

James R. Hawkins (SBN 192925)
james@Jameshawkinsaplc.com
Christina M. Lucio (SBN 253677)
christina@Jameshawkinsaplc.com
Mitchell J. Murray (SBN 285691)
mitchell@Jameshawkinsaplc.com
JAMES HAWKINS APLC
9880 Research Drive, Suite 200
Irvine, California 92618
Telephone: (949) 387-7200
Facsimile: (949) 387-6676

Attorneys for Plaintiffs MARIE DEMARTINI, and JOSE SOTO
on behalf of themselves and all others similarly situated

ADDITIONAL COUNSEL ON NEXT PAGE

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF MARIN

MARIE DEMARTINI, WILLIE
AUSTIN, JR., and JOSE SOTO, on
behalf of themselves and all others
similarly situated,

Plaintiffs,

v.

SAFELITE FULFILLMENT, INC.,
DBA SAFELITE AUTO GLASS,
a Delaware Corporation; SAFELITE
SOLUTIONS, LLC, a Delaware
Corporation; BARRETT BUSINESS
SERVICES, INC., a Maryland
Corporation; and DOES 1-50, inclusive,

Defendants.

Lead Case No. CIV20002076

Other Included Actions: *Jose Soto v. Safelite
Fulfillment, Inc. et al*, Case No. 5:22-cv-02092

CLASS AND REPRESENTATIVE ACTION

**DECLARATION OF KYLE
NORDREHAUG IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS SETTLEMENT AND REQUEST
FOR ATTORNEY'S FEES AND COSTS**

Date: January 22, 2025
Time: 1:30 p.m.
Dept.: Dept. H
Judge: Hon. Sheila Lichtblau

1 Norman B. Blumenthal, State Bar No. 068687
2 Kyle R. Nordrehaug, State Bar No. 205975
3 Aparajit Bhowmik, State Bar No. 248066
4 Piya Mukherjee, State Bar No. 274217
5 Victoria Rivapalacio, State Bar No. 275115
6 Charlotte E. James, State Bar No. 308441
7 **BLUMENTHAL NORDREHAUG**
8 **BHOWMIK DE BLOUW LLP**
9 2255 Calle Clara
10 La Jolla, CA 92037
11 Email: norm@bamlawca.com
12 Email: kyle@bamlawca.com
13 Email: aj@bamlawca.com
14 Email: piya@bamlawca.com
15 Email: victoria@bamlawca.com
16 Email: charlotte@bamlawca.com

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Attorneys for Plaintiff WILLIE AUSTIN JR.,
on behalf of himself and all others similarly
situated.

1 **DECLARATION OF KYLE NORDREHAUG IN SUPPORT OF PLAINTIFFS'**
2 **MOTION FOR FINAL APPROVAL OF CLASS SETTLEMENT**

3 I, Kyle Nordrehaug, declare:

4 1. I am a partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP
5 (“BNBD”), counsel for Plaintiff Willie Austin, Jr.. As such, I am fully familiar with the facts,
6 pleadings and history of this matter. The following facts are within my own personal knowledge,
7 and if called as a witness, I could testify competently to the matters stated herein.

8 2. This declaration is being submitted in support of the Motion for Final Approval of
9 Class Settlement by Plaintiffs and proposed Class Representatives Marie DeMartini, Willie Austin
10 Jr., and Jose Soto (“Plaintiffs” of “Named Plaintiffs”). The settlement reached between Plaintiffs,
11 individually and on behalf of all members of the Class, on the one hand, and Defendants Safelite
12 Fulfillment, Inc. (“Safelite Fulfillment”), Safelite Solutions, LLC (“Safelite Solutions”), and
13 Barrett Business Services, Inc. (“BBSI”) (collectively, “Defendants”), on the other hand, is set forth
14 in the Stipulation of Class Action Settlement Agreement (“Agreement”) submitted with this
15 motion.

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18 **The Settlement Is Fair, Reasonable and Adequate:**

19 3. Plaintiff Willie Austin Jr. (“Plaintiff Austin”) was also a non-exempt employee of
20 Defendant Safelite Fulfillment, Inc. during the relevant time period. On September 24, 2020,
21 Plaintiff Austin filed with the LWDA and served on Defendant Safelite Fulfillment, Inc. a notice
22 under Labor Code section 2699.3, stating that plaintiff Auston intended to serve as a proxy of the
23 LWDA to recover civil penalties on behalf of Aggrieved Employees for alleged Labor Code
24 violations (the “Austin PAGA Notice”). A true and correct copy of the Austin PAGA Notice was
25 previously submitted in support of the Motion for Preliminary Approval. The Austin PAGA Notice
26 alleged violations of California Labor Code §§ 201, 202, 203, 204 et seq., 210, 226(a), 226.7, 351,
27 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8,
28

1 Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14)
2 (Failure to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage
3 Order(s), and attached a copy of the complaint by Plaintiff Austin as an exhibit to the Austin PAGA
4 Notice. On October 21, 2020, Plaintiff Austin filed his class action against Defendant Safelite. On
5 January 8, 2021, Defendant Safelite removed Plaintiff Austin's class action to the district court.

6 4. On July 2, 2021, Plaintiffs DeMartini and Austin filed a consolidated complaint
7 asserting the following claims: (1) Failure to Pay Lawful Wages; (2) Failure to Provide Meal
8 Periods; (3) Failure to Authorize or Permit Rest Periods; (4) Failure to Reimburse Employees for
9 Required Expenses; (5) Failure to Pay Wages Upon Separation of Employment and Within the
10 Required Time; (6) Failure to Furnish Accurate Wage Statements; and (7) Violation of California
11 Business and Professions Code §§17200, et seq. On October 30, 2023, Plaintiffs filed a First
12 Amended Complaint ("FAC") in the above-entitled matter of *DeMartini v. Safelite Fulfillment,*
13 *Inc.*, Case No. CIV20002076, effectively consolidating Plaintiffs DeMartini and Austin's class
14 action with Plaintiff DeMartini's PAGA action and Plaintiff Soto's class and PAGA Action. In the
15 FAC, Plaintiffs assert the following claims: (1) Failure to Pay Minimum Wages; (2) Failure to Pay
16 Overtime; (3) Failure to Provide Lawful Meal Periods; (4) Failure To Authorize and Permit Rest
17 Periods; (5) Failure to Timely Pay Wages Owed During Employment; (6) Failure to Timely Pay
18 Wages Owed Upon Separation from Employment; (7) Failure to Furnish Accurate Itemized Wage
19 Statements; (8) Failure to Reimburse Necessary Expenses; (9) Violation of the Unfair Competition
20 Law; (10) Civil Penalties Under Private Attorneys' General Act, Labor Code § 2698, et seq.

22 5. On March 22, 2022, the Parties participated in a full-day mediation with Hon. John
23 Leo Wagner, (Ret.), a well-regarded mediator, experienced in mediating complex labor and
24 employment matters, but were unable to reach a settlement. With continued aid of the mediator,
25 the Parties were finally able to achieve an agreement—memorialized in the written Settlement
26 Agreement—to settle Plaintiffs' claims on behalf of the Class for a Gross Settlement Amount of
27 \$3,000,000.

28 6. In this case, the Settlement reached in the total non-reversionary amount of Three

1 Million \Dollars and Zero Cents (\$3,000,000.00) as the Gross Settlement Amount is the product of
2 substantial effort by the Parties and counsel should be approved as fair, reasonable and adequate.
3 The Settlement was the result of arms-length negotiations during mediation and between
4 experienced counsel. The Settlement was only reached after extensive factual and legal
5 investigation and research, careful evaluation of the respective parties' strengths and weaknesses,
6 and diligent negotiation efforts. The Settlement amount is a negotiated compromise which took
7 into account risks related to liability, damages, and all the defenses asserted by Defendants. The
8 risk that class certification would not be granted was an extremely important consideration, as the
9 denial of class certification would mean that the class would receive nothing. The fear of retaliation
10 and blacklisting makes it unlikely that absent class certification, individuals would come forward
11 to assert their rights individually. Although I am of the opinion that a class can be certified, I also
12 believe in the fairness of the settlement that is based on factoring in the uncertainty and risks to
13 Plaintiffs involved in not prevailing on one or more of the causes of action or theories alleged, the
14 possibility of non-certification and potential for appeals. Based on the foregoing data and our own
15 independent investigation and evaluation, I am of the opinion that the settlement with the
16 Defendants for the consideration and on the terms set forth in the Stipulation is fair, reasonable,
17 and adequate and is in the best interest of the class in light of all known facts and circumstances,
18 including the risk of significant delay, the defenses asserted by Defendants, and numerous potential
19 appellate issues.
20

21 7. From the inception of the case, Class Counsel has zealously represented the interests
22 of the Class. The settlement was obtained for the benefit of the Class, as opposed to the individual
23 Class Representative. Class Counsel have been approved as class counsel in a number of prior
24 cases, have litigated numerous other class action cases, and are competent to represent the Class.

