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

KENNETH GUNTHER, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the
California Private Attorneys General Act,

Plaintiff,

vs.

NORTH COAST COOPERATIVE, INC., a
California corporation; NORTH COAST
COOP, an unknown business entity; and
DOES 1 through 100, inclusive,

Defendants.

Case No. CV2000307

Honorable Timothy A. Canning
Department 4

CLASS ACTION

**DECLARATION OF ELIZABETH
PARKER-FAWLEY IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT**

Date: October 25, 2024
Time: 10:30 a.m.
Department: 4

Complaint Filed: February 25, 2020
FAC Filed: April 26, 2022
Trial Date: None Set

DECLARATION OF ELIZABETH PARKER-FAWLEY

I, Elizabeth Parker-Fawley, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California. I am a member of Lawyers *for* Justice, PC, attorneys of record for Plaintiff Kenneth Gunther (“Plaintiff”) and the Class in the above-captioned matter. The facts set forth in this declaration are within my personal knowledge or based on information and belief, and, if called as a witness, I could and would competently testify as follows.

PRELIMINARY APPROVAL OF SETTLEMENT

2. On May 29, 2024, the Honorable Timothy A. Canning entered an order preliminarily approving the Class Action and PAGA Settlement Agreement (“Agreement,” “Settlement,” or “Settlement Agreement”) entered into between Plaintiff and Defendant North Coast Cooperative, Inc. (“Defendant” or “NCC”) (together with Plaintiff, the “Parties”), and conditionally certified the Class for settlement purposes. The Court preliminarily appointed Plaintiff as the representative of the Class (“Class Representative”). The Court also preliminarily appointed and designated Lawyers *for* Justice, PC as counsel for the Class (“Class Counsel” or “Plaintiff’s Counsel”). The Court approved and ordered the mailing of the Court Approved Notice of Class Action Settlement (“Class Notice”), adopted the notice, opt-out, and objection procedures, and ordered their implementation. The Court appointed Simpluris, Inc. (“Settlement Administrator”) to serve as the third-party settlement administrator and handle the notice and settlement administration process.

3. As of the date of filing the accompanying Motion for Final Approval of Class Action and PAGA Settlement (“Motion for Final Approval”), no Settlement Class Members have objected to the Settlement or the contemplated request for Attorneys’ Fees and Costs, Enhancement Award, Settlement Administration Costs, and PAGA Penalties.

WORK PERFORMED BY CLASS COUNSEL

4. Attorneys at Lawyers *for* Justice, PC have been actively performing work in this matter since prior to the commencement of Plaintiff’s putative class action (i.e., the above-captioned action) on February 25, 2020, in the Humboldt County Superior Court.

1 5. Before initiating this matter, Lawyers *for* Justice, PC investigated and researched
2 the facts and circumstances underlying the pertinent factual and legal issues and applicable law.
3 This required thorough discussions and interviews between attorneys at our firm and Plaintiff and
4 research into the various legal issues involved in this matter, namely, the current state of the law
5 as it applied to class certification, off-the-clock theory, meal and rest periods, representative PAGA
6 claims, wage-and-hour law and enforcement, Plaintiff's claims and allegations, and potential
7 defenses. After conducting an initial investigation, our firm determined that the claims of Plaintiff
8 were well-suited for class-wide and representative adjudication, owing to what appeared to be a
9 common course of conduct affecting a similarly situated group of current and former hourly-paid
10 or non-exempt employees who worked for Defendant within the State of California, who were not
11 properly compensated for, *inter alia*, all hours worked, non-compliant meal and rest periods, and
12 business expenses.

13 6. Class Counsel conducted significant litigation and formal and informal discovery
14 and investigation into the facts of the case, to assess the veracity, strength, and scope of the claims,
15 and were preparing the case for class certification and trial prior to reaching the Agreement. The
16 Parties exchanged a large volume of information, documents, and data throughout the course of
17 the litigation and in connection with the mediation and settlement negotiations. Class Counsel had
18 the opportunity to interview and obtain information from Plaintiff and percipient witnesses, and
19 reviewed and analyzed a large volume of information, data, and documents obtained from Plaintiff,
20 Defendant, and other sources. On July 14, 2020, Class Counsel propounded multiple sets of written
21 discovery requests on both North Coast Cooperative, Inc. and North Coast Coop (including Form
22 Interrogatories—General (Set One), Special Interrogatories (Sets One and Two), Requests for
23 Production of Documents (Set One)) and noticed depositions of both North Coast Cooperative,
24 Inc. and North Coast Coop's person(s) most knowledgeable along with accompanying requests for
25 production of documents. On September 3, 2020, Defendant provided responses to Plaintiff's
26 discovery. After counsel met and conferred regarding the sufficiency of Defendant's responses to
27 Plaintiff's discovery, Defendant provided amended responses on November 6, 2020. On
28 November 2, 2020, Defendant served its Demand for Inspection (Set One), Form Interrogatories—

