FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF ORANGE
CENTRAL JUSTICE CENTER

OCT 29 2026

DAVID H. YAMASAKI, Clerk of the Court

BY:_____,DEPUTY

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF ORANGE

AMALIA RODRIGUEZ, an individual, on behalf of herself and on behalf of all persons similarly situated,

Plaintiff,

vs.

COVIDIEN LP, a Limited Partnership; MEDTRONIC, INC., a Corporation; MEDTRONIC USA, INC., a Corporation; and DOES 1 through 50, inclusive,

Defendants.

CASE NO.: **30-2024-01394865-CU-OE-CXC**

ORDER GRANTING PLAINTIFF'S MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT

Judge: Hon. Melissa R. McCormick
Dept.: CX105

Action Filed: April 18, 2024

This matter came before the Honorable Melissa R. McCormick of the Superior Court of the State of California, in and for the County Orange, on October 15, 2026, for the motion by Plaintiff Amalia Rodriguez ("Plaintiff") for preliminary approval of the class and PAGA settlement with Defendant Covidien LP ("Defendant"). The Court, having considered the briefs and all other documents filed in support of the motion, hereby GRANTS Plaintiff's Motion for Preliminary Approval of Class Action Settlement as follows:

1. The Court grants preliminary approval of the Settlement based upon the terms set forth in the Class Action and PAGA Settlement Agreement attached as Exhibit #1 hereto as modified by the First Amendment to the Class Action and PAGA Settlement Agreement attached hereto as Exhibit #2 (collectively, the "Agreement," the "Settlement" or the "Settlement Agreement). This is based on the Court's determination that the Settlement set forth in the Agreement is within the range of possible final approval. This Order incorporates by reference the definitions in the Agreement, and all terms defined therein shall have the same meaning in this Order as set forth in the Agreement. Capitalized terms herein shall have the definitions set forth in the Agreement.

2. The Gross Settlement Amount is $1,610,000. The court preliminarily approves the following deductions from the Gross Settlement Amount: (i) Class Counsel attorneys' fees not exceed $483,000; (ii) Class Counsel litigation expenses not to exceed $50,000; (iii) settlement administration expenses not to exceed $12,950; (iv) a Class Representative enhancement award not to exceed $5,000; and (v) total PAGA Penalties of $100,000, to be allocated 75% ($75,000) to the California Labor and Workforce Development Agency ("LWDA") and 25% ($25,000) to the Aggrieved Employees.

3. The Court finds on a preliminary basis that the Settlement is fair, adequate and reasonable to the Class.

4. The Court preliminarily appoints Plaintiff as the representative of the Class. The Court preliminarily appoints Norman B. Blumenthal, Kyle R. Nordrehaug, Aparajit Bhowmik, Christine T. LeVu, and Adolfo Sanchez Contreras of Blumenthal Nordrehaug Bhowmik De

Blouw LLP as Class Counsel for the Class.

5. A Final Approval Hearing on the question of whether the Settlement should be finally approved as fair, reasonable and adequate as to all Class Members who do not submit a valid and timely request to exclude themselves from the Settlement is scheduled for March 18, 2027 at 2:00 p.m. in Department CX105 of the Orange County Superior Court. Other matters for determination at the Final Approval Hearing shall include whether a Final Approval Order and Judgment should be entered herein; and whether the plan of allocation contained in the Agreement should be approved as fair, adequate and reasonable to the Class Members. The motion for final approval and for attorneys' fees, costs and service awards shall be heard at the Final Approval Hearing and the papers are to be filed with the Court and served on all counsel no later than sixteen (16) court days before the hearing.

6. Plaintiff shall serve this Order on the LWDA.

7. For settlement purposes only, the Court preliminarily certifies the following Class: "all individuals who are or previously were employed by Defendant who were classified as non-exempt in the State of California at any time during the Class Period." The Class Period is September 16, 2021, through November 11, 2025.

8. "Aggrieved Employees" means all current and former nonexempt employees of Defendant in California who worked for and were paid by Defendant during the PAGA Period. The "PAGA Period" is May 27, 2023 through November 11, 2025.

9. The Court preliminarily appoints ILYM Group, Inc. as Administrator.

10. The Court hereby approves, as to form and content, the Notice of Class Action and PAGA Settlement and its attached forms ("Class Notice"), a copy of which is attached hereto in English as Exhibit #3 and in Spanish as Exhibit #4. The Court finds that the Class Notice appears to fully and accurately inform the Class of all material elements of the proposed Settlement, Class Members' right to be excluded from the Class by submitting a written opt-out request, and each member's right and opportunity to object to the Settlement. The Court further finds that the distribution of the Class Notice substantially in the manner and form set forth in the Agreement

and this Order meets the requirements of due process, is the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto. The front of the Class Notice shall not be smaller than what was provided to the Court. The Court orders the mailing of the Class Notice Packets by first class mail, pursuant to the terms and implementation schedule set forth in the Agreement.

11. The Court may adjourn or continue the date of the final approval hearing and all dates provided for in the Agreement without further notice to Class Members.

12. The Court orders the Parties, their counsel and the Administrator to carry out their duties and obligations in accordance with terms of the Agreement.

13. Pursuant to California Code of Civil Procedure section 664.6, the Court retains jurisdiction to construe, interpret, implement and enforce the Agreement, to hear and resolve any contested challenge to a claim for settlement benefits, and to supervise and adjudicate any dispute arising from or in connection with the distribution of settlement benefits.

14. The Action is stayed, and all trial and related pre-trial dates are vacated, subject to further orders of the Court at the Final Approval Hearing.

IT IS SO ORDERED.

Dated: October 29, 2026

MELISSA R. MCCORMICK
JUDGE OF THE SUPERIOR COURT