25 8. Plaintiffs and Plaintiffs' counsel are adequate representatives in that they have no
26 conflicts with the class and will adequately represent the class.
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1 Lodestar of BNBD

2 9. In this case, the Settlement reached in the total non-reversionary Gross Settlement
3 Amount is the product of substantial effort by the Parties and counsel should be approved as fair,
4 reasonable and adequate. As part of the settlement, the parties agreed to an award of attorneys' fees
5 equal to one-third (1/3) of the Gross Settlement Amount. In *Laffitte v. Robert Half Int'l*, 1 Cal. 5th
6 480, 503 (2016), The California Supreme Court both (1) joined the majority of federal and state
7 courts in holding that when class action litigation establishes a monetary fund for the benefit of the
8 class members, the trial court in its equitable powers awards class counsel a fee out of that fund, and
9 (2) expressly approved of one-third as a reasonable percentage in a contingent common fund class
10 settlement. As such, under *Laffitte*, the requested award set forth in the Settlement Agreement is
11 within the range of reasonableness for purposes of preliminary approval. Pursuant to paragraph 87
12 of the Settlement Agreement, the Parties have a fee sharing agreement as follows: "The Class
13 Counsel Attorneys' Fees awarded shall be allocated 75% to James Hawkins, APLC and 25% to
14 Blumenthal Nordrehaug Bhowmik De Blouw LLP."

15 10. The contemporaneous billing records for BNBD evidence that through December
16 17, 2024, BNBD's current lodestar is \$154,070, with significant additional fees still to be incurred
17 to complete the approval and settlement process. From September 2020 to December 17, 2024, my
18 firm worked on this matter for over 215 hours, with hourly rates for attorneys ranging from \$450 to
19 \$995, resulting in a current lodestar for BNBD in the amount of \$154,070. A detailed breakdown
20 of the total fees and the services performed by the firm on this matter is attached hereto as Exhibits
21 #1 and 2. BNBD switched billing systems in June 2022, so Exhibit #1 is the billing from inception
22 to June 2022, and Exhibit #2 is the billing from June 2022 to December 17, 2024.

23 11. The rates charged by my firm are in line with the prevailing rates of attorneys in the
24 local legal community for similar work and, if this were a commercial matter, these are the charges
25 that would be made and presented to the client. My firm's hourly rates are based upon the Laffey
26 Matrix with the appropriate 2% increase adjustment for Southern California. A true and correct
27 copy of the current Laffey Matrix is attached hereto as Exhibit #3. These hourly rates have been
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1 approved by Court's throughout California, including the Courts in the Superior Court of
2 California. The reasonableness of BNBD's hourly rates is further confirmed by comparing such
3 rates with the rates of comparable counsel practicing complex and class litigation as detailed in the
4 National Law Journal Billing Survey. See e.g. *Zest IP Holdings, LLC v. Implant Direct MFG.,*
5 *LLC*, 2014 U.S. Dist. LEXIS 167563 (S.D. Cal. 2014) (finding that "Mayer Brown's \$775 average
6 billing rate for partners" and "Mayer Brown's \$543 average associate billing rate" are reasonable
7 rates when compared within 21 other firms practicing in the Southern District of California.) This
8 survey is useful to show that BNBD's rates are in line with the comparable rates of the defense
9 counsel that opposes these types of class claims, such as Mayer Brown noted above who is defense
10 counsel in cases currently being prosecuted by BNBD. In another example, Sheppard Mullin
11 Richter & Hampton, who is opposing counsel in many cases prosecuted by BNBD, in years past
12 charged rates as high as \$875 for partners and \$535 for associates. Similarly, Paul Hastings, another
13 opposing counsel in these types of cases, historically charged between \$900 and \$750 for partners
14 and \$755 and \$335 for associates. Thus, the rates charged by BNBD for comparable work are less
15 than these examples and are therefore reasonable.
16

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18 Expenses of BNBD

19 12. BNBD incurred litigation expenses in the amount of \$5,315.14. These litigation
20 expenses incurred by BNBD include the expenses incurred for filing fees, attorney service charges
21 (One Legal, Knox), mediation expenses, legal research charges (Lexis), Court document download
22 charges, and Federal Express charges, all of which are costs normally billed to and paid by the client.
23 The details of the litigation expenses incurred are set forth in Exhibits #2 and 3 attached hereto.
24 BNBD switched billing systems in June 2022, so Exhibit #1 is the billing from inception to June
25 2022, and Exhibit #2 is the billing from June 2022 to December 17, 2024. These costs were
26 reasonably incurred in the prosecution of the Action.
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1 Experience of BNBD

2 13. Over the course of the litigation, my firm has worked actively on this matter. The
3 firm credentials are reflected in the BNBD Resume, a true and correct copy of which is attached
4 hereto as Exhibit #4. Some of the major cases our firm has undertaken are also set forth therein.
5 BNBD has represented hundreds of thousands of employees in hundreds of legal matters, including
6 PAGA lawsuits and hundreds of employment class actions. BNBD's practice is devoted almost
7 entirely to the prosecution of wage and hour class action and PAGA action matters. The attorneys
8 at BNBD have been appointed lead counsel in hundreds of contested motions for class certification
9 including many consolidated wage and hour matters. The attorneys at my firm have extensive
10 experience in cases involving labor code violations and overtime claims. BNBD has litigated
11 similar overtime cases against other employers on behalf of employees, including cases against
12 Walmart, Legoland, Sharp Healthcare, Securitas, Okta, See's Candies, Walt Disney Resorts, El
13 Pollo Loco, Panda Express, Universal Protection, Mattress Firm, Total Renal, Liberty Mutual,
14 Union Bank, Apple, Coventry Health Care, Qualxserv, Union Bank, Marriott, Kaiser / Permanente,
15 Walgreens, and California State Automobile Association. My firm has been approved as class
16 counsel by state and federal courts in California in contested class certification motions, including
17 approvals in this Court. It is this level of experience which enabled the firm to undertake the instant
18 matter and to successfully combat the resources of the defendants and their capable and experienced
19 counsel. On account of the concerted and dedicated effort this case demanded in order to properly
20 handle and prosecute, BNBD was precluded from taking other cases, and in fact, had to turn away
21 other potential fee generating cases.
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23 15. Blumenthal Nordrehaug Bhowmik De Blouw LLP was responsible for handling the
24 briefing and argument that resulted in the landmark ruling of *Sakkab v. Luxottica Retail N. Am.,*
25 *Inc.*, 803 F.3d 425 (9th Cir. 2015). There, Blumenthal Nordrehaug Bhowmik De Blouw LLP
26 overcame opposition by Littler Mendelson and amici Curiae briefs submitted by Mayer Brown LLP
27 to persuade the Ninth Circuit of the importance of the substantive rights of the State of California
28 under the California Private Attorney General Act of 2004 ("PAGA"). BNBD took the lead on this

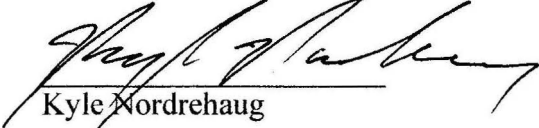
1 case where the ruling was the reaffirmation of the PAGA statute and the *Iskanian* rule. BNBD also
2 has recently engaged in noted appellate work on the subject of class actions in the California Court
3 of Appeals resulting in the opinions handed down in *Securitas Sec. Services USA, Inc. v. Superior*
4 *Court*, 234 Cal. App. 4th 1109, 184 Cal. Rptr. 3d 568 (2015) (class or representative action waiver
5 in an employment-related arbitration agreement was unenforceable); *Altman v. Solarcity Corp.*, No.
6 D067582, 2016 Cal. App. Unpub. LEXIS 3536 (Ct. App. May 13, 2016) (same). In 2015,
7 Blumenthal Nordrehaug Bhowmik De Blouw LLP received an award from the Daily Journal for
8 Top Appellate Reversal, and I received an award from the Daily Journal as Top Labor &
9 Employment Attorney in 2016.