1 Employment Law (Set One), Form Interrogatories—General (Set One) and Special Interrogatories
2 (Set One) on Plaintiff. On December 18, 2020, Plaintiff responded to Defendant’s discovery
3 requests. The large volume of information, documents, and data reviewed and analyzed by Class
4 Counsel included, and was not limited to: Plaintiff’s employment records, approximately 30%
5 sampling of Class Members’ time data and pay records, Settlement Agreement and General
6 Releases, Employee Declarations, Collective Bargaining Agreements, and Defendant’s operations
7 and employment practices, forms, procedures, and policies (including, and not limited to,
8 Employee Handbook, Job Descriptions, Time and Attendance Policy,), along with other
9 information and documents. Class Counsel also developed liability, damages, violation, and
10 penalties valuation models in the course of litigation and in connection with the mediation and
11 settlement negotiations and met and conferred with Defendant’s counsel on numerous occasions,
12 e.g., to discuss issues relating to the pleadings, case management, discovery and the production of
13 information, documents, and data in the course of litigation and in connection with mediation and
14 settlement negotiations, and settlement. Other work performed by Class Counsel included, and
15 was not limited to, case strategy and analysis; researching, drafting, reviewing, and/or revising the
16 pleadings, motion-related papers, the mediation brief, and settlement documents; preparing for and
17 attending court proceedings, mediation, and settlement negotiations, among other tasks.

18 7. As outlined herein, the Parties have conducted significant investigation and formal
19 and informal discovery during the course of litigating the case, mediation and extensive settlement
20 negotiations. Class Counsel analyzed a large volume of information, documents, and data obtained
21 from Plaintiff, Defendant, and other sources. The information, documents, and data provided a
22 critical understanding of the nature of the work performed by the Class Members, as well as
23 Defendant’s operations and employment policies, practices, and procedures, and were used in
24 analyzing liability, damages, penalties, and other valuation issues in connection with all phases of
25 the litigation, and ultimately, in connection with the mediation and settlement negotiation process.
26 Class Counsel also performed significant research into the applicable law, which is evolving as it
27 relates to class certification, manageability, off-the-clock theory, regular rate, meal and rest
28 periods, collective bargaining agreements, individual settlement and release agreements, federal

1 subject matter jurisdiction, representative PAGA claims and penalties, wage-and-hour law and
2 enforcement, Plaintiff's claims and allegations, and Defendant's defenses thereto, as well as facts
3 discovered.

4 8. After conducting significant investigation of the facts and law during the
5 prosecution of the case, counsel for the Parties engaged in extensive settlement negotiations to try
6 to resolve the case. These efforts included participating in a formal mediation session conducted
7 on August 25, 2021, by Jeffrey A. Ross, Esq., a well-regarded mediator experienced in handling
8 complex labor and employment matters. During all settlement discussions, the Parties conducted
9 their negotiations at arm's length in an adversarial position. In the course of mediation and
10 settlement discussions, the Parties exchanged information, documents, and data, and discussed
11 various aspects of the case, including and not limited to, the risks and delays of further litigation;
12 the risks and expenses to the Parties of proceeding with class certification and trial; the law relating
13 to class certification, manageability, off-the-clock theory, regular rate, meal and rest periods,
14 collective bargaining agreements, individual settlement and release agreements, representative
15 PAGA claims, and wage-and-hour law and enforcement; the evidence produced and analyzed;
16 and the possibility of appeals, among other things. Arriving at a settlement that was acceptable to
17 the Parties was not easy. Defendant contended that individualized questions of fact predominate
18 over any common issues, and these issues would pose challenges to class certification and
19 representative adjudication. Defendant and its counsel felt strongly about Defendant's ability to
20 avoid class certification and prevail on the merits, while Plaintiff and Class Counsel believed that
21 they would be able to obtain class certification and prevail at trial. With the aid of the mediator's
22 evaluation, the Parties ultimately agreed that the case was well-suited for settlement given the legal
23 issues relating to Plaintiff's principal claims, as well as the costs and risks to the Parties that would
24 attend further litigation. These risks of further litigation include, and are not limited to, a
25 determination that the claims are unsuitable for class treatment and/or representative adjudication,
26 class de-certification after certification of a class, allowing a jury to decide the claims asserted in
27 the case, and the real possibility of no monetary recovery after years of litigation.

