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Attorneys for Plaintiff
MY LE PHAM

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF ORANGE

MY LE PHAM, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

PLASMA RUGGEDIZED SOLUTIONS,
INC., a Delaware corporation; and DOES 1
through 100,

Defendants.

Case No. 30-2019-01086573-CU-OE-CXC

[Assigned to Hon. Peter Wilson, Dept. CX102]

**DECLARATION OF SCOTT M. LIDMAN IN
SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT, CLASS
REPRESENTATIVE'S ENHANCEMENT
PAYMENT, AND ATTORNEYS' FEES AND
COSTS**

Date: December 3, 2020
Time: 2:00 p.m.
Dept.: CX 102

Date Action Filed: July 30, 2019
Trial Date: None Set

1 I, SCOTT M. LIDMAN, declare as follows:

2 1. I am a shareholder and principal of the law firm Lidman Law, APC, and counsel for the
3 named Plaintiff My Le Pham ("Plaintiff") and the proposed Settlement Class in the above-captioned
4 matter. I am a member in good standing of the bar of the State of California and am admitted to practice
5 in this Court. I have personal knowledge of the facts stated in this declaration and could testify
6 competently to them if called upon to do so.

7 2. I am a 1998 graduate of Santa Clara University School of Law, where I graduated *summa*
8 *cum laude*. During law school, I worked as a summer associate for the international employment law firm
9 of Littler Mendelson, P.C., located in Los Angeles, California.

10 3. Since graduating from law school, my practice has focused exclusively on employment
11 litigation. In September 1998, I began working as an associate attorney at the international law firm of
12 Littler Mendelson P.C., at its Los Angeles office, which according to its website is the largest law firm in
13 the world exclusively devoted to representing management in employment, employee benefits and labor
14 law matters.

15 4. In 2000, I left Littler Mendelson to work at the Los Angeles office of Jones Day, which
16 was at the time one of the largest international firms in the world. During my employment at Jones Day,
17 I worked exclusively in the labor and employment department. In or around 2003, I went to work at the
18 law firm of Loeb & Loeb, again working exclusively in the Labor & Employment department. In 2008, I
19 returned to Littler Mendelson, was promoted to Shareholder in 2009, and from 2008 until the end of 2017,
20 I practiced exclusively labor and employment law, with a strong emphasis and most of my time working
21 on wage and hour class actions venued in both state and federal courts. During that time and my legal
22 career in general, I also worked on a number of single and multi-plaintiff wage and hour matters as well.

23 5. During my employment at Littler Mendelson, I played a significant role in the class actions
24 that I was staffed on, and ran many on my own both as an Of Counsel and as a Shareholder. In particular,
25 I received a wide-array of wage and hour class action experience performing the following types of tasks:
26 drafting demurrers, motions to strike and/or dismiss; removing actions from state court to federal court;
27 drafting and responding to written discovery; drafting and opposing discovery related motions; arguing
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discovery related motions; drafting motions to consolidate related matters; interviewing putative class members and obtaining declarations in connection with class certification; drafting oppositions to motions for class certification; drafting motions for decertification following class certification; conducting exposure analyses to assess the strengths and weaknesses of asserted claims, the likelihood of prevailing at class certification and potential damages resulting from such claims; drafting mediation briefs; serving as the primary contact to in-house counsel; deposing named plaintiffs and putative class members; deposing retained expert witnesses; and defending the depositions of corporate witnesses. I also was involved in the negotiations and settlements of many large wage and hour class actions. In short, I played an integral role in all aspects of litigation from the inception of a matter through and beyond class certification. I also supervised the work of several junior attorneys who were staffed on the same wage and hour class actions.

6. Although not exhaustive, below is a list of many of the wage and hour class and PAGA actions that I performed substantial work on while I was a shareholder at Littler Mendelson:

- ▶ *Ortega v. J.B. Hunt Transport, Inc.*, Case No. 07-cv-8336-RGK-AFMx, United States District Court, Central District of California, Honorable Gary Klausner, presiding¹.
- ▶ *Aceves v. J.B. Hunt Transport, Inc.*, Case No. CIVDS1306133, California Superior Court, County of San Bernardino, Honorable Michael Sachs, presiding.
- ▶ *Moreno v. J.B. Hunt Transport, Inc.*, Case No. BC388612, California Superior Court, County of Los Angeles, Honorable Mel Red Recana, presiding.
- ▶ *Newcomb v. J.B. Hunt Transport, Inc.*, Case No. RG16815734, California Superior Court, County of Alameda, Honorable Winifred Smith, presiding.
- ▶ *Vaquero v. Stoneledge Furniture, LLC, et al.*, Case No. 12-cv-08590-PA-MAN, United States District Court, Central District of California, Honorable Percy Anderson, presiding.

¹ My work on this matter including proceedings not only in District Court, but also work before the United States Court of Appeals for the Ninth Circuit as well as the United States Supreme Court.

