ORDERED.

Dated: December 04, 2024

Grace E. Robson
United States Bankruptcy Judge

UNITED STATES BANKRUPTCY COURT
MIDDLE DISTRICT OF FLORIDA
ORLANDO DIVISION
www.flmb.uscourts.gov

IN RE:	Chapter 11 Cases
RED LOBSTER MANAGEMENT LLC,[1]	Case No. 6:24-bk-02486-GER Lead Case
	Jointly Administered with
RED LOBSTER RESTAURANTS LLC,	Case No. 6:24-bk-02487-GER
RLSV, INC.,	Case No. 6:24-bk-02488-GER
RED LOBSTER CANADA, INC.,	Case No. 6:24-bk-02489-GER
RED LOBSTER HOSPITALITY LLC,	Case No. 6:24-bk-02490-GER
RL KANSAS LLC,	Case No. 6:24-bk-02491-GER
RED LOBSTER SOURCING LLC,	Case No. 6:24-bk-02492-GER
RED LOBSTER SUPPLY LLC,	Case No. 6:24-bk-02493-GER
RL COLUMBIA LLC,	Case No. 6:24-bk-02494-GER
RL OF FREDERICK, INC.,	Case No. 6:24-bk-02495-GER
RED LOBSTER OF TEXAS, INC.,	Case No. 6:24-bk-02496-GER

[1] The Debtors in these Chapter 11 Cases, along with the last four digits of each Debtor's federal tax identification number are Red Lobster Management LLC (6889); Red Lobster Sourcing LLC (3075); Red Lobster Supply LLC (9187); RL Kansas LLC (2396); Red Lobster Hospitality LLC (5297); Red Lobster Restaurants LLC (4308); RL Columbia LLC (7825); RL of Frederick, Inc. (9184); RL Salisbury, LLC (7836); RL Maryland, Inc. (7185); Red Lobster of Texas, Inc. (1424); Red Lobster of Bel Air, Inc. (2240); RLSV, Inc. (6180); Red Lobster Canada, Inc. (4569); and Red Lobster International Holdings LLC (4661). The Debtors' principal offices were located at 450 S. Orange Avenue, Suite 800, Orlando, FL 32801.

RL MARYLAND, INC.,	Case No. 6:24-bk-02497-GER
RED LOBSTER OF BEL AIR, INC.,	Case No. 6:24-bk-02498-GER
RL SALISBURY, LLC,	Case No. 6:24-bk-02499-GER
RED LOBSTER INTERNATIONAL HOLDINGS LLC,	Case No. 6:24-bk-02500-GER

Debtors.
_____/

FINAL ORDER APPROVING WARN ACT SETTLEMENT AGREEMENT

THIS CASE came before the Court on December 3, 2024, at 1:30 p.m., in Orlando, Florida, upon the Joint Motion[2] [ECF No. 1312] of the Plan Administrator on behalf of Red Lobster Management, LLC and its fellow debtor entities (collectively, the "Debtor Defendants"), Kyle Zakowicz ("Zakowicz"), Donna Lowe ("Lowe"), and George Parker ("Parker," and with Zakowicz and Lowe, collectively, the "Class Representatives"), on behalf of themselves and similarly situated prospective class members (together with the Class Representatives, the "Class Members" or the "Classes," as further defined herein), for an order approving the proposed WARN Act Settlement Agreement and Release (the "Settlement Agreement") settling WARN Act Litigation and WARN Act Proofs of Claim (the "Joint Motion"). The Court finds:

A. The Court entered an Order on October 29, 2024, conditionally certifying the Classes for settlement purposes only, granting preliminary approval of the Settlement Agreement and approving the form and manner of notice of Class Certification and the Settlement Agreement to be given to all Class Members and Individual Claimants;

B. Due notice has been given to the Class Members and Individual Claimants of the Settlement Agreement and the right to appear in person or by counsel at the Fairness Hearing; and no other and further notice is required, and such notice is deemed proper and sufficient under the circumstances;

[2] Capitalized terms not otherwise defined herein shall have the meaning ascribed to them in the Joint Motion or Settlement Agreement, as appropriate.