10 15. District Judge Irma Gonzales in a consolidated class action representing hundreds
11 of armed forces officers held that Blumenthal Nordrehaug Bhowmik De Blouw LLP was "qualified
12 counsel with extensive experience in class action litigation." *McPhail v. First Command Fin.*
13 *Planning, Inc.*, 247 F.R.D. 598, 611 (S.D. Cal. 2007). Examples of other contested actions where
14 class certification was granted Blumenthal Nordrehaug Bhowmik De Blouw LLP and was
15 appointed lead class counsel in wage and hour class actions in Federal Court include *Schulz v.*
16 *Qualxserv, LLC*, 2012 U.S. Dist. LEXIS 58561 (S.D. Cal. 2012); *Dobrosky v. Arthur J. Gallagher*
17 *Serv. Co., LLC*, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July
18 30, 2014); *Culley v. Lincare Inc.*, No. 2:15-cv-00081-MCE-CMK, 2016 U.S. Dist. LEXIS 105704
19 (E.D. Cal. Aug. 10, 2016); *Nelson v. Avon Prods.*, No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS
20 51104 (N.D. Cal. Apr. 17, 2015); *Orozco v. Illinois Tool Works*, U.S.D.C. Case No. 14-cv-02113-
21 MCE, 2016 U.S. Dist. LEXIS 158115 (E.D. Cal. February 17, 2017); *Metrow v. Liberty Mutual*,
22 U.S.D.C. Case No. EDCV 16-1133 JGB (C.D. Cal. May 1, 2017). Some examples of heavily
23 contested State Court wage and hour class actions where class certification was obtained and BNBD
24 was appointed lead class counsel include *El Pollo Loco Wage and Hour Cases*, Orange County
25 Superior Court, JCCP Case No. 4957 (July 30, 2018); *Torrento v. Lucile Packard Children's*
26 *Hospital*, Santa Clara County Superior Court Case No. 2016-1-CV-291035 (July 17, 2018); *Salem*
27 *v. Alliance*, San Bernardino Superior Court, Case No. CIVRS1401129 (March 8, 2016); *Rivers v.*
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1 *Veolia*, Sonoma County Superior Court Case No. SCV 255350 (March 9, 2016); *Mathies v. Union*
2 *Bank*, San Francisco Superior Court Case No. CGC-10-498077 (Sept. 11, 2013); *Jefferson v.*
3 *Bottling Co, LLC*, Orange County Superior Court Case No. 30-2009-00180102-CU-OE-CXC
4 (Sept. 7, 2010); *Rangel v. Balboa Ambulance Co.*, 37-2008-00095700-CU-BT-CTL (Fe. 11, 2010);
5 *Tan v. CSAA*, Orange County Superior Court, Case No. 30-2008-00231219 (Nov. 23, 2009).
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7 I declare under the penalty of perjury under the laws of the State of California that the
8 foregoing is true and correct.

9 Executed this 19th day of December, 2024, at San Diego, California.
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12 Kyle Nordrehaug
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BLUMENTHAL NORDREHAUG
BHOWMIK DE BLOUW LLP
2255 CALLE CLARA
LA JOLLA, CA 92037
(858) 551-1223

