

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

AMARA O'NEILL, on behalf herself and all  
those similarly situated,

Plaintiff,

vs.

ROBINSON PHARMA INC., a California  
Corporation,

Defendant.

Case No. 30-2020-01176039-CU-OE-CJC

**ORDER GRANTING FINAL  
APPROVAL OF CLASS AND PAGA  
ACTION SETTLEMENT AND  
ENTERING JUDGMENT**

Action Filed: December 23, 2020

1 On May 8, 2025, at 2:00 p.m., Plaintiff Amara O'Neill's ("Plaintiff") Motion for Final  
2 Approval of the Parties' Class and PAGA Action Settlement came on for hearing as noticed in  
3 Department CX104 of the above-captioned Court. The Parties proposed Class and PAGA Action  
4 Settlement and all amendments thereto ("Settlement" or "Settlement Agreement"), which were  
5 preliminarily approved by the Court on December 16, 2024 (ROA 350), were attached to the  
6 declaration of Torey Joseph Favarote filed in support of Plaintiff's Motion for Final Approval as  
7 Exhibit 1.

8 Having received and considered the Settlement Agreement, the supporting papers filed by  
9 the Parties, and the evidence and oral arguments received by the Court, and the case file, the Court  
10 GRANTS final approval of the Settlement, and HEREBY ORDERS and MAKES  
11 DETERMINATIONS as follows:

12 1. The certified Class or "Class Members" are defined as "the individuals that  
13 comprise the class certified by the Court on November 17, 2022, which include all non-exempt  
14 employees of Robinson Pharma, Inc. from January 29, 2017 through November 17, 2022, and that  
15 did not opt out from the Certified Class." The Class Period for the Settlement is January 29, 2017  
16 through July 1, 2023.

17 2. Pursuant to the Order Granting Preliminary Approval of Class and PAGA  
18 Settlement (ROA 350), an English and Vietnamese (certified translation) notice of the proposed  
19 Settlement was sent to each Class Member by first-class mail. This notice informed Class  
20 Members of their membership in a certified class, the terms of the Settlement, their right to object  
21 to the Settlement, and their right to appear in person or through counsel at the Final Approval  
22 Hearing and be heard regarding the approval of the Settlement. Adequate periods of time were  
23 provided for each of these procedures.

24 3. The Court finds and determines that this notice procedure afforded adequate  
25 protections to Class Members and provides the basis for the Court to make an informed decision  
26 regarding approval of the Settlement based on the responses of Class Members. The Court finds  
27 and determines that the notice provided in this case was the best notice practicable and satisfied the  
28

1 requirements of law and due process.

2 4. Plaintiff is the Class Representative, and Gleason & Favarote, LLP is Class  
3 Counsel. The total number of Class Members is 1,591. No Class Members raised a dispute to the  
4 Settlement Administrator, ILYM Group, Inc. (the “Settlement Administrator”) regarding the total  
5 workweeks reflected in the notices mailed to them.

6 5. During the administration of the Settlement, the Settlement Administrator and  
7 Robinson Pharma, Inc. discovered that the dates of employment could not be confirmed for 10  
8 individuals: Dung Nguyen ILYM ID No. RRMA1017, Dung Nguyen ILYM No. RRMA1018,  
9 Thanh Nguyen ILYM No. RRMA1286, Thanh Nguyen ILYM No. RRMA1287, Thanh Nguyen  
10 ILYM No. RRMA1293, Tuan Nguyen ILYM No. RRMA1380, Vu Nguyen ILYM No.  
11 RRMA1422, Tran Nguyen ILYM No. RRMA1905, Tran Tuan ILYM No. RRMA1981, and Tran  
12 Viet ILYM No. RRMA1986. Without further information to confirm their employment, the  
13 Settlement Administrator was unable to confirm these individuals’ status as a Class Member or  
14 their share of the Settlement. The Parties brought the matter to the Court’s attention, and, on  
15 February 25, 2025, the Court approved the mailing of a special notice to these 10 potential Class  
16 Members. The special notice was sent February 27, 2025. None of these individuals responded to  
17 the special notice. Accordingly, these ten individuals are excluded from the Class, they are not  
18 bound by the release of claims or any other part of the Settlement.

