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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE**

LAURA RODRIGUEZ, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

COOPER MICROELECTRONICS, INC., a
California Corporation; and DOES 1 through
100,

Defendants.

Case No.: 30-2022-01290173-CU-OE-CXC

*[Case assigned for all purposes to the Hon.
William Claster, Dept. CX101]*

**[PROPOSED] JUDGMENT AND
ORDER GRANTING PLAINTIFF'S
MOTION FOR SETTLEMENT
APPROVAL OF CLAIMS BROUGHT
UNDER THE PRIVATE ATTORNEYS
GENERAL ACT, REASONABLE
ATTORNEYS' FEES AND COSTS, AND
REPRESENTATIVE ENHANCEMENT
PAYMENT**

Reservation: 74644674

Date: September 19, 2025
Time: 9:00 a.m.
Dept: CX101

Action Filed: November 4, 2022
Trial Date: None Set

1 This matter came regularly for hearing before this Court on September 19, 2025 at 9:00
2 a.m. Having considered the Parties' PAGA Settlement Agreement ("Settlement"), the documents
3 and evidence presented in support, the disputed factual and legal issues in this case, the risks of
4 further prosecution, the substantial benefits to the State of California and the Aggrieved
5 Employees pursuant to the Settlement, and the fair, reasonable, and adequate nature of the
6 Settlement obtained as a result of good faith arm's-length negotiations, the Court rules that the
7 Settlement is approved pursuant to Labor Code § 2699(s)(2). Good cause appearing, the Court
8 GRANTS Plaintiff Laura Rodriguez's ("Plaintiff") Motion for Settlement Approval of Claims
9 Brought Under the Private Attorneys General Act ("Motion") and ORDERS as follows:

10 1. The Court notes that Plaintiff submitted notice of the Settlement, including a copy
11 of the Settlement Agreement, to the California Labor and Workforce Development Agency
12 ("LWDA") in accordance with Labor Code § 2699(s)(2).

13 2. The Court approves the Settlement as fair, reasonable, and adequate, and directs
14 the Parties to effectuate it according to its terms.

15 3. The "Aggrieved Employees" consist of all current and former non-exempt
16 employees of Defendants Cooper Microelectronics, Inc., Kenneth B. Cooper, and Lily Cooper
17 (collectively, "Defendants") who worked in California at any time between November 7, 2021,
18 and the date of PAGA settlement approval (the "PAGA Period").

19 4. The Court orders Defendants to fully fund the Maximum Settlement Amount
20 ("MSA") of \$128,000.00 by transmitting the funds to Phoenix Settlement Administrators
21 ("Settlement Administrator") within thirty (30) calendar days after entry of this Order, in
22 accordance with the Settlement Agreement.

23 5. The Court approves, as to form and content, the proposed Notice of PAGA
24 Settlement and Release of Claims submitted by the Parties and attached as Exhibit A to the
25 Settlement.

26 6. The Court appoints Phoenix Settlement Administrators as Settlement
27 Administrator.

28 7. Within ten (10) business days after entry of this Order, Defendants will provide

1 the Settlement Administrator with a list of the Aggrieved Employees' full names, last known
2 mailing addresses, last known telephone numbers, start and end dates of employment, total pay
3 periods worked during the PAGA Period, and Social Security numbers. The list will also include
4 the aggregate number of pay periods worked by all Aggrieved Employees during the PAGA
5 Period.

6 8. Once the Settlement is fully funded, the Settlement Administrator will mail checks
7 for all Individual PAGA Payments, the LWDA's share of PAGA penalties, the Settlement
8 Administration Costs Payment, the Enhancement Payment, and Plaintiff's Counsel's Fees and
9 Costs Payment. Disbursement of the Settlement Administration Costs Payment, the Enhancement
10 Payment, and Plaintiff's Counsel's Fees and Costs Payment will not precede disbursement of
11 Individual PAGA Payments and the LWDA's share of PAGA penalties, pursuant to the terms of
12 the Settlement.

13 9. The Court finds that attorneys' fees in the amount of one-third of the Maximum
14 Settlement Amount (currently estimated to be \$42,666.67) for Haines Law Group, APC, and
15 reimbursement of litigation costs of \$40,919.45 to Haines Law Group, APC, are fair, reasonable,
16 and adequate, and orders the Settlement Administrator to distribute these payments to Haines Law
17 Group, APC as provided in the Settlement Agreement.

18 10. The Court orders payment of \$2,950.00 to the Settlement Administrator for all
19 work performed and to be performed until completion of this matter, and finds that amount
20 appropriate.

21 11. The Court finds that the requested Enhancement Payment of \$2,500.00 to Plaintiff
22 is fair, adequate, and reasonable in recognition of the unique contributions she made and the risks
23 she undertook on behalf of the Aggrieved Employees and the State of California, and orders the
24 Settlement Administrator to distribute this payment to Plaintiff as provided in the Settlement
25 Agreement.

26 12. The Court finds that \$29,222.91, representing 75% of the Net Settlement Amount
27 ("NSA") allocated as PAGA civil penalties, to be paid to the LWDA, is fair, adequate, and
28 reasonable, and orders payment to the LWDA in accordance with the Settlement Agreement. The

1 Court further finds that \$9,740.97, representing 25% of the NSA allocated as PAGA civil
2 penalties, to be paid to the Aggrieved Employees as Individual PAGA Payments, is fair, adequate,
3 and reasonable, and orders payment to the Aggrieved Employees in accordance with the
4 Settlement Agreement and this Order.

5 13. Checks for Individual PAGA Payments sent to Aggrieved Employees will remain
6 valid for 180 days after issuance. Any funds from checks uncashed after 180 days will be sent to
7 the Controller of the State of California under the Unclaimed Property Law to be held in the name
8 of the Aggrieved Employees to whom the checks were issued.

9 14. The Court approves the scope of the release as set forth in the Settlement.
10 Following entry of this Judgment and Order and the Maximum Settlement Amount being fully
11 funded, the Aggrieved Employees hereby release and discharge Defendants, and their past and
12 present officers, directors, shareholders, managers, exempt employees, agents, principals,
13 spouses, heirs, representatives, accountants, auditors, consultants, and their respective successors,
14 predecessors, subsidiaries, affiliates, parents, and attorneys (collectively, the “Released Parties”),
15 from all PAGA claims that are based on the Labor Code violations pled in the operative complaint
16 in the lawsuit titled *Laura Rodriguez v. Cooper Microelectronics, Inc.*, Orange County Superior
17 Court Case No. 30-2022-01290173-CU-OE-CXC (the “Action”) or Plaintiff’s letter to the LWDA
18 dated November 7, 2022, or which could have been pled based on the factual allegations therein,
19 arising during the PAGA Period. This release covers only PAGA claims. Aggrieved Employees
20 will not be releasing any underlying wage and hour claims through this Settlement. Aggrieved
21 Employees will not be provided an opportunity to opt out of the PAGA Release.

22 15. Plaintiff is directed to submit a copy of this Order and Judgment to the LWDA
23 within ten (10) calendar days of its entry.

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26 ///

1 16. Plaintiff will file a declaration confirming the final distribution of funds on or
2 before May 18, 2026. The Court sets a Non-Appearance Final Accounting Hearing to review the
3 submission on June 1, 2026.

4 **IT IS SO ORDERED.**

5
6 Dated: _____

By: _____
Honorable William Claster
Judge of the Superior Court