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

KEVIN FLORES, individually, and on behalf
of other members of the general public
similarly situated and on behalf of all other
aggrieved employees pursuant to the
California Private Attorney General Act,

Plaintiff,

vs.

PACIFIC PLASTICS, INC., a California
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: 30-2021-01214613-CU-OE-CXC

Honorable Lori A. Kim
Department C16

CLASS ACTION

**PLAINTIFF'S NOTICE OF MOTION
AND MOTION FOR FINAL APPROVAL
OF CLASS ACTION SETTLEMENT,
ATTORNEYS' FEES AND COSTS, AND
ENHANCEMENT AWARD AND GENERAL
RELEASE FEE; MEMORANDUM OF
POINTS AND AUTHORITIES**

Date: October 3, 2025
Time: 10:00 a.m.
Department: C16

Complaint Filed: August 4, 2021
FAC Filed: July 15, 2024
Trial Date: None Set

1 **PLEASE TAKE NOTICE** that on October 3, 2025, at 10:00 a.m., in Department C16 of the
2 above-entitled Court, located at 700 Civic Center Drive West, Santa Ana, California 92701, Plaintiff
3 Kevin Flores (“Plaintiff” or “Class Representative”) will and hereby does move for an order granting
4 final approval of:

5 1. The Joint Stipulation for Class Action and PAGA Settlement (“Settlement,”
6 “Agreement,” or “Settlement Agreement”), on the grounds that the Settlement is fair, adequate, and
7 reasonable because, *inter alia*:

- 8 • A Net Settlement Amount of approximately **\$856,320.74** will be fully distributed to any
9 Settlement Class Member who does not opt out of the Settlement (“Participating Class
10 Member”); and
11 • **No objections** and **no opt outs** were submitted to the settlement administrator, Simpluris,
12 Inc. (“Simpluris” or “Settlement Administrator”);

13 2. Awarding payment in the amount of **\$612,500.00** to Lawyers for Justice, PC (“Class
14 Counsel”), representing thirty-five percent (35%) of the Gross Settlement Amount, for attorneys’ fees,
15 which is reasonable and justified on a percentage-basis and also based on a lodestar cross-check;

16 3. Awarding payment in the amount of **\$12,179.26** to Class Counsel for reimbursement of
17 litigation costs and expenses;

18 4. Awarding payment in the amount of **\$11,500.00** to the Settlement Administrator for
19 Settlement Administration Costs;

20 5. Awarding payment in the amount of **\$7,500.00** to Plaintiff Kevin Flores, as an
21 Enhancement Award and General Release Fee; and

22 6. Approving the allocation of the penalties under the Private Attorneys General Act
23 of 2004, California Labor Code § 2698, et seq. (“PAGA”), in the amount of \$250,000.00
24 (“PAGA Amount”), of which 75%, or \$187,500.00, will be paid to the California Labor and
25 Workforce Development Agency (“LWDA”) (“LWDA Payment”) and 25%, or \$62,500.00 will
26 be distributed to Aggrieved Employees (“PAGA Employee Amount”).

27 This motion is made pursuant to Rules 3.769, and 3.1113(e) of the California Rules of Court,
28 which, respectively, require approval by the Court of a class action settlement, and permit the Court to

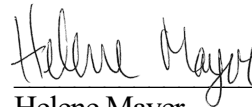
1 extend the page limit for memoranda, as well as California Labor Code section 2699(l)(2), which requires
2 approval by the Court of a PAGA settlement. Unless otherwise specified, all citations and
3 references to the Private Attorneys General Act of 2004, California Labor Code sections 2698, et
4 seq. (“PAGA”) are to the version of that statute prior to the recent amendment effective July 1,
5 2024; the amended statute does not apply to the Action, or the Settlement pursuant to California
6 Labor Code section 2699(v)(1), as amended, because the notice to the Labor and Workforce
7 Development Agency was filed prior to June 19, 2024.

8 This motion is based upon the following Memorandum of Points and Authorities; the
9 Declarations of Class Counsel (Helene Mayer), Class Representative (Kevin Flores), and Settlement
10 Administrator (Lindsay Romo of Simpluris) in support thereof; the pleadings and other records on file
11 with the Court in this matter; and such evidence and oral argument as may be presented at the hearing on
12 this motion.

13 Dated: September 10, 2025

LAWYERS for JUSTICE, PC

14
15 By:



Helene Mayer

Attorneys for Plaintiff and the Class

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MEMORANDUM OF POINTS AND AUTHORITIES

I. SUMMARY OF MOTION

Plaintiff Kevin Flores (“Plaintiff” or “Class Representative”) seeks final approval of: (1) the settlement reached between Plaintiff and Defendant Pacific Plastics, Inc., (“Defendant”) (together with Plaintiff, the “Parties”) which provides for Defendant’s payment of a Gross Settlement Amount of \$1,750,000.00;¹ (2) attorneys’ fees in the amount of \$612,500.00, which is thirty-five percent (35%) of the Gross Settlement Amount, and reimbursement of litigation costs and expenses in the amount of \$12,179.26 (together, referred to as the “Attorneys’ Fees and Costs”) to Lawyers for Justice, PC (“Class Counsel”); (3) payment in the amount of \$11,500.00 to Simpluris, Inc. (“Settlement Administration Costs”); (4) payment in the amount of \$7,500.00 to Plaintiff Kevin Flores (“Enhancement Award and General Release Fee”); and (5) allocation of \$250,000.00 for penalties under the Private Attorneys General Act of 2004, California Labor Code § 2698, et seq. (“PAGA Amount”).²

Plaintiff requests that the Court make final its preliminary certification of the class for settlement purposes. The Settlement resolves the Class Released Claims and provides relief to a class consisting of the following individuals: all persons who were employed by Defendant in California as a non-exempt employee at any time during the Settlement Class Period (i.e., the time period of August 4, 2017, through February 15, 2024) (“Class” or “Settlement Class Members”).³

The Settlement also resolves the PAGA Released Claims pertaining to the employment of the following alleged aggrieved employees: Plaintiff and all Settlement Class Members who were employed by Defendant in California as a non-exempt employee at any time during the PAGA Period (i.e., the time period of September 6, 2022 through February 15, 2024) (“Aggrieved Employees”).⁴

This matter involved, and the settlement is the product of meaningful and extensive investigations, and review and analysis of a large volume of information, documents, and data exchanged

¹ The Joint Stipulation of Class Action and PAGA Settlement (“Settlement,” “Agreement,” “Settlement Agreement”), ¶ 2.13; Declaration of Lindsay Romo Regarding Class Notice and Settlement Administration (“Simpluris Decl.”) ¶¶ 10 & 16.

² Settlement Agreement, ¶¶ 5.1.2, 5.1.3 and 5.1.5.

³ *Id.*, ¶¶ 2.6 and 2.7.

⁴ *Id.*, ¶¶ 2.1 and 2.25.