DECEMBER 17, 2024

WILLIE AUSTIN

RE: SAFELITE AUTOGLASS
FILE NUMBER: CA2220.001

ATTORNEY FEES

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
09/01/20	ND	REVIEW AND ANALYZE ORIGINAL INTAKE NOTES. LEGAL RESEARCH REGARDING RELATED LITIGATION IN STATE AND FEDERAL COURT. RESEARCH DEFENDANT'S BUSINESS OPERATIONS IN CA. CONFERENCE WITH PLAINTIFF TO DISCUSS CLAIMS AND STATUS.	4.00	850	3,400.00
09/02/20	ND	REVIEW DOCUMENTS AND EMAILS FORM PLAINTFF REGARDING DFEH AND RETALIATION CLAIMS. LEGAL RESEARCH REGARDING THE SAME. CALL WITH PLAINTIFF TO DISCUSS FACTS.	3.40	850	2,890.00
09/06/20	ND	REVIEW EMPLOYMENT FILE FOR ALL LEGAL CLAIMS. ANALYZE PAYSTUBS FOR 226(A) AND OVERTIME VIOLATIONS. LEGAL RESEARCH REGARDING RECENT COURT OPINIONS AND SETTLEMENTS. CALL WITH PLAINTIFF TO DISCUSS ORIGINS OF PAY CODES AND OBTAIN BACKGROUND FACTS FOR COMPLAINT.	4.60	850	3,910.00
09/09/20	ND	DRAFT ORIGINAL COMPLAINT. REVIEW FACTS AND LAW.	4.40	850	3,740.00
09/12/20	ND	DRAFT COMPLAINT. SEND TO PLAINTIFF FOR APPROVAL TO FILE. CALL WITH PLAINTIFF TO DISCUSS	4.20	850	3,570.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		REVISIONS.			
09/13/20	ND	REVIEW COMPLAINT AND CASE FILE. DRAFT INTERNAL CASE NOTES MEMO DETAILING FACTS AND THEORIES.	2.10	850	1,785.00
09/24/20	ND	RESEARCH PAGA CLAIMS. DRAFT PAGA NOTICE. SUBMIT TO LWDA WEBSITE. STATUS UPDATE TO PLAINTIFF.	2.30	850	1,955.00
10/17/20	RE	REVIEW CASE NOTES/DAMAGE ANALYSIS	0.75	675	506.25
10/18/20	RE	REVIEW & ANALYZE EMPLOYMENT FILE DOCUMENTS	2.50	675	1,687.50
10/19/20	RE	REVIEW AND EDIT COMPLAINT FOR FINAL; FORWARD TO ND.	2.50	675	1,687.50
10/20/20	RE	PREPARE SUMMONS AND CIVIL CASE COVER SHEET; FOWARD COMPLAINT PACKAGE TO NB FOR SIGNATURE.	0.50	675	337.50
10/20/20	RE	FINALIZE COMPLAINT PACKAGE AND FILE IN SF SUP. CT.	0.75	675	506.25
10/20/20	NBB	REVIEW COMPLAINT, ANALYZE, FINAL.	2.50	995	2,487.50
10/30/20	RE	REVIEW COURT RETURNED DOCUMENTS; MEMO TO FIRM RE CMC AND JUDICIAL ASSIGNMENT.	0.75	675	506.25
11/02/20	RE	CONFER W TR RE JUDGE SAMUEL FENG RE .6 ISSUES; CHECK DOCKET RE STATUS OF DEPT. 610; EMAIL TO TR RE SAME.	0.40	675	270.00
11/02/20 15	VR	REVIEW CASE ORDERS AND DOCKET; LEGAL RESEARCH RE JUDICIAL ASSIGNMENT	2.00	750	1,500.00
11/06/20	SB	ANALYZE COMPLAINT FOR DISCOVERY, ADVISE AJB	2.80	450	1,260.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
12/08/20	RE	PREPARE SERVICE OF PROCESS DOCUMENTS AND ORDER FORM; IDENTIFY REGISTERED AGENT; SEND OUT FOR SERVICE VIA KNOX.	0.80	675	540.00
01/07/21 15	KN	REVIEW ANSWER	0.30	950	285.00
01/11/21	PM	REVIEW COMPLAINT AND DOCUMENTS; ANALYZE CLAIMS AND DEFENSES; REVIEW DEF. REMOVAL PAPERS.	1.00	750	750.00
01/12/21	RE	CONFER W ND RE REMOVAL AND PAGA ONLY ACTION; DRAFT PAGA ONLY REPRESENTATIVE ACTION COMPLAINT.	4.50	675	3,037.50
01/12/21	RE	DRAFT SUMMONS AND CIVIL COVER SHEET FOR PAGA ONLY ACTION	0.50	675	337.50
01/12/21	RE	FINALIZE PAGA ONLY COMPLAINT PACKAGE; FILE IN SF SUP. CT. VIA FILE & SERVE EXPRESS; ADVISE NB OF FILING.	0.80	675	540.00
01/12/21	ND	REVIEW PAGA NOTICE. REVIEW AND REVISE PAGA ONLY COMPLAINT. DISCUSS WITH R. EHMANN. STATUS UPDATE TO PLAINTIFF.	1.90	850	1,615.00
01/18/21	RE	CHECK DOCKET FOR STATUS OF FILING OF PAGA ONLY COMPLAINT; PULL, REVIEW AND SAVE INITIAL DOCUMENTS; MEMO TO FIRM RE CMC AND JUDICIAL ASSIGNMENT.	0.70	675	472.50
01/18/21	RE	PROVIDE NOTICE TO LWDA OF PAGA ACTION FILING	0.40	675	270.00
01/25/21	PM	LEGAL RESEARCH RE CONSENT/DECLINATION OF MAGISTRATE.	1.00	750	750.00
01/28/21	KH	DRAFT NOTICE OF CASE MANAGEMENT CONFERENCE ORDER; FINALIZE AND SUBMIT TO THE COURT WITH SERVICE ON	0.80	250	200.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		OPPOSING COUNSEL.			
01/30/21	PM	REVIEW AND ANALYZE DEF. NOTICE OF REMOVAL; LEGAL RESEARCH RE ASSIGNED DISTRICT JUDGE.	2.00	750	1,500.00
02/01/21	PM	REVIEW DEF. REMOVAL PAPERS; LEGAL RESEARCH RE PROBABILITY OF SUCCESS ON REMAND.	3.00	750	2,250.00
02/09/21	PM	REVIEW STATUS OF ACTION; DRAFT JPA.	0.50	750	375.00
02/19/21	PM	REVIEW CLAIMS AND ALLEGATIONS; REVIEW DEF STIPULATION TO RELATE CASES.	1.50	750	1,125.00
02/19/21	ND	REVIEW AND REVISE JPA TERMS. RESEARCH RELATED LITIGATION COMPLAINTS AND ANALYZE OVERLAP. SEND JPA TO PLAINTIFF FOR SIGNATURE. CALL TO DISCUSS JPA AND STATUS OF CASE.	2.00	850	1,700.00
02/23/21	RE	PREPARE INITIAL DOCUMENTS IN PAGA ONLY ACTION FOR SERVICE OF PROCESS; IDENTIFY REGISTERED AGENT; SEND OUT FOR SERVICE VIA KNOX	0.80	675	540.00
02/24/21	RE	FILE POS OF SUMMONS; CALCULATE DISCOVERY DEADLINE; MEMO TO FIRM	0.50	675	337.50
03/19/21	PM	REVIEW STATUS OF ACTION AND CLAIMS AND DEFENSES; CORRESPOND WITH CO-COUNSEL RE NEXT STEPS.	1.00	750	750.00
03/24/21	PM	REVIEW STATUS OF ACTION; ADVISE CO-COUNSEL RE DISCOVERY STATUS AND CONSOLIDATION POSSIBILITY.	1.00	750	750.00
04/15/21	PM	REVIEW COMPLAINT AND CASE DOCUMENTS AND ANALYZE LEGAL AND FACTUAL ISSUES; REVIEW AND ANALYZE COURT ORDERS;	2.00	750	1,500.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		CONDUCT 26(F) CONFERENCE WITH DEFENSE COUNSEL.			
04/16/21	KH	SUBMIT ADR CERTIFICATION TO USDC-NORTHERN DISTRICT.	0.10	250	25.00
04/16/21	PM	REVIEW NORTHERN DISTRICT LOCAL RULES; DRAFT ADR CERTIFICATION.	0.50	750	375.00
04/20/21	PM	REVIEW CASE DOCUMENTS AND LEGAL AND FACTUAL ALLEGATIONS; REVIEW AND REVISE JOINT 26(F) REPORT.	2.50	750	1,875.00
04/26/21	PM	REVIEW DEF. CORRESPONDENCE RE FORTHCOMING MOTION TO STAY PAGA ACTION; LEGAL RESEARCH RE DEF. MOTION; DRAFT RESPONSE TO DEF. RE MOTION TO STAY PAGA ACTION.	0.75	750	562.50
04/29/21	PM	REVIEW DRAFT JOINT 26(F) REPORT WITH DEF. REVISIONS.	0.50	750	375.00
05/05/21	PM	REVIEW AND ANALYZE LEGAL AND FACTUAL CLAIMS; ADVISE CO-COUNSEL RE STATUS OF ACTION.	2.00	750	1,500.00
05/06/21	PM	CONFER WITH CO-COUNSEL RE CONSOLIDATION AND CASE MANAGEMENT; DRAFT DECLARATION IN SUPPORT OF CO-COUNSEL'S MOTION TO CONSOLIDATE.; REVIEW AND ANALYZE MOTION TO CONSOLIDATE AND ADVISE CO-COUNSEL.	1.50	750	1,125.00
05/07/21	PM	PREPARE FOR AND APPEAR FOR CASE MANAGEMENT CONFERENCE; DRAFT SUMMARY OF HEARING AND ADVISE CO-COUNSEL RE HEARING SUMMARY.	1.00	750	750.00
05/20/21	PM	REVIEW STATUS OF PAGA ONLY ACTION; REVIEW AND REVISE JOINT CMC STATEMENT.	1.00	750	750.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
05/21/21	PM	REVIEW DEF. MOTION TO STAY PAGA ACTION.	0.50	750	375.00
05/26/21	PM	REVIEW DEF. MOTION TO STAY PAGA ACTION; DRAFT OPPOSITION TO DEF. MOTION TO STAY PAGA ACTION.	2.50	750	1,875.00
05/28/21	KH	REVIEW/EDIT PLAINTIFF'S OPPOSITION TO MOTION TO STAY ACTION (MEMORANDUM OF POINTS & AUTHORITIES; SUPPORTING DECLARATION); FINALIZE ALL WITH PROOF OF SERVICE AND PREPARE FOR SUBMISSION TO COURT WITH E-SERVICE ON ALL COUNSEL.	1.70	250	425.00
06/03/21	PM	REVIEW AND ANALYZE DEF. MOTION TO STAY FEDERAL CLASS ACTION; DRAFT/RESEARCH/REVIEW/REVISE OPPOSITION TO MOTION TO STAY FEDERAL CLASS ACTION.	6.00	750	4,500.00
06/03/21	PM	REVIEW COMPLAINT AND CASE NOTES; REVIEW/REVISE/FINALIZE INITIAL DISCLOSURES.	0.50	750	375.00
06/04/21	KH	REVIEW/EDIT OPPOSITION TO MOTION FOR STAY (USDC); FINALIZE AND PREPARE FOR SUBMISSION TO COURT WITH SERVICE ON ALL PARTIES.	1.00	250	250.00
06/04/21	KH	SET UP DRAFT OF INITIAL DISCLOSURES; FINALIZE AND PREPARE FOR SERVICE.	0.30	250	75.00
06/10/21	PM	REVIEW AND ANALYZE TENTATIVE RULING RE MOTION TO STAY PAGA ACTION; NOTIFY COURT REGARDING CONTESTING TENTATIVE RULING; REVIEW DEF. REPLY TO MOTION TO STAY.	0.50	750	375.00
06/11/21	PM	PREPARE FOR AND ATTEND HEARING RE MOTION TO STAY PAGA ACTION.	1.50	750	1,125.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
06/17/21	PM	REVIEW DEF. REPLY RE MOTION TO STAY; REVIEW CALENDAR AND CASE MANAGEMENT ISSUES.	0.50	750	375.00
06/18/21 15	VR	REVIEW COURT'S ORDERS AND DOCKET; REVIEW STATUS OF CASE; ADVISE PM AND CJ	1.50	750	1,125.00
07/01/21	PM	REVIEW AND REVISE CONSOLIDATED COMPLAINT; REVIEW AND ANALYZE CLIENT DOCUMENTS AND LEGAL AND FACTUAL CLAIMS.	2.00	750	1,500.00
07/08/21	PM	REVIEW DRAFT JOINT CMC STATEMENT; ADVISE CO-COUNSEL; REVIEW DEF. RESPONSES TO DISCOVERY AND DOCUMENTS IN CONSOLIDATED CASE.	1.50	750	1,125.00
07/12/21	KH	DRAFT NOTICE OF APPEARANCE FOR NORMAN BLUMENTHAL; FINALIZE AND PREPARE FOR SUBMISSION TO COURT; SERVICE ON ALL COUNSEL.	0.20	250	50.00
07/12/21	KH	DRAFT NOTICE OF APPEARANCE FOR APARAJIT BHOWMIK; FINALIZE AND PREPARE FOR SUBMISSION TO COURT; SERVICE ON ALL COUNSEL.	0.20	250	50.00
07/12/21	KH	DRAFT NOTICE OF APPEARANCE FOR PIYA MUKHERJEE; FINALIZE AND PREPARE FOR SUBMISSION TO COURT; SERVICE ON ALL COUNSEL.	0.20	250	50.00
07/12/21	KH	DRAFT NOTICE OF APPEARANCE FOR VICTORIA RIVAPALACIOL; FINALIZE AND PREPARE FOR SUBMISSION TO COURT; SERVICE ON ALL COUNSEL.	0.20	250	50.00
07/12/21	KH	DRAFT NOTICE OF APPEARANCE FOR CHARLOTTE JAMES; FINALIZE AND PREPARE FOR SUBMISSION TO COURT; SERVICE ON ALL COUNSEL.	0.20	250	50.00
07/16/21	PM	REVIEW DEF. RESPONSES TO DISCOVERY AND DOCUMENTS; APPEAR FOR CMC.	1.50	750	1,125.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
07/26/21	PM	REVIEW DEF. STIPULATION RE ADR; CONSULT WITH CO-COUNSEL; REVIEW DEF. DOCUMENTS.	0.50	750	375.00
07/30/21	PM	REVIEW STATUS OF ACTION AND DRAFT STIPULATION RE ADR; REVIEW AND ANALYZE CLIENT DOCUMENTS.	0.50	750	375.00
09/24/21	PM	REVIEW STATUS OF ACTION; ADVISE CJ RE MEDIATION DEMAND.	0.50	750	375.00
10/04/21	CJ	DRAFT MEDIATION DATA ADN DOC DEMAND, EVALUATE ALL PS DOCUMETNS IN FLIE	1.00	550	550.00
10/14/21	CJ	REVISE MEDIATION DEMAND, CORRESPOND WITH CO COUNSEL RE SAME	0.50	550	275.00
12/02/21	PM	REVIEW AND ANALYZE DEF. DOCUMENT PRODUCTION.	1.00	750	750.00
12/10/21	CJ	RESEARCH ONTIVEROS SETTLEMENT ISSUE	1.00	550	550.00
12/10/21	CJ	PREP FOR AND CONDUCT CALL WITH CO COUNSEL SAM TO DISCUSS MEDIATION DATA AND DOCUMENTS	1.00	550	550.00
12/20/21	CJ	CONTINUE EVALUATION OF ONTIVEROS SETTLEMENT AND RELEASE, DETERMINE OVERLAP OF CLAIMS AND WHAT DOES NOT OVERLAP	1.50	550	825.00
01/03/22	PM	REVIEW STATUS OF FEDERAL ACTION AND DEF. PRODUCTION OF DOCUMENTS; DRAFT CMC STATEMENT FOR PAGA STATE COURT ACTION.	1.00	750	750.00
01/03/22	KH	DRAFT CASE MANAGEMENT STATEMENT FORM FOR REVIEW.	0.50	250	125.00
01/04/22	PM	REVIEW SETTLEMENT AGREEMENT FROM RELATED ACTION AND ANALYZE; COMPARE CLAIMS IN	1.00	750	750.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
		RELATED ACTION TO THIS ACTION AND STRATEGIZE.			
01/04/22	CJ	CONTINUE EVALUATING SETTLEMENT AGREEMENT, SENT TO PM FOR REVIEW ANALYSIS FOR PURPOSES OF CONFIRMING SETTLED RTP AND CLAIMS/ RTP TO BE MEDIATED	0.50	550	275.00
01/13/22	SB	SPEAK WITH CLIENT IN ADVANCE OF MEDIATION, ANALYZE CLAIMS, ADVISE AJB	2.40	450	1,080.00
01/14/22	SB	ADD INDIVIDUAL CLAIMS TO CASE NOTES, ADVISE AJB	2.80	450	1,260.00
01/17/22	SB	PREPARE FOR MEDIATION, REVIEW MEDIATION BRIEF, CALCULATE INDIVIDUAL DAMAGES, ADVISE AJB	2.80	450	1,260.00
01/21/22	SB	ATTEND MEDIATION	8.00	450	3,600.00
02/25/22	ND	MEDIATION PREPARATION. REVIEW AND ANALYZE COURT DOCKET AND CASE FILE. LEGAL RESEARCH REGARDING MINIMUM, WAGE REST BREAK CLAIMS. CALL WITH PLAINTIFF TO DISCUSS MEDIATION. REVIEW AND ANALYZE PAY DATA PRODUCED BY DEFENDANT FOR MEDIATION.	4.90	850	4,165.00
03/03/22	ND	REVIEW AND ANALYZE ALL PAY STUB EXEMPLARS FOR REGULAR RATE CLAIMS AND WAGE STATEMENT VIOLATIONS. LEGAL RESEARCH REGARDING RECENT COURT OPINIONS AND SETTLEMENTS. REVIEW CASE DEMOGRAPHICS AND DRAFT MOU FOR MEDIATION.	4.90	850	4,165.00
03/05/22	ND	DRAFT MEDIATION BRIEF. DISCUSS WITH PARTNERS. CALL PLAINTIFF TO OBTAIN SETTLEMENT AUTHORITY AND DISCUSS WAGE AND HOUR CLAIMS.	5.00	850	4,250.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
03/08/22	ND	LEGAL RESEARCH REGARDING PREVIOUS SETTLEMENTS WITH SIMILAR CLAIMS AND WORKWEEKS FOR MEDIATION VALUATION. REVIEW AND ANALYZE DEFENDANT'S POLICY HANDBOOKS.	2.90	850	2,465.00
03/21/22	PM	REVIEW DEF. MEDIATION BRIEF AND DEF. SUPPORTING EXHIBITS.	0.50	750	375.00
03/21/22	SB	PREPARE FOR MEDIATION, REVIEW MEDIATION BRIEF, ADVISE AJB	2.40	450	1,080.00
03/21/22	ND	REVIEW ALL MEDIATION MATERIALS INCLUDING BRIEFS AND EXPERT REPORT AND ANALYSIS. REVIEW AND ANALYZE ALL EXHIBITS ATTACHED THERETO IN PREPARATION FOR MEDIATION. STATUS UPDATE TO PLAINTIFF.	2.50	850	2,125.00
03/22/22	SB	ATTEND MEDIATION	8.00	450	3,600.00
03/22/22	AJB	PREP AND APPEAR FOR MEDIATION.	5.00	895	4,475.00
04/07/22	CJ	RESEARCH STATUS OF CASE AND CLAIMS, EVALUATE STATUS REPORT, CASE NOTES, AND STATUS OF SETTLEMENT, DETERMINE NEXT STEPS RE PROSECUTION OF ACTION	1.00	550	550.00
04/12/22	KH	DRAFT RESPONSE SHELLS FOR DEFENDANT'S DISCOVERY SERVED (INTERROGATORIES, SET ONE; REQUEST FOR ADMISSIONS, SET ONE; REQUEST FOR PRODUCTION, SET ONE).	1.50	250	375.00
04/13/22	PM	REVIEW PMK DEPOSITION NOTICE; REVIEW DEF. DISCOVERY REQUESTS.	0.50	750	375.00
04/26/22	CJ	EVALUATE AND ANALYZE SET ONE DISCOVERY REQUESTS TO PLAINTIFF FROM DEF, REVIEW AND ANALYZE CO-COUNSEL'S RESPONSES - SUPPLEMENTAL AND ORIGINAL IN PREPARATION FOR DRAFTING RESPONSES AND OBEJCTIONS	1.50	550	825.00

