpose of the Settlement pursuant to Federal Rule of Civil Procedure 23(a) and 23(b)(3); (3) ordering the Settlement Administrator to direct and issue notice to the Class under the terms of the Settlement Agreement; (4) appointing Cynthia Perry representative for the purpose of the Settlement; and, (5) appointing Class Counsel for the Settlement Class; and (6) appointing CPT Group Administration as Claims Administrator. Having reviewed the motion and corresponding materials, noting that Defendant does not oppose the motion, and being otherwise informed, the Court grants the motion as follows:

1. Plaintiff's unopposed motion for preliminary approval is **GRANTED**. (Doc. 18). The Settlement is within range of final approval, as it appears fair, reasonable, and adequate.

2. Moreover, the Notice Program is the best practical notice under the circumstances. The Notice Program includes multiple forms of notice.

3. The Court conditionally certifies a class of “all employees of Defendant who were terminated pursuant to a mass layoff or plant closing (as those terms are defined in the WARN Act) between February and August of 2025.”

4. Though the exact size of the class will be determined by the Settlement Administrator after it duplicates the Class List, the Class is expected to be 242 persons, easily satisfying the numerosity requirement.

5. Given the size of the Class, joinder of all affected people would be impractical, thus also making the class action the superior method of adjudication in this case.

6. Moreover, there are plenty of common questions of law and fact, as the proposed class members’ claims arise under the same termination from the same facility that Plaintiff alleges was a violation of the WARN Act.

7. Furthermore, Class Counsel and the named Plaintiff adequately represent the Class. They all have common interests with the absent class members, Class Counsel has attested that the named Plaintiff has prosecuted this action admirably, and all Plaintiff’s counsel appear to have represented the Class well by achieving the settlement proposed here. Indeed, Class Counsel has deep experience negotiating WARN Act settlements.

8. Thus, the Court affirms its appointment of the named Plaintiff as Class Representative. The Court additionally appoints J. Gerard Stranch IV of Stranch Jennings & Garvey, PLLC, Raina C. Borrelli and Sam Strauss of Strauss Borrelli, LLP, and Lynn A. Toops, and Ian R. Bensberg of CohenMalad, LLP, and Frank Jerome Tapley, Hirlye Ray Lutz, III, and Hunter Phares of Cory Watson, P.C. as Class Counsel for the Settlement Class.

9. The Court appoints CPT Group Administration as the Settlement Administrator. CPT Group Administration is well qualified, and the Parties have already agreed to use their services.

10. Next, the opt out and objection procedures in the Settlement Agreement are fair and reasonable and provide sufficient due process. They are written in plain language and Class Members can review the Settlement Website for answers to any questions that may arise. **Any person that files an objection with the Settlement Administrator may appear in person at the final approval hearing.**

11. The Court will conduct a final approval hearing on July 23, 2026, at 1:30 p.m. CST at the United States Courthouse in Anniston, Alabama at 1100 Gurnee Avenue, Anniston, Alabama 36201. In the hearing, the Court will decide whether to grant final approval to the Settlement and will hear from any objectors.

12. All proceedings not related to the Settlement approval process are stayed indefinitely to be reinstated should the Settlement not be approved or is otherwise terminated.

DONE and ORDERED on April 7, 2026.



COREY L. MAZE
UNITED STATES DISTRICT JUDGE