1 by the Parties in the course of litigation and mediation and settlement negotiations (which involved one
2 full day mediation conducted by the Hon. Jeffrey K. Winikow (Ret.).⁵

3 This case has required 410.10 hours of attorney time by Class Counsel.⁶ As will be demonstrated
4 herein, the request for attorneys' fees, which represent thirty-five percent (35%) of the Gross Settlement
5 Amount, is fully supported by the use of the percentage-fee method. Courts have historically awarded
6 fees of up to fifty percent (50%) of the recovery. The requested attorneys' fees are also supported under
7 the lodestar cross-check method.⁷

8 The requests for Attorneys' Fees and Costs, Enhancement Award and General Release Fee,
9 Settlement Administration Costs, and allocation for the PAGA Amount were fully disclosed in the
10 Notice of Class Action Settlement ("Notice") that was mailed to the Settlement Class Members. Most
11 importantly, as of the date of this Motion, *no Settlement Class Member has objected to the Settlement or*
12 *to the contemplated Attorneys' Fees and Costs, Enhancement Award and General Release Fee,*
13 *Settlement Administration Costs, or allocation for PAGA Amount.*

14 The Settlement is fair, adequate, and reasonable, and is the product of arm's-length, good-faith
15 negotiations by experienced counsel presided over by a highly-regarded mediator who is experienced in
16 mediating wage-and-hour class action lawsuits. Accordingly, the Court should grant final approval of
17 the Settlement, and award the Attorneys' Fees and Costs, Enhancement Award and General Release Fee,
18 Settlement Administration Costs, and allocation for the PAGA Amount in the full amounts requested
19 herein.

20 In order to efficiently present the Court with adequate information to determine whether to grant
21 final approval of the Settlement, and award Attorneys' Fees and Costs, Enhancement Award and General
22 Release Fee, Settlement Administration Costs, and allocation for the PAGA Amount. Plaintiff also
23 moves for an order permitting the filing of this single consolidated memorandum, although it exceeds the
24 page limit established by California Rules of Court, Rule 3.1113(e), instead of filing several separate
25 motions.

26 ⁵ Declaration of Helene Mayer ("Mayer Decl.") ¶ 9.

27 ⁶ Mayer Decl., Exh. 1.

28 ⁷ Applying a modest multiplier of 1.57, the total enhanced lodestar fees are \$616,005.20, and Class Counsel seeks an attorneys' fees award of \$612,500.00 (equal to 35% of the Gross Settlement Amount).

**II. RELEVANT PROCEDURAL HISTORY AND FACTUAL BACKGROUND SINCE
PRELIMINARY APPROVAL**

For a discussion of relevant procedural history and facts regarding this matter since preliminary approval, please see the Declaration of Helene Mayer at paragraphs 2 to 4.

III. THE CLASS SHOULD BE CERTIFIED FOR SETTLEMENT PURPOSES

For the reasons previously addressed by way of Plaintiff's moving and supporting papers for the Motion for Preliminary Approval of Class Action Settlement (namely, that the relevant class certification factors are satisfied, i.e., ascertainability, numerosity, community of interest, typicality, adequacy of representation, superiority, and manageability), as well as the reasons discussed herein regarding the completion of the due process notice procedure, the Court is requested to now make final its preliminary certification of the class for settlement purposes.

**IV. SUMMARY OF THE SETTLEMENT TERMS, NOTICE PROCESS, AND PLAN OF
DISTRIBUTION**

Under the terms of the Settlement Agreement, Defendant has agreed to pay a Gross Settlement Amount of \$1,750,000.00 on a non-reversionary basis,⁸ and separately pay the employer-side payroll taxes.⁹ Subject to approval by the Court, the Net Settlement Amount will be calculated by deducting the Attorneys' Fees and Costs, Enhancement Award and General Release Fee, Settlement Administration Costs, and PAGA Amount.¹⁰ The Net Settlement Amount, which is estimated to be \$856,320.74, will be fully distributed to Participating Class Members in accordance with the Settlement Agreement.¹¹ The PAGA Amount of \$250,000.00 will be distributed to the Labor and Workforce Development Agency ("LWDA") (in the amount of \$187,500.00) and to the Aggrieved Employees (in the amount of \$62,500.00) in accordance with the Settlement Agreement.¹²

Simpluris, Inc. ("Settlement Administrator" or "Simpluris") will determine each Participating Class Member's (i.e., Settlement Class Members who did not opt out of the Settlement) *pro rata* share of

⁸ Settlement Agreement, ¶ 2.13.

⁹ Ibid.

¹⁰ *Id.* ¶ 2.18.

¹¹ Simpluris Decl., ¶ 16.

¹² Settlement Agreement, ¶ 5.1.5.

the Net Settlement Amount (“Individual Settlement Share(s)”) ¹³, according to the following methodology: the Settlement Administrator will multiply the Net Settlement Amount by a fraction, the numerator of which is the Participating Class Member’s total number of credited Workweeks, and the denominator of which is the total of all Workweeks credited to all Participating Class Members during the Settlement Class Period to yield his or her Individual Settlement Share. ¹⁴

The Settlement Administrator will calculate each Aggrieved Employees' pro rata share of the PAGA Employee Amount (“Individual PAGA Share”) as follows: the Settlement Administrator will multiply the Employee PAGA Amount by a fraction, the numerator of which is the Aggrieved Employee’s total number of credited Workweeks, and the denominator of which is the total of all Workweeks credited to all Aggrieved Employees during the PAGA Period. ¹⁵

Settlement Class Members had sixty (60) calendar days from the initial mailing of the Notice Packets (“Response Deadline”) to dispute the number of Workweeks credited to each of them, opt out of the Class Settlement, and/or object to the Settlement. ¹⁶ Settlement Class Members who receive re-mailed Notice Packets had fifteen (15) additional days to submit an Opt-Out Form, Objection Form, and/or Workweeks dispute (i.e., 75 calendar days from first mailing). ¹⁷ The Response Deadline was July 28, 2025, and the extended Response Deadline was August 12, 2025. ¹⁸ *As of the date of this motion, the Settlement Administrator has received zero (0) written requests for exclusion from the Class Settlement (“Request for Exclusion”) and zero (0) written objections to the Class Settlement (“Objection”) from Settlement Class Members.* ¹⁹

Each Individual Settlement Share will be allocated as follows: twenty percent (20%) as wages which will be reported on an IRS Form W-2; and the remaining eighty percent (80%) as interest, penalties, and non-wage damages, which will be reported on an IRS Form 1099. ²⁰ The Wages Portion

¹³ Settlement Agreement, ¶ 2.15.

¹⁴ *Id.*, ¶ 5.1.1.2.

¹⁵ *Id.*, ¶ 5.1.6.2.

¹⁶ *Id.*, ¶¶ 2.31.

¹⁷ *Ibid.*

¹⁸ Simpluris Decl., ¶ 11.

¹⁹ *Id.*, ¶¶ 12 & 13.

²⁰ Settlement Agreement, ¶ 5.1.9.

shall be subject to reduction for the employee's and employer's share of any and all necessary deductions, withholdings, or taxes ("Employment Taxes"), and paid by the Settlement Administrator from the Gross Settlement Amount.²¹ The Individual PAGA Shares to Aggrieved Employees shall be allocated as 100% penalties.²²

The Settlement Administrator shall distribute the following payments: Within ten (10) calendar days of the funding of the Gross Settlement Amount: Individual Settlement Shares to Participating Class Member, Attorneys' Fees and Costs to Class Counsel, Enhancement Award and General Release Fee to Plaintiff, Individual PAGA Shares to Aggrieved Employees, the LWDA Payment to the LWDA, and Settlement Administration Costs to itself.²³

Checks issued to Participating Class Members and Aggrieved Employees pursuant to this Agreement shall remain valid and negotiable for a period of one hundred eighty (180) calendar days from the date of mailing.²⁴ All uncashed checks will be treated pursuant to Code of Civil Procedure Section 384 as a *cy pres* distribution to the Community Legal Aid SoCal. All Participating Class Members shall be bound by the terms and conditions of the Class Settlement regardless of whether or not they cash or otherwise negotiate their Individual Settlement Share checks.²⁵ All Participating Class Member and Aggrieved Employees shall be bound by the terms and conditions of this Settlement Agreement regardless of whether or not they cash or otherwise negotiate their Individual Settlement Shares and/or Individual PAGA Share checks.²⁶

V. THE SETTLEMENT ADMINISTRATION PROCESS

The Court directed Simpluris to administer and effectuate the notice and settlement administration process, as set forth in the Court's April 11, 2025 Preliminary Approval Order. On May 14, 2025, Simpluris received a mailing list from Defendant's counsel that contained each Settlement Class Members' and Aggrieved Employees' (1) full name; (2) last known mailing address; (3) last known telephone number; (4) Social Security Number; (5) dates of employment in a non-exempt

²¹ Settlement Agreement, ¶ 5.1.9.