<u>DATE</u>	<u>ATTY</u>	<u>DESCRIPTION</u>	<u>HOURS</u>	<u>RATE</u>	<u>AMOUNT</u>
04/29/22	PM	DRAFT CMC STATEMENT; REVIEW STATUS OF ACTION.	0.75	750	562.50
05/02/22	KH	FINALIZE PLAINTIFF'S CASE MANAGEMENT STATEMENT; FINALIZE AND PREPARE FOR SUBMISSION TO COURT WITH E-SERVICE ON COUNSEL WITH CONFIRMED UPDATED SERVICE LIST.	0.50	250	125.00
05/10/22	KH	SERVE NOTICE OF ORDER CONTINUING CASE MANAGMENT CONFERENCE WITH PROOF THEREOF; PREPARE PROOF OF SERVICE FOR SUBMISSION TO THE COURT PER ORDER.	0.40	250	100.00
05/11/22	CJ	ANALYZE CLASS ACTION AD PAGA ACTION IN PREPARATION FOR NEXT STEPS, STRATEGIZE WITH TEAM AT TEAM MEETING RE DISCOVERY AND LIKELIHOOD OF CONTINUED SETTLEMENT NEGOTIATIONS	1.00	550	550.00
06/14/22	CJ	EVALUATE STATSU OF DISCOVERY, CORRESPOND WITH OPC TO CONTINUE DEDLINES	0.50	550	275.00
05/22/23	ND	REVIEW AND ANALYZE SETTLEMENT AGREEMENT TERMS FOR CONFORMITY WITH MOU TERMS. SEND AGREEMENT TO PLAINTIFF FOR SIGNATURE. CALL TO DISCUSS TERMS AND PROCESS OF SETTLEMENT APPROVAL.	1.40	850	1,190.00

