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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SAN DIEGO

MAUREEN COFFEY, an individual, on
behalf of herself, and on behalf of all
persons similarly situated,

Plaintiff,

v.

NAVY FEDERAL CREDIT UNION, an
unknown business entity; NAVY
FEDERAL FINANCIAL GROUP, LLC, a
Virginia limited liability company; NAVY
FEDERAL INVESTMENT SERVICES,
LLC, a Virginia limited liability company;
NAVY FEDERAL TITLE OF
CALIFORNIA, INC., a California
corporation; and DOES 1-50, Inclusive,

Defendants.

Case No.: 37-2023-00034395-CU-OE-NC

JUDGMENT

Date: December 19, 2025
Time: 1:30 p.m.

Judge: Hon. Earl H. Maas, III
Dept.: N-28

1 Plaintiff MAUREEN COFFEY (“Plaintiff”) motion for an order finally approving the
2 Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims
3 (“Agreement”) and Motion for Class Counsel Award and Service Award duly came on for hearing
4 on December 19, 2025, before the above-entitled Court. The parties having settled this action and
5 the Court having entered an Order Granting Motion for Final Approval of Class Action and PAGA
6 Settlement and good cause appearing therefore,

7 **IT IS HEREBY ORDERED, ADJUDICATED and DECREED THAT:**

8 1. The certification of the Class is confirmed for the purposes of settlement. The Class
9 is defined as all current and former non-exempt employees who worked for Defendant Navy
10 Federal Credit Union in California at any time during the period beginning September 1, 2021,
11 through May 11, 2025 (the “Class Period”).

12 2. All persons who meet the foregoing definition are Participating Class Members,
13 except for those individuals who filed a valid request for exclusion (“opt out”) from the Class.
14 There are 1,452 Class Members who worked for Defendant during the Class Period. After
15 providing Notice to the Class, there is one opt-out and zero objections to the Settlement.

16 3. Except as set forth in the Agreement, the Order Granting Motion for Final
17 Approval of Class Action and PAGA Settlement and this Final Judgment, Plaintiff, and all
18 members of the Class, shall take nothing in the Action. Each party shall bear its own attorneys’
19 fees and costs, except as otherwise provided in the Agreement, the Order Granting Motion for
20 Final Approval of Class Action and PAGA Settlement and in this Final Judgment.

21 4. The Court shall retain jurisdiction to construe, interpret, implement, and enforce the
22 Agreement, to hear and resolve any contested challenge to a claim for settlement benefits, and to
23 supervise and adjudicate any dispute arising from or in connection with the distribution of
24 settlement benefits.

25 5. Upon entry of final judgment and funding of the Gross Settlement Amount,
26 Plaintiff and each Class Member who has not validly opted out has released the “Released Parties”
27 from the “Released Class Claims” as set forth in the Agreement.

28 6. As used in paragraph 5 above, the quoted terms have the meanings set forth below:

1 (a) The “Released Class Claims” means (i) all claims, rights, demands,
2 liabilities and causes of action that were alleged, or reasonably could have been alleged, based on
3 the facts stated in the Action, during the Class Period, based upon the following categories of
4 allegations: failure to pay minimum, overtime or double time wages (including for alleged
5 rounding, time-shaving, off-the-clock work, preliminary work or postliminary work, time spent
6 undergoing any testing or training of any kind), failure to include bonuses, commissions, shift
7 differentials, or other incentive pay in the regular rate of pay for overtime or double time, failure
8 to provide meal periods, failure to provide rest periods, failure to pay meal or rest period
9 premiums at the regular rate of pay, failure to provide accurate itemized wage statements, failure
10 to maintain accurate records, failure to reimburse business expenses, and failure to pay all wages
11 due upon termination of employment (“Alleged Violations”); (ii) all claims for violations of the
12 Industrial Welfare Commission Wage Orders, California Labor Code, and California's unfair
13 business practices laws that arise from the Alleged Violations; and (iii) any potential penalties,
14 interest or attorneys’ fees associated with these causes of action or Alleged Violations under
15 California or federal law. The Released Class Claims expressly exclude all other claims, including
16 claims for vested benefits, wrongful termination, unemployment insurance, disability, social
17 security, workers’ compensation, and class claims outside of the Class Period.