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1 9. By way of the accompanying Motion for Final Approval, Class Counsel seeks
2 attorneys' fees in the amount of \$306,250.00, which is 35% of the Gross Settlement Amount of
3 \$875,000.00. Pursuant to the contingency-fee agreement entered into by and between Plaintiff
4 and Class Counsel, Plaintiff has agreed to a contingency fee of at least 35% of the recovery.

5 10. The attorneys' fees sought are commensurate with: (1) the risk that Class Counsel
6 took in commencing the case; (2) the time, effort, and expense that Class Counsel dedicated to the
7 case; (3) the skill and determination that Class Counsel has shown; (4) the results that Class
8 Counsel has achieved throughout the litigation; (5) the value of the settlement that Class Counsel
9 has achieved in the case; and (6) the other cases that Class Counsel has turned down in order to
10 devote their time and efforts to this matter.

11 11. While not necessarily required to be demonstrated because the percentage fee is
12 proper for this settlement, Class Counsel has incurred many hours of work in connection with
13 prosecuting the case such that the award of attorneys' fees is also justified under a lodestar analysis.
14 Attorneys at Lawyers *for* Justice, PC have spent a total of **368 hours** performing tasks and
15 obtaining recovery in this matter. Attached hereto as "**EXHIBIT A**" is an Attorney Task and
16 Time Chart that sets forth in detail the nature of the legal services provided by attorneys at Lawyers
17 *for* Justice, PC and the time incurred by them in performing those services. These hours include
18 work done by several attorneys at Lawyers *for* Justice, PC. Also, separate from the hours
19 referenced herein and in the chart, Lawyers *for* Justice, PC had litigation support personnel actively
20 engaged in assisting with the prosecution of this matter.

21 12. The work performed in this particular matter, the background of Lawyers *for*
22 Justice, PC, as well as the individual backgrounds, training, and experience of the attorneys who
23 worked on this matter, in litigating complex wage-and-hour actions, and in particular, employment
24 class action and representative action cases, support a reasonable blended hourly rate of
25 compensation of at least \$850 per hour for work performed by Lawyers *for* Justice, PC. Lawyers
26 *for* Justice, PC has been awarded attorneys' fees, compensating the firm at the rate of at least \$850
27 per hour for legal services performed, by courts granting approval of settlements in other wage-
28 and-hour class action and representative action cases: final approval of the class and representative

1 action settlement in *David Dugan v. TEC Equipment, Inc., et al.* (Los Angeles Superior Court Case
2 No. 19STCV01591) was granted on July 8, 2021, and the award of attorneys' fees involved
3 compensation at the rate of \$936.47 per hour; final approval of the class and representative action
4 settlement in *Larry Greenwood, et al. v. Scan Health Plan* (Los Angeles Superior Court Case No.
5 BC715157) was granted on April 20, 2021, and the award of attorneys' fees involved
6 compensation at the rate of \$919.57 per hour; and final approval of the class and representative
7 action settlement in *Seth Swan v. Pace Supply Corp.* (Sonoma County Superior Court Case No.
8 SCV258764) was granted on February 6, 2019, and the award of attorneys' fees involved
9 compensation at the rate of \$855.96 per hour.

10 **EXPERIENCE AND ADEQUACY OF**

11 **LAWYERS for JUSTICE, PC**

12 13. For over a decade, Lawyers for Justice, PC has almost exclusively focused on the
13 prosecution of consumer and employment class actions, involving wage-and-hour claims, race
14 discrimination, unfair business practices, or consumer fraud. Currently, Lawyers for Justice, PC
15 is attorney of record in dozens of employment-related putative class actions in both state and
16 federal courts in the State of California. Lawyers for Justice, PC is comprised of attorneys who
17 focus on litigating complex wage-and-hour class and Private Attorneys General Act ("PAGA")
18 representative actions. The firm has successfully litigated cases involving nearly every aspect of
19 California wage and hour law, including payment of overtime and minimum wages, provision of
20 meal and rest breaks and/or premiums wages for same, timely payment of wages, provision of
21 compliant wage statements, reimbursement of business expenses, executive, administrative, and
22 other overtime exemptions to the State of California and federal overtime compensation
23 requirements, PAGA claims, and sister statutes under federal law. Lawyers for Justice, PC has
24 recovered (sometimes in association with other law firms) millions of dollars on behalf of
25 thousands of individuals in California.