TOTAL BILLED HOURS

A.J.BHOWMIK	5.00 hr	@ 895.00	\$	4,475.00
CHARLOTTE JAMES	9.50 hr	@ 550.00	\$	5,225.00
KARLA HORNE	7.80 hr	@ 250.00	\$	1,950.00
KYLE NORDREHAUG	0.30 hr	@ 950.00	\$	285.00
NORMAN BLUMENTHAL	2.50 hr	@ 995.00	\$	2,487.50
NICK DEBLOUW	50.50 hr	@ 850.00	\$	42,925.00
PIYA MUKHERJEE	46.00 hr	@ 750.00	\$	34,500.00
RICO EHMAN	17.15 hr	@ 675.00	\$	11,576.25
SCOTT BLUMENTHAL	29.20 hr	@ 450.00	\$	13,140.00
VICTORIA RIVAPALACIO	3.50 hr	@ 750.00	\$	2,625.00

TOTAL PROFESSIONAL SERVICES		171.45	<u>\$119,188.75</u>
COSTS ADVANCED			
10/15/20	PAGA NOTICE FEE.		75.00
10/29/20	FILING FEE		1,617.85
11/01/20	LEXIS NEXIS		444.00
01/01/21	LEXIS NEXIS		480.00
02/01/21	FILE AND SERVE EXPRESS.		457.00
02/25/21	ONELEGAL FILING FEE		77.75
02/27/21	MESSENGER - KNOX		137.15
03/02/21	LEXIS NEXIS		60.00
03/09/21	ONELEGAL FILING FEE		12.00
03/11/21	ONELEGAL FILING FEE		12.00
06/01/21	LEXIS NEXIS		60.00
06/02/21	ONE LEGAL FILING FEE		12.35
09/16/21	MEDIATION FEES - JUDGE WAGNER - JUDICATE WEST.		1,625.00
11/03/21	LA SUPERIOR COURT DOCKET DOWNLOAD - RELATED ACTION COMPLAINT		8.60
11/03/21	LA SUPERIOR COURT DOCKET DOWNLOAD - RELATED ACTION COMPLAINT		14.20
05/05/22	ONELEGAL FILING FEE		12.87
05/13/22	ONELEGAL FILING FEE		<u>12.87</u>
TOTAL COSTS ADVANCED			<u>\$ 5,118.64</u>
TOTAL CURRENT CHARGES			<u>\$124,307.39</u>

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 CALLE CLARA
LA JOLLA, CA - California 92037-3107

INVOICE

Invoice # 1
Date: 12/17/2024
Due On: 01/16/2025

Willie Austin, Jr.
520 Greystone Drive
Antioch, CA 94509

CA2220

Safelite Fulfillment, Inc.

Services

Type	Date	Notes	Quantity	Rate	Total
Service	06/16/2022	Review and Analyze: Research discovery completed and response deadlines, correspond with OPC re same	0.50	\$550.00	\$275.00
Service	06/29/2022	Review status of action; review draft stip from co-counsel re continuance of cert briefing schedule.	0.50	\$750.00	\$375.00
Service	08/15/2022	Evaluate discovery deadlines and determine extension	0.50	\$550.00	\$275.00
Service	09/12/2022	Analyze case status and upcoming deadlines re discovery, analyze status of settlement, advise co counsel re same, confer, advise OPC, evaluate OPC position re settlement/ discovery	1.00	\$550.00	\$550.00
Service	10/13/2022	Evaluate upcoming deadlines, draft correspondence to OPC re discovery deadlines and continuing dates	0.25	\$550.00	\$137.50
Service	11/08/2022	Analyze status of discovery, determine discovery deadlines, correspond with OPC re same	0.50	\$550.00	\$275.00
Service	11/10/2022	Review OPC correspondence, determine discovery deadlines are continued, memorialize and prepare to hand off to VR	0.50	\$550.00	\$275.00
Service	12/05/2022	review med proposal analyze issues. Advise AJ.	2.00	\$995.00	\$1,990.00
Service	12/06/2022	Draft: draft CMC statement; review court's orders and docket; review status of federal action; finalize	1.60	\$750.00	\$1,200.00

Service	12/12/2022	Draft: draft discovery responses; review documents; review discovery in related case; finalize	4.30	\$750.00	\$3,225.00
Service	12/12/2022	Review med proposal, analyze. Advise AJ.	1.50	\$995.00	\$1,492.50
Service	02/16/2023	Review/analyze mediator's proposal/respond to co counsel's email re same.	2.00	\$895.00	\$1,790.00
Service	03/22/2023	Review draft MOU; analysis of settlement issues and issues re client	0.50	\$950.00	\$475.00
Service	04/20/2023	Review/analyze defendant's redlines to MOU. Review/revise MOU. Draft corr and send w/ revised MOU to co counsel.	2.00	\$895.00	\$1,790.00
Service	04/20/2023	Review emails and review defendant's revisions to MOU; review AJ further revisions; analyze for compliance with guidelines and approval issues	0.75	\$950.00	\$712.50
Service	05/26/2023	Research status of case and claims, correspond with co counsel, review Status Report, sent for filing	1.00	\$550.00	\$550.00
Service	06/05/2023	Review status of case and claims, determine deadlines approaching, and review complaint, prior orders and prior correspondence	1.00	\$550.00	\$550.00
Service	06/05/2023	Draft CMC Statement, sent to paralegal for filing	0.50	\$550.00	\$275.00
Service	07/17/2023	Review and Analyze: review MOU and amended complaint; review correspondence between parties	0.80	\$750.00	\$600.00
Service	07/17/2023	Review/advise cocounsel on consol complaint.	1.00	\$895.00	\$895.00
Service	08/14/2023	Review draft agreement ; review input from PM	1.50	\$950.00	\$1,425.00
Service	08/14/2023	Review settlement agreement draft and MOU; advise KN re the same.	1.50	\$750.00	\$1,125.00
Service	08/15/2023	prepare redline revision to draft agreement; provide comments and revisions to co-counsel	1.00	\$950.00	\$950.00
Service	09/18/2023	Review status of settlement agreement.	0.25	\$750.00	\$187.50
Service	10/30/2023	Review amended complaint and stipulation; execute and email to co-counsel	0.40	\$950.00	\$380.00
Service	10/30/2023	Review and analyze draft amended complaint.	0.75	\$750.00	\$562.50
Service	11/16/2023	Review correspondences regarding the settlement agreement and amended complaint.	0.25	\$750.00	\$187.50
Service	12/05/2023	Review status of settlement agreement; review correspondences between counsel re settlement agreement; telephonic conference with co-counsel; draft/finalize CMC statement for PAGA action.	1.00	\$750.00	\$750.00
Service	12/12/2023	Review status of settlement agreement and strategize re the same.	0.50	\$750.00	\$375.00

Service	01/16/2024	Review status of settlement agreement.	0.25	\$750.00	\$187.50
Service	02/12/2024	Review draft of settlement agreement for final	1.00	\$950.00	\$950.00
Service	02/13/2024	Review long form settlement agreement draft.	0.50	\$750.00	\$375.00
Service	03/20/2024	Review settlement agreement and ensure it is complete and fully executed; strategize re client declaration.	0.50	\$750.00	\$375.00
Service	04/02/2024	Draft CMC Statement; review preliminary approval motion.	0.50	\$750.00	\$375.00
Service	04/02/2024	Finalize, file, serve CMC statement in PAGA action.	0.40	\$250.00	\$100.00
Service	04/23/2024	Review file; draft declaration of Willie Austin Jr. re preliminary approval motion/service award request; email to plaintiff re draft declaration	2.25	\$675.00	\$1,518.75
Service	04/25/2024	Draft declaration ISO motion	1.75	\$950.00	\$1,662.50
Service	06/10/2024	Review status of action and preliminary approval motion; review CMC statement draft.	0.30	\$750.00	\$225.00
Service	09/26/2024	Review status of action and review status of PAGA action and upcoming dates and deadlines; review operative complaint.	0.50	\$750.00	\$375.00
Service	10/01/2024	Review draft Joint CMC statement; strategize re motion to dismiss.	0.50	\$750.00	\$375.00
Service	10/14/2024	Draft motion to dismiss PAGA Action; review preliminary approval filings and history of DeMartini matter.	1.00	\$750.00	\$750.00
Service	10/15/2024	Draft, review, revise motion to dismiss PAGA action.	0.75	\$750.00	\$562.50
Service	10/21/2024	Review and revise motion to dismiss PAGA action without prejudice; draft, review, revise supporting documents and finalize for filing.	1.00	\$750.00	\$750.00
Service	10/21/2024	Draft POS, file/serve motion for dismissal, declaration, proposed order, pos.	0.60	\$250.00	\$150.00
Service	11/14/2024	Review tentative ruling on motion to dismiss PAGA action without prejudice; draft proposed order re motion to dismiss PAGA action.	0.50	\$750.00	\$375.00
Service	12/11/2024	Review calendar and preliminary approval order.	0.30	\$750.00	\$225.00
Service	12/17/2024	Draft declaration ISO motion; email co-counsel; review billing for accuracy	2.00	\$950.00	\$1,900.00
				Services Subtotal	\$34,881.25