²² Ibid.

²³ *Id.*, ¶ 7.4.

²⁴ *Id.*, ¶ 5.1.11.

²⁵ *Id.*, ¶ 5.1.12.

²⁶ Ibid.

position; (6) the applicable number of Workweeks of each Settlement Class Member during the Individual Settlement Share; and (7) the applicable number of Workweeks of each Aggrieved Employee during the PAGA Period in order to calculate each Aggrieved Employee Class List's respective Individual PAGA Share (collectively, "Class List").²⁷

The Class List contained information for 443 individuals identified as Settlement Class Members of which 149 individuals were identified as Aggrieved Employees.²⁸ The mailing addresses contained in the Class List were processed and updated utilizing the U.S. Postal Service's National Change of Address Database ("NCOA").²⁹

On May 29, 2025, Simpluris mailed the Class Notice via U.S. first-class mail to all 443 individuals identified as Settlement Class Members in the Class List.³⁰

No Class Notices were returned with a forwarding address.³¹ Simpluris performed a skip-trace search on 81 Class Notices that were returned to Simpluris without forwarding addresses, located an updated address for 72 Settlement Class Members, and promptly re-mailed the Class Notice to the updated addresses.³² There are 9 mailed Class Notices that remain undeliverable.³³

The Settlement Administrator has received zero (0) Objections and zero (0) Request for Exclusion from Settlement Class Members by the Response Deadline of July 28, 2025 or the extended Response Deadline of August 12, 2025 for those Class Notices that were re-mailed.³⁴

To date, there are 443 Settlement Class Members who did not submit a timely and valid Request for Exclusion ("Participating Class Members"), and who will be paid their portion of the Net Settlement Amount. The Net Settlement Amount of approximately \$856,320.74 and the PAGA Amount of \$250,000.00 will be distributed in accordance with the terms of the Settlement.³⁵

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²⁷ Simpluris Decl., ¶ 6.

²⁸ *Ibid.*

²⁹ *Id.*, ¶ 7.

³⁰ *Id.*, ¶ 8.

³¹ *Id.*, ¶ 9.

³² *Ibid.*

³³ *Ibid.*

³⁴ *Id.*, ¶¶ 12 & 13.

³⁵ *Id.*, ¶ 16.

VI. **THE COURT SHOULD GRANT FINAL APPROVAL OF THE CLASS ACTION SETTLEMENT.**

In reviewing a class settlement, the court need not reach any ultimate conclusions on the issues of fact and law that underlie the merits of the dispute. *7-Eleven Owners for Fair Franchising v. Southland Corp.* (2000) 85 Cal.App.4th 1135, 1146. The inquiry is not whether the settlement agreement is the best one that class members could have possibly obtained, but whether the settlement, taken as a whole, is “fair, adequate, and reasonable”—and the trial court has broad discretion to determine this. *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 52-55. A settlement need not obtain 100 percent of the damages sought in order to be fair, reasonable, and ultimately, meaningful. *Wershba v. Apple Computer, Inc.* (2001) 91 Cal.App.4th 224, 251. Even if the proposed settlement affords relief that is substantially narrower than it would be if the case were to be successfully litigated, that is no bar to a class settlement because the public interest may indeed be served by a voluntary settlement in which each side gives ground in the interest of avoiding prolonged litigation. *Id.*

To determine whether the settlement is fair and reasonable, relevant factors to consider are:

the strength of plaintiffs’ case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and the stage of the proceedings, the experience and views of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement.

Dunk v. Ford Motor Co. (1996) 48 Cal.App.4th 1794, 1801. The list of factors is not exclusive and the court can consider different factors based on the circumstances of each case.” *Wershba* at 245. At the final approval stage, a presumption of fairness exists where, as here:

“(1) the settlement is reached through arm’s-length bargaining; (2) investigation and discovery are sufficient to allow counsel and the court to act intelligently; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is small.”

Id. at 1802. “Due regard should be given to what is otherwise a private consensual agreement between the parties.” *Dunk* at 1801.

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1 A. **The Settlement Resulted from Arm’s-Length Negotiations Based Upon Extensive**
2 **Investigation and Formal and Informal Discovery.**

3 The Parties actively litigated the cases since the initial complaint was filed on August 4, 2021.
4 Class Counsel conducted significant investigation, and extensive formal and informal discovery into the
5 facts of the case, to assess the veracity, strength, and scope of the claims, and was preparing for class
6 certification and trial prior to reaching the Settlement.³⁶

7 The Parties informally exchanged a volume of information, documents, and data throughout the
8 course of the litigation and in connection with the mediations and settlement negotiations.³⁷ Class
9 Counsel exchanged a large volume of information, documents, and data obtained from Plaintiff,
10 Defendant, and other sources, including Plaintiff’s employment records, a detailed sampling of
11 Plaintiff’s and other Settlement Class Member’s time data and pay records, Defendant’s
12 Employee Handbook, new employee checklists, Defendant’s organizational chart, company
13 policy acknowledgments (including but not limited to Handbook Acknowledgement Form),
14 forms, procedures, and policies (including but not limited to Harassment Free Workplace Policy,
15 Whistleblower Policy, Open Door Policy, Sick Leave Policy, Leaves of Absence Policies, Time
16 Keeping Policy, Overtime Policy, Milage Reimbursement and Travel Expenses Policy,
17 Employee Conduct Policies), among other information and documents.³⁸ Class Counsel had the
18 opportunity to interview Plaintiff and other percipient witnesses Class Counsel developed liability,
19 damages, violation, and penalties valuation models in the course of litigation and in connection
20 with the mediation and settlement negotiations, and met and conferred with Defendant’s counsel
21 on numerous occasions, e.g., to discuss issues relating to the pleadings, formal and informal
22 discovery, and the production of information, documents, and data in the course of litigation and
23 in connection with mediation and settlement negotiations, and settlement.³⁹ Other work
24 performed by Class Counsel included, and was not limited to, case strategy and analysis;
25 researching, drafting, reviewing, and/or revising the pleadings, the mediation briefing and

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³⁶ Mayer Decl., ¶ 5.

27 ³⁷ *Id.*, ¶ 7.