C. The Court has held a Fairness Hearing on December 3, 2024, at 1:30 p.m. to consider final approval of the Settlement Agreement;

D. All Class Members and Individual Claimants who have not provided a written opt out or declination of the Settlement Agreement are bound by this Order and the terms of the Settlement Agreement;

E. The terms of the Settlement Agreement are fair, reasonable, and adequate under Rule 23 of the Federal Rules of Civil Procedure, incorporated by Rule 7023 of the Federal Rules of Bankruptcy Procedure, and the four factor test the Eleventh Circuit set out in *Wallis v. Justice Oaks II, Ltd. (In re Justice Oaks II, Ltd.)*, 898 F.2d 1544 (11th Cir. 1990);

F. The Settlement Agreement was negotiated at arm's-length and in good faith, is fair equitable and in the best interest of the Debtors' estates; and

G. Other good and sufficient cause exists for granting the relief requested in the Joint Motion.

THEREFORE, IT IS ORDERED THAT:

1. The Settlement Agreement is **APPROVED**, as set forth herein.

2. Upon this Order becoming final and non-appealable, the Plan Administrator is authorized to remit $250,000.00 (the "Settlement Amount") to Employee Counsel per wire instructions to be provided by Employee Counsel to the Plan Administrator, so that Employee Counsel or their chosen administrator(s) can, thereafter, make the payments required in accordance with the Settlement Agreement.

3. Upon the Plan Administrator's payment of the Settlement Amount to Employee Counsel: (i) the Covered Employees' Released Claims shall take effect and all such claims, including the Warn Act Proofs of Claim, shall be released, waived and expunged in their entirety;

and (ii) the Plan Administrator, Debtors, the Reorganized Debtors, the GUC Trustee and/or the claims agent appointed in these Chapter 11 Cases shall each be authorized and directed, as applicable, to make such revisions to the Debtors' schedules of assets and liabilities and/or the Claims Register maintained in these cases as are necessary to reflect the relief granted in this Order including, but not limited to, expunging the Covered Employees' Released Claims, including the disallowance and striking of the WARN Act Proofs of Claim in their entireties, pursuant to the terms of the Settlement Agreement. For the avoidance of doubt, this Order shall serve to disallow and strike the WARN Act Proofs of Claim in their entireties, without the need for any further filings objecting to those claims, including but not limited to the WARN Act Proofs of Claim listed in Exhibit A-1 and Exhibit A-2 of the Settlement Agreement, which are attached hereto as **Exhibits A-1 and A-2**.

4. Upon the Plan Administrator's payment of the Settlement Amount to Employee Counsel, respective Class Counsel shall promptly dismiss with prejudice, the adversary proceedings styled *Kyle Zakowicz, on behalf of himself and all other similarly situated*, Adversary Procedure No. 24-00048, *Donna Lowe, on behalf of herself and all other similarly situated*, Adversary Procedure No. 24-00049 and *George Parker, on behalf of himself and all other similarly situated*, Adversary Procedure No. 24-00050, and counsel to Lowe shall promptly dismiss the Lowe District Court Action with prejudice.

5. The Plan Administrator shall serve a copy of this Order by email and only first class U.S. Mail when email is not available, upon: (i) the Office of the United States Trustee for the Middle District of Florida; (ii) counsel for the Reorganized Debtors; (iii) Employee Counsel; and (iv) all parties which have requested notice pursuant to Bankruptcy Rule 2002 who automatically receive electronic notices of docketings by CM/ECF.

6. This Court shall retain jurisdiction, even after the closing of these Chapter 11 Cases, with respect to all matters arising from or related to the interpretation, enforcement and implementation of the Settlement Agreement and this Order.

# # #

(Attorney Paul Steven Singerman is directed to serve a copy of this order on interested parties who are non-CM/ECF users and to file a proof of service within three days of entry of the order.)

EXHIBIT A-1

WARN Act Proofs of Claim Filed by Individual Claimants

CLAIM NUMBER

1092
1093
1094
1095
1096
1097
1098
1099
1100
1101
1102
1103
1104
1105
1106
1107
1108
1109
1110
1111
1112
1113
1114
1115
1116
1117
1118
1119
1120
1121
1122
1123
1124
1125
1126
1127
1128
1129
1130
1131
1132
1133
1134

1181
1182
1183
1184
1185
1186
1187
1188
1189
1190
1191
1192
1193
1194
1195
1196
1197
1198
1199
1200
1201
1202
1203
1204
1205
1206
1207
1208
1209
1210
1211
1212
1213
1214
1215
1216
1217
1218
1219
1220
1221
1222
1223
1224
1225
1226

1227
1228
1229
1230
1231
1232
1233
1234
1235
1236
11561
11562
11580
11582
11565
11569
11570
11571
11572
11573
11574
11554
11555
11580
11582
11561
11577
11578
11556
1198

EXHIBIT A-2

WARN Act Proofs of Claim Filed by Class Representatives

CLAIM NUMBER

11580
11582
11561
1198
11577
11578
11556
11490
11495
11497
11498
11536
11540
11541
11542
11543
11545
11546
11547
11548
11549
11550
11554
11555
11559
11562