

Howard L. Magee (State Bar No. 185199)  
Larry W. Lee (State Bar No. 228175)  
Mai Tulyathan (State Bar No. 316704)  
**DIVERSITY LAW GROUP, P.C.**  
515 South Figueroa Street, Suite 1250  
Los Angeles, California 90071  
(213) 488-6555  
(213) 488-6554 facsimile

Attorneys for Plaintiff, the Class, and the Aggrieved Employees

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

SAKHOEUTH “KURT” SAO, individually  
and on behalf of all others similarly situated,  
  
Plaintiff,

vs.

AUTOMATED GATE SERVICES, INC., a  
California corporation; and DOES 1 through  
50, inclusive,  
  
Defendants.

Case No. RIC2001904

[Assigned for all purposes to the Hon. Sunshine  
S. Sykes, Dept. 6]

**DECLARATION OF LARRY W. LEE IN  
SUPPORT OF PLAINTIFF’S MOTION  
FOR FINAL APPROVAL OF CLASS  
ACTION SETTLEMENT**

Date: May 2, 2022

Time: 9:00 A.M.

Dept.: 6

Complaint Filed: June 1, 2020

Trial Date: None Set

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I, Larry W. Lee, declare as follows:

1. I am an attorney at law, duly licensed to practice before all Courts in the State of California, and am with the law firm Diversity Law Group, counsel of record for Named Plaintiff Sakhoeuth “Kurt” Sao (“Plaintiff”). I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. The proposed settlement meets the criteria for this Court to grant final approval of this matter on a class-wide basis, as the settlement is fair, adequate, and reasonable.

3. The Joint Stipulation of Class Action Settlement (“Settlement” or “Settlement Agreement”) was the product of negotiation between highly able and experienced attorneys on both sides who possessed the relevant data and extensive legal research which they had carefully analyzed. Class Counsel engaged in extensive factual investigation before settling. The Parties reviewed and analyzed necessary data pertaining to the Class Members, as well as Defendant Automated Gate Services, Inc.’s (“Defendant”) payroll, prevailing wage pay, meal and rest break, business expense reimbursement, and wage statement policies and practices. The Parties also engaged in a months-long negotiation process.

4. I have spent significant time researching and pursuing the claims that have been alleged in this action. Based on Class Counsel's independent investigations and evaluations, I am of the opinion that the proposed settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, in light of all known facts and circumstances, and the expenses and risks inherent in litigation. The settlement was negotiated at arm's length and conducted over the course of several months. Thus, this settlement should be granted final approval.

5. The Notice of Class Action Settlement (“Class Notice”) provided Class Members with my office’s contact information, where they could seek further information regarding the class settlement, information as to how they can opt out or object to the settlement, what rights were affected, how to leave questions for the Settlement Administrator, and how to update their address.

1           6.       Any remaining monies from uncashed settlement checks will be distributed to  
2 Legal Aid at Work. Neither Plaintiff nor Plaintiff's counsel have any relationship with or  
3 connection to Legal Aid at Work.

4           7.       My qualifications are as follows: I received my JD from Arizona State  
5 University College of Law in 2003. During law school, I was a summer associate at the law  
6 firm of Brobeck, Phleger & Harrison. I graduated *cum laude* from Arizona State University  
7 College of Law in the top 10% of my class. While I was in law school, I was the Associate  
8 Managing Editor of the Arizona State University College of Law, Law Journal. For more than  
9 one and one-half years after graduating from law school, I practiced law as an associate at the  
10 Los Angeles County offices of Ogletree Deakins Nash Smoak & Stewart, P.C., a national  
11 employment defense law firm, representing Fortune 500 companies in employment matters,  
12 including wage and hour class actions.

13           8.       My primary practice is employment law. I have handled a number of wage and  
14 hour matters including class actions and individual actions, on both plaintiff and defense sides.  
15 I have a practice that encompasses cases in the Los Angeles Superior Courts, the Orange  
16 County Superior Courts, the San Francisco County Superior Courts, the San Diego County  
17 Superior Courts, and the United States District Courts for the Central, Northern, and Eastern  
18 Districts of California. I have been named as Class Counsel in a number of class actions that  
19 have been granted final approval by the Superior Courts of Los Angeles County, Orange  
20 County, San Francisco County, and the United States District Court for the Central District of  
21 California, including the following Class Actions: *Chan Lanier v. Citigroup, Inc. et al.*, San  
22 Francisco Superior Court Case No. CGC-05-445143; *Naqvi v. Acoustic Home Loans et al.*,  
23 Orange County Superior Court Case No. 05CC00263; *Ortega v. AIG*, Central District of  
24 California Case No. CV 06-0196-RSWL (PJWx); *Universal Protection Overtime Cases*, Orange  
25 County Superior Court Case No. JCCP 4480; *Tse v. Best Buy*, Los Angeles Superior Court Case  
26 No. BC392717; and *Hernandez v. CVS Corporation*, Los Angeles Superior Court Case No.  
27 JCCP 4539.