28 ³⁸ *Ibid.*

³⁹ *Ibid.*

1 supporting materials, and settlement documents; drafting and propounding multiple sets of
2 formal written discovery requests on Defendant; and preparing for and attending court
3 proceedings, mediation, and settlement negotiations, among other tasks.⁴⁰

4 The Parties participated in a formal, full-day mediation conducted by Hon. Jeffery K. Winikow
5 (Ret.), who is well-regarded mediator experienced in mediating complex labor and employment
6 matters.⁴¹ In the course of mediation and settlement negotiations, the Parties exchanged extensive
7 information, documents, and data and discussed all aspects of the case, including and not limited to, the
8 risks and delays of further litigation, the risks and expenses to the Parties of proceeding with class
9 certification, representative adjudication, and trial; the law relating to class certification,
10 manageability, off-the-clock theory, meal and rest periods (including *inter alia*, on premises
11 breaks), expense reimbursements, recordkeeping and wage statement requirements,
12 representative PAGA claims and penalties, and wage-and-hour law and enforcement; Plaintiff's
13 claims and allegations, and Defendant's defenses thereto, as well as the evidence produced and
14 analyzed; and the possibility of appeals, among other things.⁴² During all settlement discussions, the
15 Parties conducted their negotiations at arm's length in an adversarial position.⁴³ Arriving at a settlement
16 that was acceptable to the Parties was not easy.⁴⁴ Defendant and its counsel felt very strongly about
17 Defendant's ability to prevail on the merits and to avoid class certification and representative
18 adjudication and prevail on the merits, while, Plaintiff and Class Counsel believed that they would be
19 able to obtain class certification and prevail at trial.⁴⁵ After conducting significant formal and informal
20 discovery and investigations, extensive settlement negotiations, and with the aid of the mediator's
21 evaluation, the Parties agreed that this matter was well-suited for settlement given the legal issues relating
22 to Plaintiff's principal claims, as well as the costs and risks to the Parties that would attend further
23 litigation.⁴⁶

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25 ⁴⁰ Mayer Decl., ¶ 7.

26 ⁴¹ *Id.*, ¶ 9.

27 ⁴² *Ibid.*

28 ⁴³ *Ibid.*

⁴⁴ *Ibid.*

⁴⁵ *Ibid.*

⁴⁶ *Ibid.*

The Settlement takes into account the strengths and weaknesses of each side's position and the uncertainty of how this matter might have concluded at certification, trial, and/or appeals.⁴⁷ The Settlement was based on a large volume of facts, evidence, and investigation.⁴⁸ Additionally, Class Counsel has extensive experience in handling complex wage-and-hour actions, including significant experience in employment class action litigation.⁴⁹

B. The Risks Inherent in Continued Litigation Favor Final Approval of the Settlement.

The risks inherent in litigating the claims through certification proceedings, trial, and/or appeals, favor resolving this matter for an Gross Settlement Amount of \$1,750,000.00.⁵⁰ The Settlement was calculated using information and data uncovered through extensive case investigation, formal and informal discovery, and the exchange of information in the context of litigation, mediation, and ongoing settlement negotiations.⁵¹ Had the action not settled, Defendant would have vigorously challenged class certification, manageability, and liability. Defendant contended that individualized questions of fact predominated over any common issues, and these issues would pose challenges to certification and representative adjudication. Defendant would have likely argued again at trial, if any, that Plaintiff's claims were not appropriate for class-wide and/or representative adjudication. On the other hand, Defendant also faced the risk of the Court certifying a class and allowing a jury to decide Plaintiff's claims on a class-wide or representative basis. Also, preparation for trial would have been expensive for all Parties.

It is preferable to reach an early resolution of a dispute because such resolutions save time and money that would otherwise go to litigation. If this matter had settled after further litigation, the settlement amount would have taken into account the additional costs incurred, and there might have been less money available for Settlement Class Members, Aggrieved Employees, and the State of California after all was said and done. This is not just an abstract contention. The risks and expenses of further litigation outweighed any benefit that might have been gained otherwise. These risks of further

⁴⁷ Mayer Decl., ¶¶ 7 & 9.

⁴⁸ *Id.*, ¶¶ 7 & 8.

⁴⁹ *Id.*, ¶¶ 14-18.

⁵⁰ *Id.*, ¶¶ 9 & 19.

⁵¹ *Id.*, ¶¶ 6-9.

litigation include a determination that the claims were unsuitable for class treatment and/or representative adjudication, failure to obtain certification, class de-certification after certification of a class, allowing a jury to decide the claims asserted in this matter, and the real possibility of no recovery after years of litigation. Additionally, the Parties were moving into the phase of the litigation where they would have to conduct a significant amount of additional discovery, including and not limited to, depositions of Defendant's Person Most Knowledgeable designees, expert witnesses, and percipient witnesses, such as managers, supervisors, and other current and former employees throughout the State of California. Additional discovery would have certainly arisen, which would have cost the Parties additional time and money. In contrast, the Settlement provides real and significant benefits for the Class, Aggrieved Employees, and the State of California here and now, while avoiding the further expenses, risks, and delay of prolonged litigation with only the possibility of recovery.

It would be grossly inefficient for such a large class of current and former employees to bring individual actions to recover from Defendant for the alleged violations of wage-and-hour laws. Moreover, the potential individual recovery that could be obtained by a Settlement Class Member would not be significant enough to provide him or her with the incentive to sue. By granting final approval of the Settlement, the Court can approve a resolution that provides a certain and substantial recovery for Settlement Class Members, Aggrieved Employees, and the State of California.

C. The Settlement Is Fair, Reasonable, and Adequate.

The Settlement, which provides for a Gross Settlement Amount of \$1,750,000.00, represents a fair, reasonable, and adequate resolution of this matter. The Settlement was calculated using information and data uncovered through extensive case investigation, formal and informal discovery, and the exchange of information in the context of litigation, mediation, and extensive settlement negotiations. The Settlement takes into account the potential risks and rewards inherent in any case and, in particular, in this matter. Moreover, considering the facts in this matter, the Gross Settlement Amount represents a considerable recovery.

The Gross Settlement Amount will be fully paid out, in accordance with the terms of the Settlement. As discussed in Section IV, *supra*, each Participating Class Member will be paid a *pro rata* share of the Net Settlement Amount (which is currently estimated to be \$856,320.74), based on the

number of Workweeks credited to them and each Aggrieved Employee will be paid a pro rata share of the PAGA Employee Amount, based on the number of Workweeks during the PAGA Period credited to them.⁵² The highest Individual Settlement Share to a Settlement Class Member is currently estimated to be \$9,355.85, and the average Individual Settlement Share is currently estimated to be \$1,933.00.⁵³ The highest Individual PAGA Share to an Aggrieved Employee is currently estimated to be \$607.03, and the average Individual PAGA Share is currently estimated to be \$419.46.⁵⁴ These are significant individual recoveries, particularly in light of the risks of litigation.

Class Counsel believes that the Settlement as a whole is fair, reasonable, and adequate.⁵⁵ Although Class Counsel's recommendations are not conclusive, the Court can properly take the recommendations into account, particularly if Class Counsel appears to be competent, has experience with this type of litigation, and significant discovery and investigation have been completed, as is the case here. Conte & Newberg, *Newberg on Class Actions* (4th Ed., 2002) § 11.47. Accordingly, the Court should grant final approval of the Settlement.

D. The Class Was Represented by Competent Counsel.

Class Counsel has extensive experience in employment class action law and complex wage-and-hour litigation.⁵⁶ Lawyers for Justice, PC has been appointed class counsel in numerous complex wage-and-hour cases, and has recovered millions of dollars for individuals in California.⁵⁷ Both Parties' counsel were capable of assessing the strengths and weaknesses of the Settlement Class Members' claims against Defendant and the benefits of the Settlement under the circumstances of the lawsuits and in the context of a private, consensual settlement agreement.

