

IN THE UNITED STATES DISTRICT COURT  
FOR THE MIDDLE DISTRICT OF ALABAMA  
EASTERN DIVISION

DOUGLAS SAXBY,	)	
	)	
Plaintiff,	)	
	)	
v.	)	CIVIL CASE NO. 3:22-cv-140-ECM
	)	[WO]
JASH, INC., <i>et al.</i> ,	)	
	)	
Defendants.	)	

**MEMORANDUM OPINION AND ORDER**

Now pending before the Court is the parties’ joint motion to approve settlement (doc. 17) filed on July 25, 2022. For the reasons explained below, the motion is due to be granted.

Plaintiff Douglas Saxby brings this action against Defendants Jash, Inc. and Sanjeev Patel, asserting violations of the Fair Labor Standards Act, 29 U.S.C. § 201 *et seq.* (“FLSA”). The Plaintiff alleges that he worked for the Defendants from March 2020 until January 2022, and that he was not paid a lawful minimum wage for all hours worked or an overtime premium for hours worked in excess of forty hours each week. He seeks compensatory damages, liquidated damages, interest, attorney’s fees, and costs. The Defendants filed an Answer in which they denied the Plaintiff’s allegations and asserted that the Plaintiff had never been employed by the Defendants.

The parties now move the Court to approve their settlement of the Plaintiff’s FLSA claim, which they reached during arms-length negotiations. The Court has a duty to scrutinize the proposed settlement for fairness. *Lynn’s Food Stores, Inc. v. United States*,