28           9.       I have been approved as class counsel in numerous other wage/hour class actions

1 that have been granted class certification and final approval.

2 10. To date, I have incurred approximately 33.8 hours in connection with the  
3 litigation of this lawsuit. Attached hereto as **Exhibit A** is a chart summarizing the amount of  
4 work I have incurred to date on this matter.

5 11. In addition to the hours above, I also anticipate spending an additional 5 hours  
6 through the completion of this case including conferring and reviewing e-mails and other  
7 written communications with counsel for Defendant, the Settlement Administrator, and Class  
8 Members regarding any post-final approval matters, including payments and related issues.

9 12. Thus, I anticipate the total amount of my fees incurred in this case to be  
10 approximately \$29,100.00 based on an hourly rate of \$750.00 per hour. Since at least 2018, I  
11 have been approved at an hourly rate of \$700.00 per hour by various Courts, in a number of  
12 matters. As of 2020, I increased my hourly rate to \$750.00 per hour. I have been approved at  
13 \$750.00 per hour by various courts, including: *Hernandez v. Wells Fargo Bank*, Santa Clara  
14 County Superior Court Case No. 16CV299319, *Carrillo v. New Balance Athletics, Inc.*, Santa  
15 Clara County Superior Court Case No. 19CV352469; *Ramirez v. Walgreen Co.*, United States  
16 District Court, Northern District of California Case No. 18-cv-03921-EJD, *Chavez v. Converse,*  
17 *Inc.*, United States District Court, Northern District of California Case No. 15-cv-03746-NC;  
18 *Foster v. Schindler Elevator Corporation*, Alameda County Superior Court Case No.  
19 RG19029640; *Foad Hanna v. Equinix, LLC*, Santa Clara County Superior Court Case No.  
20 18CV339365; *Alicia Harris v. 24 Seven LLC*, Los Angeles County Superior Court Case No.  
21 BC720144; *Mary Della Maggiora v. Watsonville Community Hospital*, Santa Cruz County  
22 Superior Court Case No. 18CV00191; *Pittman v. Martinez Steel Corporation*, San Bernardino  
23 County Superior Court Case No. CIVDS1823132; *Michael Randolph v. Pacific Racing*  
24 *Association*, Alameda County Superior Court Case No. RG18908139; *Markham v. Quik Stop*  
25 *Markets, Inc.*, Santa Clara Superior Court Case No. 19CV341582; *Siron v. Raypak, Inc.*, Ventura  
26 Superior Court Case No. 56-2019-005279959-CU-OE-VTA; *Carter v. Kline Services, Inc.*, San  
27 Bernardino Superior Court Case No. CIVDS1828867, and *Prexxie Pascual and Arturo Fonseca*  
28 *v. Satellite Healthcare, Inc.*, Santa Clara Superior Court Case No. 19CV345211.

1 I declare under penalty of perjury under the laws of the State of California that the  
2 foregoing is true and correct.

3 Executed on this 8th day of April 2022, at Los Angeles, California.

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6 Larry W. Lee  
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# EXHIBIT A

***Sao v. Automated Gate Services***  
**Time and Task Chart for Larry W. Lee**

| Hours       | Description of Work                                                                                                                                                       |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.1         | Review and research background facts and legal theories of potential claims; meet with client re same.                                                                    |
| 2.7         | Review and revise complaint and PAGA letter                                                                                                                               |
| 3.8         | Review and revise written discovery to defendant                                                                                                                          |
| 4.3         | Legal research re regular rate issues for prevailing wages                                                                                                                |
| 2.4         | Review class member class data for settlement purposes; revise and revise damage analysis.                                                                                |
| 3.6         | Confer with opposing counsel re settlement negotiations                                                                                                                   |
| 3.2         | Review and revise settlement documents; confer with counsel re same.                                                                                                      |
| 6.1         | Review and revise motion for preliminary approval and supporting documents; review tentative ruling re same; review and revise supplemental brief and amendments for same |
| 1.9         | Confer with class members re settlement issues; review administrator reports re class member responses.                                                                   |
| 2.7         | Review and revise motion for final approval and supporting documents                                                                                                      |
| <b>33.8</b> | <b>TOTAL HOURS</b>                                                                                                                                                        |