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⁵² Settlement Agreement, ¶¶ 5.1.1.1 & 5.1.6.2. The *pro rata* allocation here is a fair and reasonable way to distribute the Net Settlement Amount that is payable to the Participating Class Members and PAGA Employee Amount that is payable to the Aggrieved Employees. At the final approval stage, "[a]n allocation formula need only have a reasonable, rational basis [to warrant approval], particularly if recommended by experienced and competent class counsel." *In re American Bank Note Holographics, Inc., Securities Litigation* (S.D.N.Y. 2001) 127 F.Supp.2d 418, 429-30.

⁵³ Simpluris Decl., ¶ 17.

⁵⁴ *Id.*, ¶ 19;

⁵⁵ Mayer Decl., ¶ 21.

⁵⁶ *Id.*, ¶¶ 14-18.

⁵⁷ *Ibid.*

1 **E. There Are No Written Objections to the Class Settlement.**

2 The Settlement has been well received by the Class – *not a single Settlement Class Member*
3 *objected to or opted out of the Settlement.*⁵⁸ Specifically, no objections have been made as to the
4 Escalated Maximum Settlement Amount or contemplated Attorneys’ Fees and Costs, Enhancement
5 Award and General Release Fee, Settlement Administration Costs, and allocation for the PAGA
6 Amount. California courts have consistently found that a small number of objectors indicates support for
7 a settlement and strongly favors final approval.⁵⁹

8 Here, the lack of any objections speaks volumes about the fairness, reasonableness, and adequacy
9 of this Settlement. Accordingly, the Settlement as a whole is presumed to be fair, reasonable, and
10 adequate, and the Court should grant final approval of the Settlement in its entirety. *Dunk*, 48
11 Cal.App.4th at 1802.

12 **VII. THE ATTORNEYS’ FEES REQUESTED SHOULD BE APPROVED.**

13 **A. A Fee Award of a Percentage of the Entire Fund Is Appropriate.**

14 Under the terms of the Settlement Agreement, Defendant will pay a Gross Settlement Amount of
15 \$1,750,000.00.⁶⁰ The requested attorneys’ fees are thirty-five percent (35%) of the total value of the
16 monetary settlement.⁶¹ In light of Class Counsel’s successful prosecution and resolution of this matter,
17 the requested attorneys’ fees are appropriate and reasonable.

18 Where the amount of a settlement is a “certain easily calculable sum of money,” California
19 courts may calculate attorneys’ fees as a reasonable percentage of the settlement. Weil and Brown,
20 *California Practice Guide, Civil Procedure Before Trial*, Chapter 14, § 14:145; *In re Bluetooth Headset*
21 *Prods. Liab. Litig.* (9th Cir. 2011) 654 F.3d 935, 942 (The percentage method is particularly appropriate
22 where a monetary settlement has been recovered and “the benefit [recovered can be] easily quantified.”);
23 *see also Laffitte v. Robert Half Int’l Inc.* (2016) 1 Cal.5th 480, 503; *Dunk* at 1808. Courts may calculate
24 and award attorneys’ fees as a percentage of a monetary fund that has, by litigation, been preserved or
25 recovered for the benefit of others. *Laffitte* at 486 & 506. Trial courts “retain the discretion to forgo a

26 ⁵⁸ Simpluris Decl., ¶¶ 12 & 13.

27 ⁵⁹ *Wershba, supra*, 91 Cal.App.4th at 250-51 (final approval granted despite 20 objectors); *7-Eleven Owners, supra*, 85
Cal.App.4th at 1152-53 (final approval granted despite 9 objectors).

28 ⁶⁰ Settlement Agreement, ¶ 2.13.

⁶¹ *Id.*, ¶ 5.1.3.

1 lodestar cross-check and [may] use other means to evaluate the reasonableness of a requested percentage
2 fee.” *Id.* (internal quotes omitted); see also *Wershba, supra*, 91 Cal.App.4th at 253.

3 Courts award fees as an economic incentive for lawyers to pursue litigation that will enhance and
4 facilitate access to the judicial system for meritorious claims, deter wrongdoing, and address multiple
5 similar alleged wrongs that would not be economically feasible to pursue individually, such as here. See
6 A. Conte, *Attorney Fee Awards* (2d ed. 1993) 104, at 6.

7 The percentage fee method is preferred in representative actions because “it better approximates
8 the workings of the marketplace than the lodestar approach.” *Lealao v. Beneficial Cal., Inc.* (2000) 82
9 Cal.App.4th 19, 49. California law provides that the award for attorneys’ fees should be equivalent to
10 fees freely negotiated in the legal marketplace and paid in comparable litigation based on the result
11 achieved and risk incurred. *Id.* at 47-50; *Laffitte* at 503. In cases where the settlement agreement
12 provides that the defendant will pay the plaintiff’s attorneys a percentage of the fund created by the
13 settlement, use of that percentage method is appropriate. *Lealao* at 32. Fee awards that are too small will
14 “chill the private enforcement essential to the vindication of many legal rights and obstruct the
15 representative actions that often relieve the courts of the need to separately adjudicate numerous claims.”
16 *Id.* at 53. Therefore, fees in representative actions should approximate the probable terms of a contingent
17 fee contract negotiated by a sophisticated attorney and client in comparable litigation. *Id.* at 48. “The
18 ultimate goal . . . is the award of a ‘reasonable’ fee to compensate counsel for their efforts, irrespective of
19 the method of calculation.” *Consumer Privacy Cases* (2009) 175 Cal.App.4th 545, 557-58 (quoting
20 *Apple Computer, Inc. v. Superior Court* (2005) 126 Cal.App.4th, 1253, 1270).

21 Class Counsel’s application for attorneys’ fees in light of the facts and circumstances
22 surrounding the case is well-within the range of reasonableness. Courts have awarded fees as high as
23 50% of the settlement in complex actions, depending on the circumstances of the case.⁶²

24 Class Counsel has performed significant work in this matter, as discussed in the Declaration of
25 Helene Mayer with the very real possibility of an unsuccessful outcome and no fee recovery of any

26 ⁶² See *In re Ampicillin Antitrust Litig.* (D.D.C. 1981) 526 F.Supp. 494 (awarding attorneys’ fees in the amount of 45% of the \$7.3
27 million total settlement amount); *Beech Cinema, Inc. v. Twentieth-Century Fox Film Corp.* (S.D.N.Y. 1979) 480 F.Supp. 1195
28 (awarding approximately 53% of the settlement as attorneys’ fees). California courts routinely approve attorneys’ fees awards
“average[ing] around one-third of the recovery.” *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66 n.11 (lower court found
the range of contingency fees in marketplace to be 20%-40% and determined such a percentage fee was appropriate).

1 kind.⁶³ In the present matter, Class Counsel has borne all of the risks and costs of litigation and will not
2 receive any compensation until recovery is obtained.⁶⁴ Class Counsel is experienced in complex wage-
3 and-hour litigation and used that experience to obtain a significant settlement recovery for Plaintiff, the
4 Class, and the State of California.⁶⁵ Considering the amount of fees requested, work performed, risks
5 incurred, results obtained, and experience of Class Counsel in handling similar matters, Plaintiff
6 maintains that the requested attorneys' fees are reasonable and should be awarded.