19 6. The Settlement Administrator received five objections.

20 7. The objections to the Settlement are overruled. The objections submitted by Albert  
21 Duprat, Quoc Anh Nguyen, and Ricardo Aguirre, and the objections submitted through counsel on  
22 behalf of Ridvan Olivares and Filogonio Cruz Gomez, are overruled for the reasons set forth in the  
23 Court’s concurrently issued order addressing the final approval motion and the objections.

24 8. The Settlement allocates \$800,000 for settlement of PAGA claims, with \$600,000  
25 (75%) in penalties distributed to the California Labor and Workforce Development Agency (the  
26 “LWDA”) and \$200,000 (25%) in penalties distributed to the Class Members. The PAGA Period  
27 for the Settlement is January 29, 2017 through July 1, 2023. All Class Members will provide a  
28

1 release of PAGA claims for the PAGA Period as described in paragraph 19 below. The Settlement  
2 Administrator is authorized to make these PAGA payments in accordance with the Settlement.

3 9. The California Labor and Workforce Development Agency (the “LWDA”) was  
4 given timely notice of the Settlement, all amendments thereto, and all papers in support, pursuant  
5 to PAGA, Cal. Lab. Code § 2699(l)(2). The notice of Settlement invited comment on the  
6 Settlement. The Court finds and determines that the notice of the Settlement was timely, adequate,  
7 and compliant with PAGA.

8 10. The Court further finds and determines that the terms of the Settlement are fair,  
9 reasonable and adequate to the Class and to each Class Member and that the Class Members will  
10 be bound by the Settlement, that the Settlement is ordered finally approved, and that all terms and  
11 provisions of the Settlement should be and hereby are ordered to be consummated.

12 11. The Court hereby approves the Settlement amount of \$3,495,000.00.

13 12. The Court finds and determines that the Settlement amounts to be paid to the Class  
14 Members, as provided for by the Settlement, are fair and reasonable. The Court hereby grants final  
15 approval to and orders the payment of those amounts be made to the Class Members in accordance  
16 with the Settlement.

17 13. Notice of entry of judgment will be provided to the Class Members via a posting by  
18 the Settlement Administrator on its webpage for the Settlement, the link for which was included on  
19 the notice of settlement issued to the Class Members. The link to the webpage hosting this Order  
20 and Judgment will be printed on the memorandum line of the checks sent to the Class Members  
21 This Order and Judgment shall remain posted on that webpage for 180 days after signing by the  
22 Court.

23 14. The Court finds and determines that the fees and expenses in administering the  
24 Settlement, in the amount of \$19,050.00, are fair and reasonable. The Court hereby gives final  
25 approval to and orders that amount be paid out of the Settlement in accordance with its terms.

26 15. The Court determines that the Class Representative Service Payment in the amount  
27 of \$10,000 to be fair and reasonable. The Court hereby orders the Settlement Administrator to  
28

1 make this payment to the Plaintiff in accordance with the terms of the Settlement Agreement.

2 16. The Court determines that the Class Counsel's attorneys' fees and costs in the  
3 amount of \$1,165,000.00 and \$22,244.18 are fair and reasonable.

4 17. Nothing in this order will preclude any action to enforce the Parties' obligations  
5 under the Settlement or under this order, including the requirement that Robinson Pharma Inc.  
6 make payment in accordance with the Settlement.

