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

GUDELIA CRUZ, as an individual and on
behalf of all other aggrieved employees,

Plaintiff,

vs.

REITER BROTHERS, INC., a California
corporation; and DOES 1 through 100,

Defendants.

Case No. 2024CUOE019469

*[Assigned to the Hon. Charmaine H. Buehner,
Dept. J4]*

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

Date: August 18, 2025

Time: 8:30 a.m.

Dept.: J4

Complaint filed: January 16, 2024

Trial Date: None Set

1 This matter came on regularly for hearing before this Court on August 18, 2025, at 8:30
2 a.m. Having considered the Parties' Settlement Agreement ("Settlement");¹ the documents and
3 evidence presented in support thereof; and recognizing the disputed factual and legal issues
4 involved in this case; the risks of further prosecution, the substantial benefits to be received by
5 the State of California and the Aggrieved Employees pursuant to the Settlement; and the fair,
6 reasonable, and adequate nature of the settlement obtained as a result of good faith arm's-length
7 negotiations between the parties, the Court hereby makes a final ruling that the Settlement is
8 approved pursuant to Labor Code section 2699(l). Good cause appearing therefore, the Court
9 hereby GRANTS Plaintiff Gudelia Cruz's ("Plaintiff") Motion for Approval of Settlement of
10 Claims Brought Under the Private Attorneys General Act ("Motion") and ORDERS as follows:

11 1. The "Aggrieved Employees" consist of all current and former non-exempt
12 employees who worked for Reiter Brothers, Inc. ("Defendant") in California at any time from
13 November 8, 2022 through the date of the Court Order granting approval of the PAGA Settlement.
14 (the "PAGA Period").

15 2. The California Labor Workforce and Development Agency ("LWDA") has been
16 provided notice of the Settlement in accordance with PAGA, California Labor Code § 2699(1)(2),
17 (1)(4). In particular, on the date Plaintiff filed a Motion seeking approval of the Settlement with
18 the Court, Plaintiff submitted to the LWDA a notice of the Settlement enclosing a copy of the
19 Settlement Agreement. Plaintiff's notice of the Settlement to the LWDA complied with the notice
20 requirements of PAGA.

21 3. The Court hereby approves the settlement as set forth in the Settlement as fair,
22 reasonable, and adequate, and directs the parties to effectuate the Settlement according to its
23 terms.

24 4. The Court orders that Defendant shall fully fund the Gross Settlement Amount of
25 \$1,830,000.00 by transmitting the funds to the Administrator as follows: (1) \$300,000.00 will be
26 deposited into the Qualified Settlement Account on or before October 31, 2025; and (2) the

27 ¹ All terms used in this Order shall have the same meaning as that assigned to them in the
28 Settlement Agreement, attached as Exhibit 1 to the Declaration of Sean M. Blakely submitted
concurrently with the Motion.

1 balance of the Gross Settlement Amount, \$1,530,000.00, will be deposited into the Qualified
2 Settlement Account on or before February 16, 2026.

3 5. The Court hereby approves, as to form and content, the proposed Explanatory
4 Letter submitted by the parties and included as Exhibit A to the Settlement.

5 6. The Court hereby appoints ILYM Group, Inc. as the Settlement Administrator.

6 7. Within forty-five (45) business days after entry of an order approving the
7 settlement, Defendant shall provide the Settlement Administrator with information for Aggrieved
8 Employees. Defendant will in good faith compile from its records a list of Aggrieved Employees
9 that will be in a computer-readable format, such as a Microsoft Excel spreadsheet, and shall
10 include each Aggrieved Employee's full name, last known mailing address, last known telephone
11 number, number of pay periods worked during the PAGA Period, and Social Security numbers
12 to the extent available from Defendant's records. Because Social Security numbers are included
13 in the list, the Settlement Administrator will maintain the list in confidence, and access shall be
14 limited to those with a need to use the list as part of the administration of the Settlement. Within
15 thirty (30) calendar days of receiving the Aggrieved Employees' information from Defendant, the
16 Settlement Administrator will circulate to counsel for both Parties an anonymized spreadsheet
17 containing the Individual PAGA Payments to each Aggrieved Employee and the data used to
18 calculate said payments. The Settlement Administrator shall obtain approval from all counsel of
19 the calculations before mailing Individual PAGA Payments.