26 14. Edwin Aiwarzian is a Managing Member and Shareholder of Lawyers for Justice,
27 PC. He received his Bachelor of Arts degree from Pepperdine University in April of 1999 and
28 earned a Juris Doctor degree from Pepperdine University School of Law in May of 2004. He has

extensive formal training in dispute resolution and negotiation from the Straus Institute for Dispute Resolution as part of its Masters in Dispute Resolution degree program. In addition, he has previously served as a pro bono mediator for the Los Angeles County Superior Court. In October of 2000, he obtained a Litigation Paralegal Certificate from the UCLA Extension Program. During the summer of 2000, he studied Legal Writing at Harvard University. From approximately September 2002 to approximately December 2002, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the United States Court of Appeals for the Ninth Circuit. From approximately June 2002 to approximately August 2002, he served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate District. In December of 2004, he obtained a license to practice law from the California State Bar. For over a decade, through his work at Lawyers *for* Justice, PC, he has almost exclusively focused on the prosecution of consumer and employment class actions. Together with other attorneys at the firm, and in some cases in conjunction with co-counsel, he has successfully litigated cases involving the executive, administrative, and other overtime exemptions to the State of California and federal overtime compensation requirements. Under his supervision, Lawyers *for* Justice, PC has successfully obtained class certification by contested motion practice in approximately fifteen (15) cases in the last decade and litigated over 1,000 class action or representative action cases.

15. Arby Aiwazian is a Member and Shareholder of Lawyers *for* Justice, PC. He received his Bachelor of Arts degree from University of California, Los Angeles and graduated magna cum laude. He earned a Juris Doctor degree, cum laude, from Southwestern Law School. From approximately May 2007 to approximately July 2007, he served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate District. From approximately August 2008 to approximately December 2008, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the United State Court of Appeals for the Ninth Circuit. He was admitted to practice law in California in 2010. He is admitted to practice before all courts of the State of California and all United States District Courts in the State of California. He has worked on many wage-and-hour class action and representative action cases, taking the lead in taking and defending depositions, arguing motions, and attending mediations. He has played an

1 integral role in preparing matters for class certification, including and not limited to, successful
2 certification of a class in *Upson v. Sur La Table* (Los Angeles County Superior Court Case No.
3 BC424012), *Montazemi v. Regus Management* (Los Angeles County Superior Court Case No.
4 BC478769), and *Abdulhaqq v. Urban Outfitters* (Alameda County Superior Court Case No.
5 RG13680477). Under his supervision, dozens of class action or representative cases have resulted
6 in settlements that have been granted court approval, including and not limited to, those listed in
7 paragraph 18 herein. He has handled over one hundred and fifty (150) mediations and worked on
8 over two hundred and fifty (250) class action or representative action cases which have resulted in
9 settlement.

10 16. Joanna Ghosh is a Managing Member of Lawyers for Justice, PC. She received a
11 Bachelor of Arts degree from California State University, Los Angeles in 2006, a Master of
12 Science degree from the London School of Economics in 2007, and a Juris Doctor degree from
13 Georgetown University Law Center in 2010. She is admitted to practice in California (since 2010)
14 and in New York (since 2013), and she is admitted to practice in all U.S. District Courts in
15 California, the U.S. Bankruptcy Court for the Central District of California, and the U.S. Supreme
16 Court. She has taken and defended dozens of depositions and successfully handled motion practice
17 in class action cases regarding discovery (including and not limited to, regarding class contact
18 information), class certification (both contested class certification and stipulated class
19 certification), arbitration agreements, coordination, and intervention. She has successfully handled
20 briefing and oral argument on appeal and obtained notable decisions regarding the Private
21 Attorneys General Act and employer efforts to compel arbitration, e.g., *Betancourt v. Prudential*
22 *Overall Supply*, 9 Cal.App.5th 439 (Cal. Ct. App., Mar. 7, 2017), cert. denied (Cal., May 24, 2017),
23 cert. denied (U.S., Dec. 11, 2017) and *ZB, N.A. v. Superior Court*, 8 Cal.5th 175 (2019). She has
24 significant experience with class actions, including and not limited to working on cases to obtain
25 class certification through contested motion practice and working on cases in the post-certification
26 stage (e.g., post-certification discovery, appeal, statistical sampling and
27 pilot study, and trial preparation in conjunction with co-counsel in a case involving a certified class
28 consisting of approximately 2,600 individuals). She also has extensive experience with class

1 action and/or representative action settlements, and she has handled this process in over three
2 hundred (300) cases. Under her, Edwin Aiwasian and Arby Aiwasian, Lawyers *for* Justice, PC
3 has handled the class certification and court approval process for hundreds of class action and/or
4 representative action matters that have successfully resolved. She is a member of the California
5 Employment Lawyers Association.

