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12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **FOR THE COUNTY OF LOS ANGELES**

14 JUAN PADILLA, CHARLES KEOPIMPHA,
15 and NHAT NGUYEN, individually and on
16 behalf of the State of California, and others
17 similarly situated and aggrieved,

18 *Plaintiffs,*

19 v.

20 SPACE EXPLORATION TECHNOLOGIES,
21 CORP., DBA SPACEX, a corporation; and
22 DOES 1 through 10, inclusive,

23 *Defendants.*

FILED
Superior Court of California
County of Los Angeles
12/17/2025

David W. Slayton, Executive Officer / Clerk of Court

By: E. Martinez Deputy

Case No.: 23STCV17559

PAGA REPRESENTATIVE ACTION

*[Assigned for all purposes to: Hon. Timothy
Patrick Dillon, Dept. 15]*

**[PROPOSED] ORDER AND JUDGMENT
GRANTING PLAINTIFF'S MOTION TO
APPROVE PAGA SETTLEMENT**

Approval Hearing Date
Date: December 1, 2025
Time: 2:00 p.m.
Dept: 15

Complaint filed: July 26, 2023
FAC filed: January 3, 2024
SAC filed: September 8, 2025
Trial date: not set

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6 *Attorneys for Plaintiffs Charles Keopimpha and Nhat Nguyen*

[PROPOSED] ORDER

This matter came on for hearing on December 1, 2025 at 2:00 p.m. in Department 15 of the above-entitled Court, the Honorable Timothy Patrick Dillon presiding. Based on the pleadings on record, all papers submitted in connection with Plaintiffs' Notice of Motion and Motion to Approve PAGA Settlement (the "Motion"), and for good cause appearing, Plaintiffs' Motion is GRANTED.

The Court approves the PAGA Settlement Agreement ("Settlement") entered into by Plaintiffs Charles Keopimpha, Nhat Nguyen, and Juan Padilla (collectively, "Plaintiffs") and Defendant Space Exploration Technologies, Corp. ("SpaceX" or "Defendant", and together with Plaintiffs, the "Parties"), and hereby ORDERS as follows:

1. Defendant shall pay the Gross Settlement Amount of \$3,970,000.00 according to the terms of the Settlement.

2. The Net Settlement Amount means the Gross Settlement Amount minus the following: (a) \$1,323,333.33 allocated to Attorneys' Fees; (b) ^{30,797.61}~~\$40,000.00~~ allocated to litigation costs; and (c) \$40,000.00 allocated to Settlement Administrator Costs;

(a) The Court approves payment to Plaintiffs' counsel, Wilshire Law Firm, PLC and Crosner Legal, PC of Attorneys' Fees in the amount of One Million Three Hundred Twenty-Three Thousand Three Hundred Thirty-Three Dollars and Thirty-Three Cents (\$1,323,333.33), to be paid from the Gross Settlement Amount.

(b) The Court approves payment to Plaintiffs' counsel, Wilshire Law Firm, PLC and Crosner Legal, PC of litigation costs in the amount of Thirty Thousand and Seven Hundred and Ninety-Seven Dollars and Sixty-One Cents (\$30,797.61), to be paid from the Gross Settlement Amount.

(c) The Court approves payment to the Settlement Administrator, CPT Group, Inc., for its reasonable costs and fees to administer the Settlement, not to exceed Forty Thousand Dollars and Zero Cents (\$40,000.00), to be paid from the Gross Settlement Amount.

3. Of the Net Settlement Amount, 75% is allocated to the California Labor and Workforce Development Agency (“LWDA”); and 25% is allocated to the Individual PAGA Payments.

4. The “PAGA Period” is defined as the period from August 28, 2022, through April 19, 2025.

5. “Aggrieved Employees” are defined as all current and former non-exempt employees of SpaceX in California at any time during the PAGA Period.

6. “Effective Date” means the date when the Court enters a Judgment on its Order Approving the PAGA Settlement.

7. The Court directs Defendant to fully fund the Gross Settlement Amount by transmitting the funds to the Settlement Administrator within 30 days of the Effective Date.

8. The amount of each Aggrieved Employee’s Individual PAGA Payment will be calculated as follows: (a) the Settlement Administrator will divide the amount of the Aggrieved Employees’ 25% share of PAGA Penalties by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period; and (b) the Settlement Administrator will multiply the result in Part A by each Aggrieved Employee’s PAGA Period Pay Periods.

9. The Court directs the Parties and the Settlement Administrator to carry out the terms of the Settlement.

10. Pursuant to the Settlement, the Court dismisses the class claims without prejudice pursuant to California Rules of Court, Rule 3.770. As the Court has not ruled on class certification and no notice has been sent to putative class members, dismissal of the class claims without prejudice is appropriate.

11. Under California Code of Civil Procedure section 664.6, the Court retains jurisdiction over the Parties to enforce the Settlement until performance in full of the Settlement’s terms.

12. Plaintiffs’ counsel shall submit a copy of this Order to the LWDA within seven (7) days of the entry of the Order.

1 13. The above-referenced action and all claims asserted by Plaintiff individually and in
2 a representative capacity are hereby dismissed with prejudice.

3 14. Plaintiffs shall give notice.

4
5 DATE: 12/17/2025



A handwritten signature in black ink, appearing to read "T. Dillon", is written over a horizontal line.

Honorable Timothy Patrick Dillon
Los Angeles County Superior Court
Timothy Patrick Dillon / Judge