7 Compensating class counsel in class litigation on a percentage basis, as requested herein, makes
8 good sense because: (1) it is consistent with the private marketplace where contingent fee attorneys are
9 customarily compensated on such a basis; (2) it aligns the interests of class counsel and absent class
10 members in achieving the maximum possible resolution of the case; and (3) it encourages the most
11 efficient and expeditious resolution of the litigation by providing an incentive for early, yet reasonable,
12 settlement. The attorney fee request here satisfies all of these factors and should be approved on a
13 percentage basis.

14 The percentage method is consistent with, and is intended to mirror, the practice in the private
15 marketplace where contingent-fee attorneys typically negotiate percentage-fee arrangements with their
16 clients. The named plaintiff's agreement to pay a contingent fee is powerful evidence of a reasonable fee.
17 One of the best ways to demonstrate the value of counsel's work to the class is to review the
18 consideration agreed to be paid by the named plaintiff. If the named plaintiff has employed counsel on a
19 contingency-fee basis, it would indeed be inequitable for the members of the class, who will enjoy the
20 benefits of the settlement without incurring the risks of bringing the claim, to pay less than the named
21 plaintiff. In this case, Plaintiff has agreed to a contingency fee agreement of at least forty-five percent
22 (45%) of the recovery.⁶⁶

23 Class Counsel has obtained a substantial recovery on behalf of Plaintiff, the Class, and the State
24 of California and the results achieved justify an attorneys' fees award that is the equivalent of the
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27 ⁶³ Mayer Decl., ¶¶ 10-11.

⁶⁴ *Id.*, ¶¶ 10-11, & 19.

⁶⁵ *Id.*, ¶¶ 14-18.

⁶⁶ *Id.*, ¶ 10.

standard market fee and that is consistent with the contingency-fee agreement entered into by and between Plaintiff and Class Counsel. Thus, the requested attorneys' fees are appropriate.

B. The Attorneys' Fees Requested Are Reasonable Based on the Factors Considered in Determination of Fee Awards.

The factors which courts consider in determining whether fee awards are reasonable, all of which support the fee award requested by Class Counsel, are: the time and labor required; the novelty and difficulty of the questions involved; the skill requisite to perform the legal services properly; the preclusion of other employment by the attorney due to the acceptance of the case; the customary fee; whether the fee is fixed or contingent; the time limitation imposed by the client or the circumstances; the amount involved and results obtained; the experience, reputation, and ability of the attorney; the undesirability of the case; the nature and length of the professional relationship with the client; and awards in similar cases. *Camden I Condominium Association, Inc. v. Dunkel* (11th Cir. 1991) 946 F.2d 768, 772. Some of the most relevant factors to this Court's fee determination will be addressed below.

The award of attorneys' fees in the amount of \$612,500.00 (which is 35% of the Gross Settlement Amount) is commensurate with the time, effort, and expense dedicated to this matter, the contingent nature of Class Counsel's fee recovery and the risks taken, the skill and determination required, the results that Class Counsel has achieved, and the value of the settlement that Class Counsel has obtained in this matter.

1. Time & Labor.

Class Counsel used its experience and skills, and dedicated the full extent of resources, to litigate and bring this matter to a successful conclusion.⁶⁷

As outlined in the Declaration of Helene Mayer, Class Counsel has fully and actively participated in litigation of this matter.⁶⁸ Prior to commencing the lawsuit, Class Counsel had conducted a significant amount of investigation into the factual and legal issues, Defendant's business and its operations, and employment policies, practices, and procedures.⁶⁹ During the litigation of this matter, Class Counsel had the opportunity to interview Plaintiff and other percipient witnesses; reviewed and analyzed of a large

⁶⁷ Mayer Decl., ¶¶ 7-9, & 12.

⁶⁸ *Id.*, ¶ 7-9; Exh. 1.

⁶⁹ *Id.*, ¶ 8.

1 volume of information, documents and data obtained from Defendant, Plaintiff, and other sources; and
2 prepared liability, damages, penalties, and valuation calculations.⁷⁰ Class Counsel also met and conferred
3 with Defendant's counsel on numerous occasions e.g., to discuss issues relating to the pleadings,
4 formal and informal discovery, and the production of information, documents, and data in the
5 course of litigation and in connection with mediation and settlement negotiations, and
6 settlement.⁷¹

7 Counsel has dedicated staffing and monetary resources necessary to prosecute this matter
8 diligently and with maximum efficiency and has fully and actively participated in the litigation
9 process.⁷² The Attorney Task and Time Chart, which is attached as “EXHIBIT 1” to the accompanying
10 Declaration of Helene Mayer sets forth in detail the hours that attorneys at Lawyers for Justice, PC have
11 spent performing tasks in this matter.⁷³ Class Counsel has spent **410.10 hours** performing tasks and to
12 obtain a significant recovery in this matter.⁷⁴ These hours were required to bring this matter to its
13 successful conclusion. In light of the value of Class Counsel's work and the carrying of costs involved
14 in litigating this matter, the requested attorneys' fees are fair, adequate, and reasonable.

15 **2. The Skill Required to Perform Legal Services Properly.**

16 The skill required to properly litigate this matter is evident from the results achieved, the steps
17 necessary to reach those results, and that Defendant retained well-respected counsel to represent it.

18 Class Counsel exercised its skill to perform significant investigation, analysis, and research prior
19 to filing the case, during the litigation, and prior to and during the mediation and settlement negotiations.
20 Class Counsel took steps to prepare the matter for class certification and representative adjudication
21 and had every intention of taking this matter to trial on a class-wide basis if Defendant did not offer an
22 appropriate class-wide settlement. Despite all of the obstacles that had to be overcome, as demonstrated
23 in the Declaration of Helene Mayer, Class Counsel used its extensive experience in the handling of class
24 actions and complex wage-and-hour matters in order to obtain the Settlement with maximum
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26 ⁷⁰ Mayer Decl., ¶ 7.

27 ⁷¹ Ibid.

28 ⁷² *Id.*, ¶ 12; Exh. 1.

⁷³ *Id.*, Exh. 1.

⁷⁴ *Id.*, ¶ 12; Exh. 1.

efficiency.⁷⁵

3. *Whether the Fee Is Fixed or Contingent.*

Plaintiff entered into a contingency fee agreement with Class Counsel, and the representation of the Class provided by Class Counsel has been wholly contingent.⁷⁶ Class Counsel has invested **410.10 hours** of time to obtain relief on behalf of Plaintiff, the Class, and the State of California.⁷⁷ Class Counsel has also incurred litigation costs and expenses in the amount of \$12,179.26.⁷⁸ Thus, Class Counsel has borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained.⁷⁹

In determining the reasonableness of a fee award in a class action settlement, whether or not representation is provided on a contingency basis is an important factor:

A contingent fee must be higher than a fee for the same legal services paid as they are performed. The contingent fee compensates the lawyer not only for the legal services he renders but for the loan of those services. A lawyer who both bears the risk of not being paid and provides legal services is not receiving the fair market value of his work if he is paid only for the second of these functions. If he is paid no more, competent counsel will be reluctant to accept fee award cases.

Cates v. Chiang (2013) 213 Cal.App.4th 791, 823 (internal quotes and citations omitted). Class Counsel litigated this matter on a contingent basis with all of the concomitant risk factors inherent in such an uncertain undertaking. Had Class Counsel not been successful, the time that Class Counsel has devoted to litigating this matter would have been for naught, and would not have produced any fee or any reimbursement of costs or expenses. *See Vizcaino v. Microsoft* (9th Cir. 2002) 290 F.3d 1043, 1048-49 (discussing the risks of engaging in litigation without certainty of compensation).