20 8. Within twenty-one (21) calendar days of the Settlement being fully funded, the
21 Settlement Administrator shall issue Individual PAGA Payments to the Aggrieved Employees,
22 payment to the LWDA, payment to Plaintiff's Counsel for Plaintiff's Counsel's Court-approved
23 attorneys' fees and litigation costs and expenses, payment to Plaintiff for the Court-approved
24 enhancement payment, and payment to the Settlement Administrator for Court-approved
25 Settlement administration costs incurred in connection with the Settlement.

26 9. The Court orders that the Settlement Administrator shall be paid up to \$16,950.00
27 for all of its work done and to be done until the completion of this matter and finds that sum
28 appropriate.

1 10. The Court finds that attorneys' fees in the amount of one-third of the Gross
2 Settlement Amount (currently estimated to be \$610,000.00) for Plaintiff's Counsel, and
3 reimbursement of litigation costs of up to \$9,992.90 to Plaintiff's Counsel, are fair, reasonable,
4 and adequate, and orders the Settlement Administrator to distribute these payments to Plaintiff's
5 Counsel as provided for in the Settlement Agreement.

6 11. The Court finds that the requested enhancement payment of \$5,000.00 to Plaintiff
7 is fair, adequate, and reasonable in recognition of the unique contributions she made and the risks
8 she undertook, on behalf of the Aggrieved Employees and the State of California, and orders that
9 the Settlement Administrator distribute this payment to Plaintiff as provided for in the Settlement
10 Agreement.

11 12. The Court finds that the amount of \$891,042.82, representing 75% of the Net
12 Settlement Amount, allocated as PAGA civil penalties under the Settlement, to be paid to the
13 LWDA as provided for by the Settlement, is fair, adequate, and reasonable, and orders that
14 payment be made to the LWDA in accordance with the terms of the Settlement Agreement. The
15 Court further finds that the amount of \$297,014.28, representing 25% of the Net Settlement
16 Amount, allocated as PAGA civil penalties under the Settlement, to be paid to the Aggrieved
17 Employees (i.e., Individual PAGA Payments) as provided for by the Settlement, is fair, adequate,
18 and reasonable, and orders that payment be made to Aggrieved Employees on a *pro rata* basis in
19 accordance with the terms of the Settlement and this Order.

20 13. Checks for Individual PAGA Payments sent to Aggrieved Employees shall be
21 valid for 180 days after issuance. Funds remaining from any checks for Individual PAGA
22 Payments uncashed for more than 180 days after issuance, shall be sent to the State Controller's
23 Office Unclaimed Property Division in the name of the Aggrieved Employee.

24 14. The Court approves the scope of the release as set forth in the Settlement.
25 Following entry of this Judgment and Order and the Gross Settlement Amount being fully funded,
26 all Aggrieved Employees are deemed to release Defendant and its former, present and future
27 officers, directors, employees, and agents, from all claims, rights, demands, liabilities and causes
28 of action for PAGA civil penalties that are alleged, or reasonably could have been alleged based

on the facts and claims asserted in the Action. These include, but are not limited to, PAGA civil penalties based on the alleged violations of Labor Code §§ 201-204, 226, 226.7, 510, 512, 516, 558, 1174, 1182.12, 1194, 1194.2, 1197, 1198, 2802, and 2804. The PAGA Released Claims do not include any Aggrieved Employee's individual claim for wages or damages.

15. Plaintiff is directed to submit a copy of this Order and entry of judgment to the LWDA within ten (10) calendar days of the date of this Order and entry of judgment.

16. Plaintiff shall file a declaration confirming the final distribution of funds on or before October 15, 2026.

IT IS SO ORDERED, ADJUDGED, AND DECREED.

Dated: _____

By: _____
Honorable Charmaine H. Buehner
Judge of the Superior Court