- 1 ▶ *Vaquero v. Stoneledge Furniture, LLC, et al.*, Case No. BC388612, California
2 Superior Court, County of Los Angeles, Honorable Elihu Berle, presiding.²
- 3 ▶ *Dugan v. Stoneledge Furniture, LLC*, Case No. 16-cv-01125-PA-FFMx, United
4 States District Court, Central District of California, Honorable Percy Anderson,
5 presiding.
- 6 ▶ *Klune v. Stoneledge Furniture, LLC*, Case No. 14-cv-03986-PA-FFMx, United
7 States District Court, Central District of California, Honorable Percy Anderson,
8 presiding.
- 9 ▶ *Diaz v. ABM Industries, Inc.; Ampco Parking*, Case No. BC362932, California
10 Superior Court, County of Los Angeles, Honorable Jane Johnson, presiding.³
- 11 ▶ *Adams v. Luxottica Retail North America, Inc.*, Case No. 07CC01346, California
12 Superior Court, County of Orange, Honorable Thierry Patrick Colaw, presiding.
- 13 ▶ *Sakkab v. Luxottica Retail North America, Inc.*, Case No. 12-cv-00436-GPC-KSC,
14 United States District Court, Southern District of California.⁴
- 15 ▶ *Page v. Oakley, Inc.*, Case No. FCS041512, California Superior Court, County of
16 Solano, Honorable Paul Berman, presiding.
- 17 ▶ *Ramirez v. Oakley, Inc.*, Case No. 30-2014-00731617-CU-OE-CJC California
18 Superior Court, County of Orange, Honorable William Claster, presiding.
- 19 ▶ *Ramirez v. Oakley, Inc.*, Case No. 30-2014-00723846-CU-DE-CXC, California
20 Superior Court, County of Orange, Honorable William Claster, presiding.
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23 ² My work on this matter included proceedings not only in the trial court, but also before the California
24 Courts of Appeal and the California Supreme Court.

25 ³ This matter was consolidated and litigated collectively with Case Nos. BC380923, BC 381523 and BC
26 406663.

27 ⁴ The work I performed on this case included work in the United States Court of Appeals for the Ninth
28 Circuit.

- 1 ▶ *Sierra v. Oakley, Inc.*, Case No. 13-cv-00319-AG-JPR, United States District
2 Court, Central District of California, Honorable Andrew Guilford, presiding.⁵
- 3 ▶ *Cordova v. Comerica Bank, et al.*, Case No. 09-cv-08905-MMM-PLAx, United
4 States District Court, Central District of California, Honorable Margaret Morrow,
5 presiding.
- 6 ▶ *Cordova v. Comerica Bank, et al.*, Case No. 09-cv-08905-MMM-PLAx, United
7 States District Court, Central District of California, Honorable Margaret Morrow,
8 presiding.
- 9 ▶ *Khelghatian v. Comerica Bank, et al.*, Case No. 11-cv-7689-DSF-FFMx, United
10 States District Court, Southern District of California, Honorable John A. Houston,
11 presiding.
- 12 ▶ *Babasa v. Comerica Bank, et al.*, Case No. 11-cv-0595-JAH-BGS, United States
13 District Court, Central District of California, Honorable Margaret Morrow,
14 presiding.
- 15 ▶ *Bernal v. Comerica Bank, et al.*, Case No. 11-cv-01298-JAH-BGS, United States
16 District Court, Central District of California, Honorable Margaret Morrow,
17 presiding.
- 18 ▶ *Khalili v. Comerica Bank, et al.*, Case No. 09-cv-08905-MMM-PLAx, United
19 States District Court, Northern District of California.
- 20 ▶ *Granata v. Comerica Bank, et al.*, Case No. 37-2011-00086316-CU-OE-CTL,
21 California Superior Court, County of San Diego, Honorable Jeffrey B. Barton,
22 presiding.
- 23 ▶ *Mathews v. Comerica Bank, et al.*, Case No. 111CV194781, California Superior
24 Court, County of Santa Clara.

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27 ⁵ The work I performed on this case included work in the United States Court of Appeals for the Ninth
28 Circuit.

- 1 ▶ *Gallegos v. Comerica Bank, et al.*, Case No. BC455515, California Superior Court,
- 2 County of Los Angeles, Honorable Terry Green, presiding.
- 3 ▶ *Rumohr v. Comerica Bank, et al.*, Case No. CGC-11-508433, California Superior
- 4 Court, County of San Francisco.
- 5 ▶ *Smith v. Werner Enterprises*, Case No. 15-cv-02978-RS, United States District
- 6 Court, Northern District of California, Honorable Richard Seeborg, presiding.