4. *The Amount Involved and the Results Achieved.*

The Settlement represents an excellent resolution of this matter, given the risks inherent in litigating the matter through class certification proceedings, trial, and/or appeals. Had this matter not settled, Defendant would have vigorously challenged certifiability, manageability, and liability. Defendant, however, faced risks if the Court certified a class and allowed a jury to decide the claims.

⁷⁵ Mayer Decl., ¶¶ 14-19.

⁷⁶ *Id.*, ¶ 10.

⁷⁷ *Id.*, ¶ 12; Exh. 1.

⁷⁸ *Id.*, ¶ 19.

⁷⁹ *Ibid.*

1 Additionally, preparing this matter for trial would have been expensive for the Parties. The Settlement at
2 this stage is preferred over continued litigation because such resolutions save time and money that would
3 otherwise go to litigation. The risks and expenses of further litigation outweighed any benefit that might
4 have been gained otherwise. The Settlement provides an immediate recovery, as opposed to an uncertain
5 result in the future after costly, risk, and prolonged litigation involving expert discovery, trial preparation,
6 class certification proceedings, and appellate review of those proceedings.

7 The results achieved, in light of the difficulties inherent in similar cases and the specific
8 difficulties faced in this matter, are considerable.⁸⁰ Class Counsel obtained a settlement of
9 \$1,750,000.00.⁸¹ The Settlement has yielded a positive response from the Settlement Class
10 Members—no Settlement Class Members objected to the Class Settlement.⁸²

11 **5. *The Reputation and Ability of the Attorneys.***

12 Lawyers for Justice, PC is a recognized class action law firm that employed its attorneys’
13 knowledge, skills, and experience in bringing this case to a successful conclusion.⁸³ Class Counsel has
14 years of complex and class action litigation experience, has recovered millions of dollars on behalf of
15 thousands of individuals in California, and has successfully handled numerous significant wage-and-hour
16 class action and complex cases.⁸⁴

17 **C. The Lodestar Methodology Also Justifies Approval of the Requested Fees.**

18 While the percentage-of-the-benefit approach is endorsed as the better approximation of the
19 workings of the marketplace than the lodestar approach, courts may also use the lodestar method to
20 “cross-check” the results of the other.⁸⁵ The lodestar is calculated based on reasonable hours at
21 reasonable prevailing hourly rates for the attorneys, and counsel is entitled to compensation for every hour
22 reasonably spent on the matter. *Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1131-33. The reasonableness

23 ⁸⁰ Mayer Decl., ¶¶ 7-9.

24 ⁸¹ Settlement Agreement, ¶ 2.13.

25 ⁸² Simpluris Decl., ¶ 13.

26 ⁸³ Mayer Decl., ¶¶ 14-18.

27 ⁸⁴ Ibid.

28 ⁸⁵ *Laffitte, supra*, 1 Cal.5th at 505 (explaining that “[a] lodestar cross-check is simply a quantitative method for bringing a measure of the time spent by counsel into the trial court’s reasonableness determination” and “the lodestar calculation . . . does not override the trial court’s primary determination of the fee as a percentage” and “does not impose an absolute maximum or minimum on the potential fee award.”); *see also, e.g., Vizcaino*, 290 F.3d at 1050 (“[W]hile the primary basis of the fee award remains the percentage method, the lodestar may provide a useful perspective on the reasonableness of a given percentage award.”).

of hours is assessed by “the entire course of the litigation, including pretrial matters, settlement negotiations, discovery, litigation tactics, and the trial itself[.]” *Vo v. Las Virgenes Municipal Water Dist.* (2000) 79 Cal.App.4th 440, 447.

As discussed above in Part VII.B.1, *infra*, and also discussed in the Declaration of Helene Mayer, Class Counsel expended significant time and labor in this highly contested matter.⁸⁶ Class Counsel has been actively involved in the prosecution of the case, and the work performed in said case has precluded other employment.⁸⁷ Class Counsel bore the risk that, despite all of its efforts and skills employed, there may be no recovery.⁸⁸ Ultimately, Class Counsel was successful in reaching a settlement of \$1,750,000.00.⁸⁹ The Attorney Task and Time Chart sets forth in detail the numerous tasks that Class Counsel performed in this matter, and the time required for completing those tasks.⁹⁰ The chart demonstrates that Class Counsel has spent a total of **410.10 hours** litigating this matter and finalizing the Settlement.⁹¹ In light of the facts and circumstances of this matter, as well as the results that Class Counsel has achieved, Class Counsel has spent a reasonable number of hours performing work on this matter. In addition, Class Counsel will continue to perform work on this matter through the date of final approval and in connection with the implementation of the Settlement.

As set forth in the Declaration of Helene Mayer the professional background and experience of Class Counsel support a reasonable rate of compensation of at least \$850 per hour for services provided by Class Counsel.⁹² Lawyers for Justice, PC has been awarded attorneys’ fees, compensating the firm at the blended rate of at least \$850 per hour for legal service performed, by courts of this state.⁹³ While the circumstances of every case are unique, the fact remains that the work performed by Class Counsel in this matter justify the requested attorneys’ fees.

Applying the rate of \$850 per hour to **410.10 hours** worked by Class Counsel, would place a base lodestar value of \$392,360.00 on the services provided by Class Counsel.

⁸⁶ Mayer Decl., ¶¶ 11-12; Exh. 1.

⁸⁷ *Id.*, ¶ 11.

⁸⁸ *Id.*, ¶¶ 10, 11, & 19.

⁸⁹ Settlement Agreement, ¶ 2.13.

⁹⁰ Mayer Decl., Exh. 1.

⁹¹ *Id.*, ¶ 11.

⁹² *Id.*, ¶ 12.

⁹³ *Ibid.*

It also bears noting that a court may apply a multiplier in consideration for risk, efficiency, and/or obtaining a substantial result, to enhance the lodestar for purpose of cross-check. See *Ketchum* at 1133-34 (holding that a risk multiplier may be applied to compensate contingency fee attorneys at a fair market rate).⁹⁴ The risks involved, skill required, complexity of the matter, and results obtained warrant upward enhancement of the lodestar.⁹⁵ In determining whether or not to enhance the lodestar, California courts take into account multiple factors, many of which were specifically addressed above in §§ VII.B, *infra*. See, *Cates* at 822-23. Multiple factors warrant enhancement of the lodestar in this case, including the following: the time and labor required; the skill requisite to perform the legal services properly; the preclusion of other employment by the attorney due to the acceptance of this case; the contingent nature of the fee; the amount involved and results obtained; the experience, reputation, and ability of the attorney; and awards in similar cases. *Ketchum* at 1134. Therefore, a multiplier of 1.57 should be applied.

Applying the rate of \$850 per hour to 410.10 hours for services provided by Class Counsel results in a base lodestar value of \$392,360.00 for the work performed by Class Counsel, and applying a modest multiplier of 1.57⁹⁶, the total enhanced lodestar fees are \$616,005.20. Class Counsel requests attorneys' fees in the amount of \$612,500.00, representing thirty-five percent (35%) of the Gross Settlement Amount.