6 17. I am the Director of Legal Operations at Lawyers for Justice, PC. I earned my
7 Bachelor of Arts in History at Chapman University in 2011 and my Juris Doctor from the UCLA
8 School of Law in 2014. In December 2014, I obtained a license to practice law from the California
9 State Bar. I am admitted to practice in all courts in the State of California, as well as the Central,
10 Southern, Northern, and Eastern District Courts of California and the Ninth Circuit Court of
11 Appeal. Since December 2014, I have worked at Lawyers for Justice, PC, and my practice has
12 almost exclusively focused on the prosecution of employment class actions and representative
13 actions, handling cases in all stages of litigation from initial pleadings to assisting with class action
14 trial matters, attending mediations, and preparing class action settlements. Previously, I was in the
15 role of Manager of Litigation, in which I oversaw approximately twenty-five attorneys working
16 on hundreds of employment class actions and representative actions and provided internal training
17 for our litigation practice group and post-bar law clerks. In my current role, I oversee the legal
18 operations of the firm, review and advise attorneys on work product and practices, provide training,
19 and supervise cases from their inception to final accounting. I am a member of the California
20 Lawyers Association Labor & Employment Group and the California Employment Lawyers
21 Association.

22 **LITIGATION COSTS AND EXPENSES INCURRED BY**

23 **LAWYERS *FOR* JUSTICE, PC**

24 18. To date, Class Counsel has borne all of the risks and costs of litigation and will not
25 receive any compensation until recovery is obtained in this matter. Lawyers *for* Justice, PC seeks
26 reimbursement of **\$12,626.52** in litigation costs and expenses incurred in this matter, as reflected
27 in “**EXHIBIT B**” attached hereto. These expenses were reasonable and necessary in the
28 prosecution of this matter and to obtain the Settlement.

ENHANCEMENT AWARD TO PLAINTIFF

19. In recognition of his efforts and work serving as the Class Representative, the Settlement Agreement provides for an Enhancement Award in the amount of \$7,500.00. The requested Enhancement Award is fair and appropriate. Plaintiff spent a substantial amount of time and effort to produce relevant documents and information and provided facts and evidence to support the prosecution of the claims. Plaintiff was available whenever Class Counsel needed him and actively tried to obtain and provide information that would facilitate the pursuit of the case. Plaintiff spent numerous hours speaking with Class Counsel about his claims and describing his work experiences with Defendant. Additionally, Plaintiff spent numerous hours reviewing Defendant's discovery requests, locating documents, and providing documents and information in connection with the responses. Accordingly, it is appropriate for Plaintiff to receive \$7,500.00 as an Enhancement Award for his services in the case, in addition to his Individual Settlement Payment.

20. I submit that the Agreement is fair, reasonable, and adequate, and is in the best interests of Plaintiff, Class Members, and the State of California.

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

Executed this 3rd day of October 2024, at Glendale, California.


Elizabeth Parker-Fawley

EXHIBIT A

KENNETH GUNTHER V. NORTH COAST COOPERATIVE, INC., ET AL.
Humboldt County Superior Court, Case No. CV2000307, Class & PAGA Action (“State Action”)

KENNETH GUNTHER V. NORTH COAST COOPERATIVE, INC., ET AL.
United States District Court - Northern District of California, Case No. 20-cv-02325-RMI (“Federal Action”)

ATTORNEY TASK AND TIME CHART

TASK	LAWYERS FOR JUSTICE, PC
Investigation and Research / Due Diligence	
Meet and Communicate with Plaintiff Kenneth Gunther During the Case	35.00
Investigate, Meet, Communicate with, and/or Interview of Class Members and/or Percipient Witnesses	15.00
Pleadings and Court Filings	
Research and Draft Plaintiff Kenneth Gunther’s (“Plaintiff”) Class Action Complaint for Damages and Legal Research and Analysis of All Claims Involved (filed on February 25, 2020) (State Action)	7.50
Review Court’s Notice of Inclusion in Delay Reduction Program and Notice of Case Management Conference (filed on March 3, 2020) (State Action)	0.10
Review and Analyze Defendant’s Notice to Adverse Party of Removal Federal Court (served on April 6, 2020) (State Action)	3.40
Review Court’s Notice of Electronic Filing, Order Setting Initial Case Management Conference and ADR Deadlines (filed on April 7, 2020) (Federal Action)	0.10
Review Clerk’s Notice re: Consent or Declination to Magistrate Judge Jurisdiction (filed on April 21, 2020) (Federal Action)	0.10
Review Defendant’s Consent to Magistrate Judge Jurisdiction (filed on April 24, 2020) (Federal Action)	0.10