Expenses

Type	Date	Notes	Quantity	Rate	Total
Expense	06/09/2023	One Legal Filing Fee	1.00	\$13.363	\$13.36
Expense	12/11/2023	One Legal Filing	1.00	\$13.33	\$13.33
Expense	12/12/2023	One Legal Filing	1.00	\$77.21	\$77.21
Expense	04/03/2024	One Legal Filing Fee: One Legal Filing Fee	1.00	\$15.39	\$15.39
Expense	04/03/2024	One Legal Filing Fee: One Legal Filing Fee	1.00	\$77.21	\$77.21
Expenses Subtotal					\$196.50

Time Keeper	Quantity	Rate	Total
AJ Bhowmik	5.0	\$895.00	\$4,475.00
Norm Blumenthal	3.5	\$995.00	\$3,482.50
Ricardo Ehmann	2.25	\$675.00	\$1,518.75
Charlotte James	5.75	\$550.00	\$3,162.50
Piya Mukherjee	11.35	\$750.00	\$8,512.50
Kyle Nordrehaug	8.9	\$950.00	\$8,455.00
Victoria Rivapalacio	6.7	\$750.00	\$5,025.00
Gerardo Galaviz	1.0	\$250.00	\$250.00
Subtotal			\$35,077.75
Total			\$35,077.75

Detailed Statement of Account

Current Invoice

Invoice Number	Due On	Amount Due	Payments Received	Balance Due
1	01/16/2025	\$35,077.75	\$0.00	\$35,077.75
Outstanding Balance				\$35,077.75
Total Amount Outstanding				\$35,077.75

Please make all amounts payable to: Blumenthal Nordrehaug Bhowmik DeBlouw LLP

Please pay within 30 days.

LAFFEY MATRIX

History

Case Law

Contact us

Home

			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375

6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363
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The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

Areas of Practice: Employee, Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation, Business Litigation.

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Action, Civil Litigation, Wage and Hour Class Actions, Transactional Law

Admitted: 1973, Illinois; 1976, California

Biography: Law Clerk to Justice Thomas J. Moran, Illinois Supreme Court, 1973-1975, while on Illinois Court of Appeals. Instructor, Oil and Gas Law: California Western School of Law, 1981; University of San Diego School of Law, 1983. Sole Practitioner 1976-1987. Partner, Blumenthal & Ostroff, 1988-1995. Partner, Blumenthal, Ostroff & Markham, 1995-2001. Partner, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2018. Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP, 2018 - present.

Member: San Diego County, Illinois State and American Bar Associations; State Bar of California.

Educated: University of Wisconsin (B.A., 1970); Loyola University of Chicago (J.D., 1973);

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation

Admitted: 1999, California

Biography: Associate, Blumenthal, Ostroff & Markham, 1999-2001. Associate, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Member: State Bar of California, Ninth Circuit Court of Appeals, Third Circuit Court of Appeals

Educated: University of California at Berkeley (B.A., 1994); University of San Diego School of Law (J.D. 1999)

Awards: Top Labor & Employment Attorney 2016; Top Appellate Reversal - Daily Journal 2015; Super Lawyer 2015-2018

Aparajit Bhowmik

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2006, California

Educated: University of California at San Diego (B.A., 2002); University of San Diego School of Law (J.D. 2006)

Biography: Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Awards: Rising Star 2015

Nicholas J. De Blouw

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: Wayne State University (B.A. 2008); California Western School of Law (J.D. 2011)

Piya Mukherjee

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2010, California

Educated: University of California, San Diego (B.S. 2006); University of Southern California, Gould School of Law (J.D. 2010)

Victoria Rivapalacio

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: University of California at San Diego (B.A., 2003); George Washington University Law School (J.D. 2010)

Ricardo Ehmann

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

Educated: University of California, San Diego (B.A. 1998); Loyola Law School (J.D. 2001)

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

Educated: University of Michigan (B.A. 2008); California Western School of Law (J.D. 2011)

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: San Diego State University; California Western School of Law

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

Educated: University of California, Irvine; California Western School of Law

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: Arizona State University; University of San Diego School of Law

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

Educated: University of Southern California; California Western School of Law

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

Educated: University of California, Irvine; California Western School of Law

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

Educated: University of Rhode Island; California Western School of Law

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

REPORTED CASES

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9th Cir. 2015) (The panel reversed the district court's order granting Luxottica Retail North America, Inc.'s motion to compel arbitration of claims and dismissing plaintiff's first amended complaint, in a putative class action raising class employment-related claims and a non-class representative claim for civil penalties under the Private Attorney General Act.);

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Sussex v. United States Dist. Court for the Dist. of Nev., 781 F.3d 1065 (9th Cir. 2015) (The panel determined that the district court clearly erred in holding that its decision to intervene mid-arbitration was justified under *Aerojet-General*. Specifically, the panel held that the district court erred in predicting that an award issued by the arbitrator would likely be vacated because of his "evident partiality" under 9 U.S.C. § 10(a)(2).);