7 7. In January 2018, I voluntarily resigned from Littler Mendelson in order to open my own
8 law firm, Lidman Law, APC, to represent employees with work-related claims, including primarily wage
9 and hour claims and almost exclusively on a class-action basis. I am the President and Shareholder of
10 Lidman Law. Currently, over ninety percent (90%) of my practice is dedicated exclusively to the
11 prosecution of wage and hour class actions, and I am currently responsible for prosecuting over sixty-five
12 (65) wage and hour class actions filed in State courts throughout California, with several of them having
13 been removed to Federal courts. I believe that my professional experience renders me more than qualified
14 to serve as class counsel in this lawsuit involving claims of underpaid overtime and minimum wages, meal
15 and rest period violations, and derivative penalty claims. Not only have I litigated dozens of wage and
16 hour cases throughout my career involving similar claims, including the wage and hour class actions
17 identified above, I have litigated similar claims from both plaintiff and defense perspectives. As a result,
18 I am able to realistically assess and evaluate the facts and legal arguments that can be made in pursuit and
19 defense of similar wage and hour claims, as well as those facts and arguments in support and in opposition
20 to class certification. Consequently, I am able to appreciate the significant risks, uncertainties, and delay
21 involved in wage and hour class action litigation.

22 8. I have been appointed Class Counsel in: *Guardado v. Wesley Allen, Inc.*, Case No.
23 BC683027, California Superior Court, County of Los Angeles, Honorable Judge Carolyn B. Kuhl
24 presiding; *Rodriguez v. Satco, Inc.*, Case No. BC682137, California Superior Court, County of Los
25 Angeles, Honorable Judge Ann I. Jones presiding; *Ong v. Howard's Appliances, Inc.*, Case No. 30-2017-
26 00964213-CU-OE-CXC, California Superior Court, County of Orange, Honorable Judge William Claster
27 presiding; *Hanke v. C&W Facility Services, Inc.*, Case No. CIVDS1814412, California Superior Court,
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County of San Bernardino, Honorable Judge David Cohn presiding; *Molina v. Mader News, Inc.*, Case No. BC685960, California Superior Court, County of Los Angeles, Honorable Judge Yvette M. Palazuelos presiding; *Alvarez v. Salamander Fire Protection, Inc.*, Case No. BC688326, California Superior Court, County of Los Angeles, Honorable Judge William F. Highberger presiding; *Rodriguez v. H.F. Cox, Inc.*, Case No. BC653164, California Superior Court, County of Los Angeles, Honorable Judge Carolyn B. Kuhl presiding; *Fregoso v. Amerigas Propane, Inc.*, Case No. BC697973, California Superior Court, County of Los Angeles, Honorable Judge Rafael A. Ongkeko presiding; *Teran v. Western Plastics, Inc.*, Case No. RIC1722619, California Superior Court, County of Riverside, Honorable Judge Sunshine Sykes presiding; *Villegas de Torres v. El Monte Superstore Inc.*, Case No. BC688477, California Superior Court, County of Los Angeles, Honorable Judge Daniel J. Buckley presiding; *Huynh v. Polypeptide Laboratories, Inc.*, Case No. BC680872, California Superior Court, County of Los Angeles, Honorable Judge Rafael A. Ongkeko presiding; *Guzman v. Century Blinds*, Case No. RIC1723654, California Superior Court, County of Riverside, Honorable Judge Sunshine S. Sykes presiding; *George v. Convergence Marketing*, Case No. CIVDS1901039, California Superior Court, County of San Bernardino, Honorable Judge David S. Cohn presiding; *Coffee, et al. v. Flyers Transportation Energy, LLC*, Case No. 34-2017-00222084, California Superior Court, County of Sacramento, Honorable Judge Alan G. Perkins presiding; *Romero v. Fillmore Hospitality, LLC*, Case No. BC705667, California Superior Court, County of Los Angeles, Honorable Judge Maren E. Nelson presiding; *Wennerstrom, et al. v. Giant Inland Empire R.V. Center*, Case No. CIVDS1617291, California Superior Court, County of San Bernardino, Honorable Judge David S. Cohn presiding; *Contreras, et al. v. Letter Ride, LLC*, Case No. 37-2018-00020841-CU-OE-CTL, California Superior Court, County of San Diego, Honorable Judge Eddie C. Sturgeon presiding; *Davis v. WeDriveU*, Case No. 18CV322578, California Superior Court, County of Santa Clara, Honorable Judge Brian C. Walsh presiding; and *Acuna v. Canton Food Co., Inc.*, Case No. BC685001, California Superior Court, County of Los Angeles, Honorable Judge David S. Cunningham presiding.

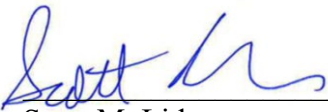
9. As co-lead counsel for Plaintiff My Le Pham and the proposed Settlement Class, I have been intimately involved in every aspect of this case from its inception through the present, and I believe

1 that the proposed Settlement is a favorable result for the Settlement Class Members under the
2 circumstances presented.

3 10. The details of the work completed in this case by me, my firm and/or my co-counsel are
4 set forth in the declaration of Elizabeth Nguyen filed concurrently herewith.

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

7 Executed on November 6, 2020, at El Segundo, California.

8 
9 _____
10 Scott M. Lidman