7 18. Pursuant to the Settlement, the following claims of the Class Members will be  
8 released upon final approval of the Settlement Agreement and Defendant's complete funding of the  
9 Settlement:

10 "Upon final approval of the Settlement Agreement and Defendant's complete funding of the  
11 Settlement, each Class Member will release for the time period of January 29, 2017, through July  
12 1, 2023, Robinson Pharma, Inc., and its affiliated entities, related companies, predecessors,  
13 successors, direct and indirect parent companies, subsidiaries and insurers, and each of these  
14 entities' present or past owners, officers, directors, employees, partners, members, principals,  
15 agents, insurers, coinsurers, re-insurers, shareholders, attorneys, personal or legal representatives,  
16 assigns, and all persons acting by, through, under, or in concert with them (collectively each of  
17 these, including Robinson Pharma, Inc., is referred to hereinafter as the "Released Parties"), from  
18 any and all claims that were or reasonably could have been asserted in the lawsuit based on the  
19 facts alleged in the operative complaint (i.e. the Third Amended Complaint) ("Released Claims").  
20 The Released Claims include claims for: the purported payment or nonpayment of wages or other  
21 compensation (including, but not limited to, minimum wages, overtime wages, and/or premium  
22 pay); failure to pay wages at the correct regular rate (including, overtime, meal or rest period  
23 premiums, and sick leave); meal or rest period premiums; failure to pay for all hours worked;  
24 failure to timely pay wages during employment; failure to pay wages at discharge or termination;  
25 failure to provide compliant meal and rest periods; failure to accurately record time, including all  
26 time worked (due to, for example, off-the-clock work, rounding, and auto-deduction); failure to  
27 provide timely or compliant wages statements; failure to maintain records; failure to track, provide,  
28

1 or pay sick leave; failure to provide one day's rest in seven; unreimbursed business expenses; unfair  
2 business practices; statutory penalties, including waiting time penalties; violations of any  
3 provisions of the Industrial Welfare Commission Wage Orders (including its provisions regarding  
4 suitable seating); claims for civil penalties available under the Private Attorneys General Act based  
5 on the facts alleged in both the operative complaint and any of the PAGA notice letters submitted  
6 by Plaintiff to the Labor Workforce Development Agency in the case numbered LWDACM-  
7 822861-221, and for violations of the Industrial Welfare Commission Wage Orders (including its  
8 provisions regarding suitable seating and temperature requirements); liquidated damages; interest;  
9 injunctive relief; declaratory relief; and accounting, whether such causes of action are in tort,  
10 contract, or pursuant to a statutory remedy.”

11 19. Upon completion of administration of the Settlement, the Settlement Administrator  
12 will provide written certification of such completion to the Court and counsel for the Parties which  
13 shall be filed with the Court at least nine (9) court days before the final accounting hearing, set by  
14 the Court for March 26, 2026 at 9:00 a.m. The written certification must include all information  
15 necessary for the Court to determine the total amount actually paid to the Class Members and any  
16 amounts tendered to the State Controller’s Office under the unclaimed property law(s).

17 20. The Parties are hereby ordered to comply with the terms of the Settlement.

18 21. Without affecting the finality of this order in any way, the Court retains jurisdiction  
19 under California Civil Procedure Code section 664.6 of all matters related to the administration and  
20 consummation of the Settlement and any and all claims asserted in, arising out of, or related to the  
21 subject matter of the lawsuit, including, but not limited to, all matters related to the Settlement and  
22 the determination of all controversies relating thereto.

23 ///

24 ///

25 ///

26 ///

27 ///

1           22. The Court hereby enters final judgment in accordance with the terms of the  
2 Settlement Agreement, the Order Granting Preliminary Approval of Class and PAGA Settlement  
3 filed on December 16, 2024 (ROA 350), and this Order and Judgment. Each party to bear its own  
4 costs and attorneys' fees except as otherwise provided by this Court's Order awarding Class  
5 Counsels' Award for attorneys' fees and litigation costs.

6           **IT IS SO ORDERED, ADJUDGED AND DECREED.**

7  
8  
9 Dated: May 9, 2025



---

Melissa R. McCormick  
Judge of the Superior Court