⁹⁴ Courts have approved fee awards with multipliers of 2 and even higher. See, e.g., *City of Oakland v. Oakland Raiders* (1988) 203 Cal.App.3d 78 (affirming a 2.34 multiplier without remand); *Wershba, supra*, 91 Cal.App.4th at 255 ("Multipliers can range from 2 to 4 or even higher."); *Sutter Health Uninsured Pricing Cases* (2009) 171 Cal.App.4th 495, 512 (applying a 2.52 multiplier on a lodestar cross-check); *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66 (applying a 2.5 multiplier in a consumer class action).

⁹⁵ Even when courts have opted to award fees in settlement fund cases based on time reasonably expended on the action, courts have generally awarded these fees based on the actual time expended (the lodestar) in conjunction with a multiplier of between 2 and 4. *Kerr v. Screen Extras Guild, Inc.* (9th Cir. 1975) 526 F.2d 67. Adjustment of the base lodestar figure to compute an award of attorneys' fees for a claim under the California Labor Code is appropriate. See *Id.*, at 1135-36; *Serrano v. Priest* (1977) 20 Cal.3d 25, 48-49. Courts frequently apply multipliers to enhance the lodestar to reflect the risks involved, the complexity of the litigation, and the other relevant facts. *Vizcaino*, 290 F.3d at 1051; *Graham v. DaimlerChrysler Corp.* (2004) 34 Cal.4th 553, 579 ("One of the most common fee enhancers [...] is for contingency risk."). Such an enhancement "mirrors the established practice in the private legal market of rewarding attorneys for taking the risk of nonpayment by paying them a premium over their normal hourly rates for winning contingency cases." *Vizcaino*, 290 F.3d at 1051; accord *Ketchum*, 24 Cal.4th at 1132-33. A risk multiplier also serves to bring the financial incentives for enforcing important rights "into line with incentives [attorneys] have to undertake claims for which they are paid on a fee-for-services basis." *Ketchum* at 1132.

⁹⁶ Larger multipliers have been awarded in similar cases, and the total amount of fees sought by Class Counsel is also reasonable compared to fees awarded in similar cases. Courts routinely enhance lodestar amounts based on multipliers that "range from 2 to 4 or even higher." *Wershba, supra*, 91 Cal.App.4th at 255 (emphasis added); see also, e.g., *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66 (approving multiplier of 2.5); *Vizcaino*, 290 F.3d at 1051 (approving multiplier of 3.65); *Wal-Mart Stores, Inc. v. Visa U.S.A., Inc.* (2d Cir. 2005) 396 F.3d 96, 123 (approving multiplier of 3.5); *Craft v. County of San Bernardino* (C.D. Cal. 2006) 624 F.Supp.2d 1113, 1125 (awarding multiplier of 5.2 and referring to other cases with cross-check multipliers ranging from 4.5 to 19.6).

The lodestar method as a cross-check to the percentage award sought herein, strongly supports the reasonableness of the requested attorneys' fees. The nature of the work performed, skill exercised, and the outcome in this matter—which involves an outstanding monetary recovery involving an Gross Settlement Amount of \$1,750,000.00 (with a Net Settlement Amount of approximately at least \$856,320.74 to be paid to Participating Class Member (with gross Individual Settlement Shares averaging approximately \$1,933.00), payment of \$62,500.00 to Aggrieved Employees, and payment of \$187,500.00 to the State of California)—support the percentage fee sought. Accordingly, the Court is respectfully requested to award attorneys' fees in the amount of \$612,500.00 to Class Counsel.

VIII. REIMBURSEMENT OF CLASS COUNSEL'S LITIGATION COSTS AND EXPENSES SHOULD BE APPROVED.

The Settlement provides for reimbursement of litigation costs and expenses of up to \$25,000.00. As set forth in the Declaration of Helene Mayer, Class Counsel only seeks reimbursement of \$12,179.26 in litigation costs and expenses incurred in this matter.⁹⁷ This amount was reasonable and necessary in the prosecution of this matter and to obtain the Settlement, and is less than the maximum amount allocated under the Settlement Agreement.⁹⁸ The cost savings of \$12,820.74 will be part of the Net Settlement Amount, which will be distributed to Participating Class Members in accordance with the Settlement.⁹⁹ Accordingly, Plaintiff requests that the Court award litigation costs and expenses in the amount of \$12,179.26 to Class Counsel.

IX. THE SETTLEMENT ADMINISTRATION COSTS SHOULD BE APPROVED.

As set forth in the accompanying Simpluris Declaration, the total costs incurred and to be incurred by Simpluris for the notice and settlement administration process are \$11,500.00.¹⁰⁰ The costs incurred and to be incurred include, but are not limited to, (i) translating the Notice Packet to English and Spanish; (ii) mailing the Notice Packet to Class Members; (iii) tracking returned Opt-Out Forms and Objection Forms; (iv) notifying the Parties of determinations regarding contested

⁹⁷ Mayer Decl., ¶ 19.

⁹⁸ Ibid.

⁹⁹ Ibid.

¹⁰⁰ Simpluris Decl., ¶ 20.

1 Objection Forms and Opt-Out Forms consistent with this Agreement; (v) issuing payments; and,
2 (vi) completing any required tax paperwork..¹⁰¹

3 Accordingly, the Court should grant final approval of payment to Simpluris, a necessary third-
4 party for its handling of the notice and settlement process, in the amount of \$11,500.00.

5 **X. THE ENHANCEMENT AWARD AND GENERAL RELEASE FEE SHOULD BE**
6 **APPROVED.**

7 Plaintiff requests an Enhancement Award and General Release Fee, in the amount of
8 \$7,500.00 to himself, for his efforts and work spearheading the prosecution of this matter and serving as
9 the Class Representative, as well as his broader individual waiver and release of claims with a
10 California Civil Code Section 1542 waiver. Such enhancement awards are common, and the one
11 requested here is reasonable.¹⁰²

12 Plaintiff spent a substantial amount of time and effort providing the facts and evidence necessary
13 to support the prosecution of the claims.¹⁰³ Plaintiff was available whenever Class Counsel needed him
14 and actively tried to obtain, and gave, information to support the pursuit of this matter.

15 Accordingly, it is appropriate and just for Plaintiff Kevin Flores to receive \$7,500.00 as a
16 reasonable Enhancement Award and General Release Fee, in addition to his Individual Settlement Share.

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25 ¹⁰¹ Simpluris Decl., ¶ 3.

26 ¹⁰² Vranken v. Atlantic Richfield Co. (N.D. Cal. 1995) 901 F.Supp. 294, 299 (Relevant factors considered by courts are the
27 financial and other risk to, the notoriety and personal difficulties encountered by, and the amount of time and efforts spent by the
28 class representative, as well as the duration of the litigation and the personal benefit (or lack thereof) enjoyed by the class
representatives as a result of the litigation; approving \$50,000 participation award to a single class representative based on such
factors).

¹⁰³ Mayer Decl., ¶ 20; Declaration of Kevin Flores ("Flores Decl."), ¶¶ 3-5.

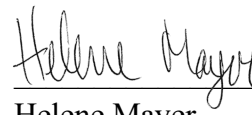
XI. CONCLUSION

For the foregoing reasons, the Court is respectfully requested to grant final approval of the Settlement, approve and award Attorneys' Fees and Costs to Class Counsel, the Enhancement Award and General Release Fee to Plaintiff, Settlement Administration Costs to the Settlement Administrator, and the PAGA Amount, in their entirety, as sought herein; and permit the filing of a memorandum that exceeds the page limit.

Dated: September 10, 2025

LAWYERS *for* JUSTICE, PC

By:



Helene Mayer

Attorneys for Plaintiff and the Class