18 7. The “Released Parties” are defined as Defendant and its present and former parent
19 companies, subsidiaries, affiliates, divisions, and joint ventures, and all of their past and present
20 members, officers, directors, employees, agents, servants, owners, executors, administrators,
21 general partners, limited partners, real or alleged alter egos, predecessors, successors, transferees,
22 assigns, registered representatives, attorneys, insurers, partners, and profit sharing, savings, health
23 and other employee benefit plans of any nature, the successors of such plans and those plans’
24 respective trustees, administrators, agents, employees, attorneys, fiduciaries, and other persons
25 acting on their behalf, and each of them, and the predecessors and successors, assigns and legal
26 representatives of all such entities and individuals.

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1 8. Upon entry of final judgment and funding of the Gross Settlement Amount,
2 Plaintiff and the State of California release the Released Parties from the “Released PAGA
3 Claims” for the “PAGA Period” as set forth in the Agreement.

4 9. As used in paragraph 8 above, the quoted terms have the meanings set forth below:

5 (a) The “Released PAGA Claims” means all claims for PAGA civil penalties
6 during the PAGA Period that were alleged, or reasonably could have been alleged, based on the
7 facts stated in the Operative Complaint in the Action and Plaintiff’s PAGA Notice to the LWDA.
8 The Released PAGA Claims expressly excludes all other claims, including claims for vested
9 benefits, wrongful termination, unemployment insurance, disability, social security, workers’
10 compensation, and PAGA claims outside of the PAGA Period.

11 (b) The “PAGA Period” is defined as the period beginning June 6, 2022,
12 through May 11, 2025.

13 10. This Court hereby grants final approval and awards the following: (i) Five Hundred
14 Eighty-Nine Thousand, Four Hundred Forty-Six Dollars and Twenty-Nine Cents (\$589,446.29)
15 for the Class Counsel Award comprised of the Class Counsel Fees Payment of one-third of the
16 Gross Settlement Amount, or Five Hundred Sixty-Six Thousand Six Hundred and Sixty-Six
17 Dollars and Zero Cents (\$566,666.00) and reimbursement of Class Counsel Litigation Expenses
18 in the amount of Twenty-Two Thousand, Seven Hundred Eighty Dollars and Twenty-Nine Cents
19 (\$22,780.29); (ii) the Service Award to the Class Representative and Plaintiff, Maureen Coffey, in
20 the amount of Ten Thousand Dollars and Zero Cents (\$10,000.00); (iii) Settlement Administration
21 Costs of Twelve Thousand Eight Hundred and Ninety Dollars and Zero Cents (\$12,890.00) to
22 Apex Class Action, LLC; (iv) Sixty Thousand Dollars and Zero Cents (\$60,000.00) (75% of the
23 PAGA Payment) to the Labor and Workforce Development Agency (“LWDA Payment”); and
24 Twenty Thousand Dollars and Zero Cents (\$20,000.00) (25% of the PAGA Payment) allocated to
25 the Aggrieved Employees (“Aggrieved Employee Payment”).

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1 11. Plaintiff shall give notice of this Judgment to the Labor and Workforce
2 Development Agency within ten (10) days after entry of the Judgment or order pursuant to
3 California Labor Code section 2699(1)(3).
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5 **LET JUDGMENT BE FORTHWITH ENTERED ACCORDINGLY. IT IS SO**
6 **ORDERED.**

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8 DATED: February 10, 2026
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10 Hon. Earl H. Maas, III
11 JUDGE OF THE SUPERIOR COURT
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