Review Defendant's Answer to Class Action Complaint for Damages (filed on April 30, 2020) (Federal Action)	1.80
Review Clerk's Notice re: Consent or Declination (filed on May 7, 2020) (Federal Action)	0.10
Draft Plaintiff's Consent to Magistrate Judge Jurisdiction (filed on May 13, 2020) (Federal Action)	0.10
Draft Plaintiff's Case Management Statement (filed on June 19, 2020) (State Action)	0.50
Review Defendant's Case Management Statement (served on September 30, 2020) (State Action)	0.20
Draft Plaintiff's Case Management Statement (filed on October 1, 2020) (State Action)	0.50
Review Defendant's Case Management Statement (served on January 4, 2021) (State Action)	0.20
Draft Plaintiff's Case Management Statement (filed on January 11, 2021) (State Action)	0.50
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement and Notice of Settlement (filed on August 31, 2021) (State Action)	0.80
Review Defendant's Case Management Statement (served on December 29, 2021) (State Action)	0.20
Draft Plaintiff's Case Management Statement (filed on January 6, 2022) (State Action)	0.50
Review Court's Minute Order re: Case Management Conference Hearing (issued on January 24, 2022) (State Action)	0.10
Draft Plaintiff's Notice Regarding January 24, 2022 Case Management Conference (filed on February 10, 2022) (State Action)	0.20
Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation and [Proposed] Order Granting Plaintiff Leave to File First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq. (filed on April 19, 2022) (State Action)	1.20
Review Court's Order Granting Plaintiff Leave to File First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq. (issued on April 22, 2022) (State Action)	0.10

Research and Draft Plaintiff's First Amended Class Action Complaint for Damages & Enforcement under the Private Attorneys General Act, California Labor Code § 2698, Et Seq., and Legal Research and Analysis of All Claims Involved (filed on April 26, 2022) (State Action)	1.90
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on May 13, 2022) (State Action)	0.70
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on August 9, 2022) (State Action)	0.60
Review Defendant's Notice of Further Case Management Conference (served on August 22, 2022) (State Action)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on November 10, 2022) (State Action)	0.70
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on December 29, 2022) (State Action)	0.70
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on March 30, 2023) (State Action)	0.70
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on May 19, 2023) (State Action)	0.60
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (filed on July 5, 2023) (State Action)	0.60
Meet and Confer with Defendant's Counsel, and Draft Joint Status Conference Statement Regarding Dismissal (filed on January 8, 2024) (State Action)	0.60
Meet and Confer with Defendant's Counsel, and Draft Joint Status Conference Statement Regarding Dismissal (filed on April 4, 2024) (State Action)	0.50
Appearances	
Prepare for and Remotely Attend Case Management Conference (October 16, 2020) (State Action)	0.60

Prepare for and Remotely Attend Case Management Conference (January 22, 2021) (State Action)	0.20
Prepare for and Remotely Attend Case Management Conference (September 20, 2021) (State Action)	0.50
Prepare for and Remotely Attend Case Management Conference (January 24, 2022) (State Action)	1.0
Prepare for and Remotely Attend Case Management Conference (November 28, 2022) (State Action)	0.50
Prepare for and Remotely Attend Case Management Conference (July 17, 2023) (State Action)	0.70
Prepare for and Remotely Attend Hearing on Plaintiff's Motion for Preliminary Approval of Class Action Settlement (April 26, 2024) (State Action)	0.50
Discovery and Deposition	
Draft Letter to Defendant Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Kenneth Gunther (served on December 2, 2019)	1.40
Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Kenneth Gunther, Employee Handbook (served December 20, 2019)	7.70
Draft Plaintiff's Form Interrogatories – General (Set One), Special Interrogatories (Set One), Special Interrogatories (Set Two), Requests for Production of Documents (Set One) To Defendant North Coast Cooperative, Inc. (served on July 14, 2020)	5.70
Draft Plaintiff's Form Interrogatories – General (Set One), Special Interrogatories (Set One), Special Interrogatories (Set Two), Requests for Production of Documents (Set One) To Defendant North Coast Coop (served on July 14, 2020)	4.30
Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant North Coast Cooperative, Inc. and Requests for Production of Documents (August 17, 2020; Organizational Structure) (served on July 14, 2020)	1.10

Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant North Coast Cooperative, Inc. and Requests for Production of Documents (August 18, 2020; Job Duties) (served on July 14, 2020)	1.10
Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant North Coast Coop and Requests for Production of Documents (August 19, 2020; Organizational Structure) (served on July 14, 2020)	1.0
Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant North Coast Coop and Requests for Production of Documents (August 20, 2020; Job Duties) (served on July 14, 2020)	1.0
Review and Analyze Defendant's North Coast Cooperative, Inc. Responses to Plaintiff's Form Interrogatories – General (Set One), Special Interrogatories (Set One), Special Interrogatories (Set Two), Requests For Production Of Documents (Set One) (served on September 3, 2020)	3.50
Review and Analyze Defendant's North Coast Coop Responses to Plaintiff's Form Interrogatories – General (Set One), Special Interrogatories (Set One), Special Interrogatories (Set Two), Requests For Production Of Documents (Set One) (served on September 3, 2020)	3.50
Review and Analyze Defendant North Coast Cooperative, Inc. 's Discovery to Plaintiff Kenneth Gunther: Form Interrogatories – General (Set One), Form Interrogatories – Employment Law (Set One), Special Interrogatories (Set One), Demand for Inspection (Set One) and Declaration for Additional Discovery (served on November 2, 2020)	8.10
Review and Analyze Defendant's North Coast Cooperative, Inc. Amended Responses to Plaintiff's Form Interrogatories – General (Set One) and Special Interrogatories (Set Two) (served on November 6, 2020)	2.60
Review and Analyze Documents Produced by Defendant (served on November 24, 2020)	32.50
Draft Plaintiff Kenneth Gunther's Responses to North Coast Cooperative, Inc. 's Form Interrogatories- General (Set One), Form Interrogatories – Employment Law (Set One), Demand for Inspection (Set One), and Special Interrogatories (Set One) (served on December 18, 2020)	21.50
Letters and Correspondence	

Draft Notice to California Labor and Workforce Development Agency Re: Claims of Plaintiff Kenneth Gunther for Penalties Under the Private Attorneys General Act, California Labor Code section 2698, <i>et seq.</i> (“PAGA”) (served on May 29, 2020)	4.60
Draft Notice to California Labor and Workforce Development Agency Re: Claims of Plaintiff Kenneth Gunther for Penalties Under the Private Attorneys General Act, California Labor Code section 2698, <i>et seq.</i> (“PAGA”) (served on September 9, 2021)	2.40
Meet with, Draft Correspondence to Defendant’s Counsel	8.40
Mediation/Settlement	
Prepare for Mediation, Including Researching Settlement-Related Issues and Merits of Claims, Drafting the Mediation Brief, Compiling the Mediation Exhibits in Support of Mediation Brief, and Performing Damages and Penalties Analysis/Calculations (submitted on August 18, 2021)	61.50
Attend Mediation Session August 25, 2021; Zoom Video Conference	16.00
Draft, Review, Revise, Negotiate, and Finalize Memorandum of Understanding Following Mediation (fully executed on August 30, 2021)	5.00
Draft, Review, Revise, Negotiate, and Finalize Class Action and PAGA Settlement Agreement (executed on June 8, 2023) and Notice of Class Action and PAGA Settlement	32.50
Law and Motion	
Review and Analyze Defendant North Coast Cooperative, Inc., and North Coast Coop, (collectively “Defendants”) Notice of Removal of Action Pursuant to 28 U.S.C. §§ 1331 and 1441 (Federal Question), Declaration Of Teisha Farrer In Support Of Removal Of Action Pursuant to 28 U.S.C. §§ 1331 and 1441 [Federal Question], Civil Cover Sheet, Proof of Service, (served on April 6, 2020) (Federal Action)	7.10
Research and Draft Plaintiff’s Notice of Motion and Motion to Remand Pursuant to 28 U.S.C. § 1447; Memorandum of Points and Authorities In Support Thereof, Declaration Of Kelly Odabashian In Support Of Plaintiff’s Motion to Remand Pursuant to 28 U.S.C. § 1447, Exhibit A, Exhibit B (filed on May 6, 2020) (Federal Action)	9.00

Review and Analyze Defendant's Opposition to Motion to Remand and Declaration of Teisha Farrer in Support of Opposition to Plaintiff's Motion for Remand Pursuant to 28 U.S.C. § 1447 (filed on May 20, 2020) (Federal Action)	2.10
Research and Draft Plaintiff Kenneth Gunther's Reply in Support of Motion to Remand Pursuant to 28 U.S.C. §§ 1331 and 1447 (Federal Action)	4.50
Review Order on Motion to Remand (issued on (Federal Action)	0.80
Draft Plaintiff's Notice of Motion and Motion for Preliminary Approval of Class Action Settlement; Memorandum of Points and Authorities, Declaration of Kenneth Gunther In Support Of Plaintiff's Motion For Preliminary Approval of Class Action Settlement, Declaration of Jeremy Stern In Support Of Plaintiff's Motion For Preliminary Approval of Class Action Settlement, [Proposed] Order Granting Preliminary Approval of Class Action and PAGA Settlement (filed on March 28, 2024) (State Action)	17.00
Draft Plaintiff's Notice of Entry of Judgment or Order: Re: Order Granting Preliminary Approval of Class Action and PAGA Settlement (filed on June 10, 2024) (State Action)	0.30
Review Court's Minute Order Re: Hearing on Motion for Preliminary Approval of Class Action Settlement (issued on April 26, 2024) (State Action)	0.10
Review Court's Order Granting Preliminary Approval of Class Action and PAGA Settlement (issued on May 29, 2024) (State Action)	0.20
Review and Analyze Settlement Administrator's Declaration Regarding Settlement Notice Administration; and Research and Draft Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement, Declaration of Elizabeth Parker-Fawley in Support Thereof, and [Proposed] Final Approval Order and Judgment (State Action)	21.50
Total Hours:	368

EXHIBIT B

LAWYERS for JUSTICE PC CASE COST DETAIL
Gunther v. North Coast Cooperative, Inc.

<u>Date</u>	<u>Payee</u>	<u>Expense Description</u>	<u>Amount</u>
12/2/2019	U.S. Postmaster	Postage	6.85
2/25/2020	Legal Document Server, Inc.	Attorney Service	165.22
2/25/2020	Humboldt County Superior Court	Filing Fee	435.00
3/9/2020	Legal Document Server, Inc.	Attorney Service	300.00
3/16/2020	Legal Document Server, Inc.	Attorney Service	100.00
5/7/2020	Legal Document Server, Inc.	Attorney Service	80.00
5/29/2020	Labor & Workforce Development Agency	PAGA Filing Fee	75.00
5/29/2020	U.S. Postmaster	Postage	8.15
6/19/2020	General Logistics Systems US, Inc.	Courier Service	27.12
6/19/2020	Legal Document Server, Inc.	Attorney Service	150.00
6/22/2020	CourtCall, LLC	Attorney Service	94.00
7/14/2020	General Logistics Systems US, Inc.	Courier Service	27.36
10/1/2020	General Logistics Systems US, Inc.	Courier Service	32.91
10/1/2020	Legal Document Server, Inc.	Attorney Service	150.00
10/13/2020	CourtCall, LLC	Attorney Service	94.00
12/8/2020	FedEx Express	Courier Service	36.85
1/11/2021	Legal Document Server, Inc.	Attorney Service	150.00
1/15/2021	Legal Document Server, Inc.	Attorney Service	100.00
6/18/2021	Jeffrey Ross	Mediation Fee	7,000.00
8/31/2021	Legal Document Server, Inc.	Attorney Service	150.00
9/10/2021	Labor & Workforce Development Agency	PAGA Filing Fee	75.00
9/17/2021	CourtCall, LLC	Attorney Service	94.00
10/25/2021	Legal Document Server, Inc.	Attorney Service	81.56
1/6/2022	Legal Document Server, Inc.	Attorney Service	103.14
1/7/2022	Legal Document Server, Inc.	Attorney Service	150.00
2/9/2022	Legal Document Server, Inc.	Attorney Service	80.00
2/10/2022	Legal Document Server, Inc.	Attorney Service	150.00
4/19/2022	Legal Document Server, Inc.	Attorney Service	230.07
4/26/2022	Legal Document Server, Inc.	Attorney Service	180.13
4/26/2022	Humboldt County Superior Court	Jury Fee	150.00
5/13/2022	Legal Document Server, Inc.	Attorney Service	150.00
8/9/2022	Legal Document Server, Inc.	Attorney Service	155.00
11/10/2022	Legal Document Server, Inc.	Attorney Service	175.00
12/29/2022	Legal Document Server, Inc.	Attorney Service	175.00
3/30/2023	Legal Document Server, Inc.	Attorney Service	175.00
5/19/2023	Legal Document Server, Inc.	Attorney Service	175.00
7/5/2023	Legal Document Server, Inc.	Attorney Service	155.00
1/8/2024	Legal Document Server, Inc.	Attorney Service	175.00
3/25/2024	FedEx Express	Courier Service	46.24
3/28/2024	Legal Document Server, Inc.	Attorney Service	253.92

LAWYERS for JUSTICE PC CASE COST DETAIL
Gunther v. North Coast Cooperative, Inc.

3/28/2024	Humboldt County Superior Court	Motion Fee	60.00
4/4/2024	Legal Document Server, Inc.	Attorney Service	180.00
6/7/2024	Legal Document Server, Inc.	Attorney Service	155.00
6/10/2024	Legal Document Server, Inc.	Attorney Service	120.00
Total:			<u>12,626.52</u>