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75 Cal. App. 4th 445 (1999); Jordan v. Department of Motor Vehicles, 100 Cal.App. 4th 431 (2002); Norwest Mortgage, Inc. v. Superior Court, 72 Cal.App.4th 214 (1999); Hildago v. Diversified Transp. Sya, 1998 U.S. App. LEXIS 3207 (9th Cir. 1998); Kensington Capital Mgal. v. Oakley, Inc., 1999 U.S. Dist LEXIS 385; Fed.Sec.L.Rep. (CCH) P90, 411 (1999 C.D. Cal.); Lister v. Oakley, Inc., 1999 U.S. Dist. LEXIS 384; Fed. Sec. L. Rep. (CCH) P90,409 (C.D. Cal. 1999); Olszewski v. Scripps Health, 30 Cal. 4th 798 (2003); Steroid Hormone Product Cases, 181 Cal. App. 4th 145 (2010); Owen v. Macy's, Inc., 175 Cal. App. 4th 462 (2009); Taiheiyo Cement Corp. v. Superior Court, 117 Cal. App. 4th 380 (2004); Taiheiyo Cement Corp. v. Superior Court, 105 Cal.App. 4th 398 (2003); McMeans v. Scripps Health, Inc., 100 Cal. App. 4th 507 (2002); Ramos v. Countrywide Home Loans, 82 Cal.App. 4th 615 (2000); Tevssier v. City of San Diego, 81 Cal.App. 4th 685 (2000); Washington Mutual Bank v. Superior Court, 70 Cal. App. 4th 299 (1999); Silvas v. E*Trade Mortg. Corp., 514 F.3d 1001 (9th Cir. 2008); Silvas v. E*Trade Mortg. Corp., 421 F. Supp. 2d 1315 (S.D. Cal. 2006); McPhail v. First Command Fin. Planning, Inc., 2009 U.S. Dist. LEXIS 26544 (S.D. Cal. 2009); McPhail v. First Command Fin. Planning, Inc., 251 F.R.D. 514 (S.D. Cal. 2008); McPhail v. First Command Fin. Planning, Inc., 247 F.R.D. 598 (S.D. Cal. 2007); Barcia v. Contain-A-Way, Inc., 2009 U.S. Dist. LEXIS 17118 (S.D. Cal. 2009); Barcia v. Contain-A-Way, Inc., 2008 U.S. Dist. LEXIS 27365 (S.D. Cal. 2008); Wise v. Cubic Def. Applications, Inc., 2009 U.S. Dist. LEXIS 11225 (S.D. Cal. 2009); Gabisan v. Pelican Prods., 2009 U.S. Dist. LEXIS 1391 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 630 F. Supp. 2d 1222 (S.D. Cal. 2009); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin. Nat'l Marine Fisheries Serv., 2008 U.S. Dist. LEXIS 102380 (S.D. Cal. 2008); Louie v. Kaiser Found. Health Plan, Inc., 2008 U.S. Dist. LEXIS 78314 (S.D. Cal. 2008); Weltman v. Ortho Mattress, Inc., 2010 U.S. Dist. LEXIS 20521 (S.D. Cal. 2010); Weltman v. Ortho Mattress, Inc., 2008 U.S. Dist. LEXIS 60344 (S.D. Cal. 2008); Curry v. CTB McGraw-Hill, LLC, 2006 U.S. Dist. LEXIS 5920; 97 A.F.T.R.2d (RIA) 1888; 37 Employee Benefits Cas. (BNA) 2390 (N.D. Cal. 2006); Reynov v. ADP Claims Servs. Group, 2006 U.S. Dist. LEXIS 94332 (N.D. Cal. 2006); Kennedy v. Natural Balance Pet Foods, Inc., 2010 U.S. App. LEXIS 248 (9th Cir. 2010); Kennedy v. Natural Balance Pet Foods, Inc., 2008 U.S. Dist. LEXIS 38889 (S.D. Cal. 2008); Kennedy v. Natural Balance Pet Foods, Inc., 2007 U.S. Dist. LEXIS 57766 (S.D. Cal. 2007); Sussex v. Turnberry/MGM Grand Towers, LLC, 2009 U.S. Dist. LEXIS 29503 (D. Nev. 2009); Picus v. Wal-Mart Stores, Inc., 256 F.R.D. 651 (D. Nev. 2009); Tull v. Stewart Title of Cal., Inc., 2009 U.S. Dist. LEXIS 14171 (S.D. Cal. 2009); Keshishzadeh v. Gallagher, 2010 U.S. Dist. LEXIS 46805 (S.D. Cal. 2010); Keshishzadeh v. Arthur J. Gallagher Serv. Co., 2010 U.S. Dist. Lexis 116380 (S.D. Cal. 2010); In re Pet Food Prods. Liab. Litig., MDL Docket No. 1850 (All Cases), 2008 U.S. Dist. LEXIS 94603 (D.N.J. 2008); In re Pet Food Prods. Liab. Litig., 629 F.3d 333 (3rd Cir. 2010); Puentes v. Wells Fargo Home Mortgage, Inc., 160 Cal. App. 4th 638 (2008); Rezec v. Sony Pictures Entertainment, Inc., 116 Cal. App. 4th 135 (2004); Badillo v. Am. Tobacco Co., 202 F.R.D. 261 (D. Nev. 2001); La Jolla Friends of the Seals v. Nat'l Oceanic & Atmospheric Admin., 2010 U.S. App. Lexis 23025 (9th Cir. 2010); Dirienzo v. Dunbar Armored, Inc., 2011 U.S. Dist. Lexis 36650 (S.D. Cal. 2011); Rix v. Lockheed Martin Corp., 2011 U.S. Dist Lexis 25422 (S.D. Cal. 2011); Weitzke v. Costar Realty Info., Inc., 2011 U.S. Dist Lexis 20605 (S.D. Cal. 2011); Goodman v. Platinum Condo. Dev., LLC, 2011 U.S. Dist. LEXIS 36044 (D. Nev. 2011); Sussex v. Turnberry/MGM Grand Towers, LLC, 2011 U.S. Dist. LEXIS 14502 (D. Nev. 2011); Smith v. Kaiser Foundation Hospitals, Inc., 2010 U.S. Dist. Lexis 117869 (S.D. Cal. 2010); Dobrosky v. Arthur J. Gallagher Serv. Co., LLC, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30, 2014); Metrow v. Liberty Mut. Managed Care LLC - Class Certification Granted, Metrow v. Liberty Mut. Managed Care LLC, No. EDCV 16-1133 JGB (KKx), 2017 U.S. Dist. LEXIS 73656 (C.D. Cal. May 1, 2017); Nelson v. Avon Products, Inc., Class Certification Granted, U.S. District Court for The Northern District of California, Case No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104 (N.D. Cal. Apr. 17, 2015); Orozco v. Illinois Tool Works Inc., Class Certification Granted, 2017 U.S. Dist. LEXIS 23179 (E.D. Cal. Feb. 16, 2017); Rieve v. Coventry Health Care, Summary Judgment *Sua*

Sponte Granted for Plaintiff, Rieve v. Coventry Health Care, Inc., 870 F. Supp. 2d 856 (C.D. Cal. 2012)

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Holdings Inc., Santa Clara County Superior Court, Case No. 1-13-cv-240830; Davis v. Clear Connection, LLC, San Diego County Superior Court, Case No. 37-2014-00035173-CU-OE-CTL; Day v. WDC Exploration, Orange County Superior Court, Case No. 30-2010-00433770; Dedrick v. Hollandia Dairy, San Diego County Superior Court, Case No. 37-2014-00004311-Cu-OE-CTL; Delmare v. Sungard Higher Education - Settled U.S. District Court, Southern District of California, Case No. 07-cv-1801; Del Rio v. Tumi Stores, Inc., San Diego County Superior Court, Case No. 37-2015-00022008-CU-OE-CTL; Dewane v. Prudential, U.S. District Court, Central District of California, Case No. SA CV 05-1031; Diesel v. Wells Fargo Bank, Orange County Superior Court, Case No. 30-2011-00441368; Dirienzo v. Dunbar Armored, U.S. District Court, Southern District of California, Case No. 09-cv-2745; Dobrosky v. Arthur J. Gallagher Service Company, LLC, Class certification Granted, No. EDCV 13-0646 JGB (Spx); Dodds v. Zaven Tootikian, Los Angeles County Superior Court, Case No. BC494402; Drumheller v. Radioshack Corporation, United States District Court, Central District of California, Case No. SACV11-355; Enger v. Kaiser Foundation Health Plan, U.S. District Court, Southern District of California, Case No. 09-cv-1670; Escobar v. Silicon Valley Security & Patrol, Inc., Santa Clara County Superior Court, Case No. 1-14-cv272514; Fierro v. Chase Manhattan - Class Certification Granted, Settled San Diego Superior Court, Case No. GIN033490; Figueroa v. Circle K Stores, Inc., San Diego County Superior Court, Case No. 37-2012-00101193-CU-OE-CTL; Finch v. Lamps Plus, (Lamps Plus Credit Transaction Cases), San Diego Superior Court, Case No. JCCP 4532; Fletcher v. Verizon, U.S. District Court, Southern District of California, Case No. 09-cv-1736; Francisco v. Diebold, U.S. District Court, Southern District of California, Case No. 09-cv-1889; Friend v. Wellpoint, Los Angeles Superior Court, Case No. BC345147; Frudakis v. Merck Sharp & Dohme, U.S. District Court, Central District California, Case No. SACV 11-00146; Fulcher v. Olan Mills, Inc., U.S. District Court, Northern District of California, Case No. 11-cv-1821; Gabisan v. Pelican Products, U.S. District Court, Southern District California, Case No. 08 cv 1361; Galindo v. Sunrun Installation Services Inc., San Diego County Superior Court, Case No. 37-2015-00008350-CU-OE-CTL; Gallagher v. Legacy Partners Commercial, Santa Clara County Superior Court, Case No. 112-cv-221688; Ghattas v. Footlocker Retail, Inc., U.S. District Court Central District of California, Case No. CV 13-0001678 PA; Gibson v. World Savings, Orange County Superior Court, Case No. 762321; Goerzen v. Interstate Realty Management, Co., Stanislaus County Superior Court, Case No. 679545; Gomez v. Enterprise Rent-A-Car, U.S. District Court, Southern District of California, Case No. 3:10-cv-02373; Gordon v. Wells Fargo Bank, U.S. District Court, Southern District of California, Case No. 3:11-cv-00090; Grabowski v. CH Robinson, U.S. District Court, Southern District of California, Case No. 10-cv-1658; Gross v. ACS Compiq Corporation, Orange County Superior Court, Case No. 30-2012-00587846-CU-OE-CXC; Gripenstraw v. Buffalo Wild Wings, U.S. District Court, Eastern District of California, Case No. 12-CV-00233; Gruender v. First American Title, Orange County Superior Court, Case No. 06 CC 00197; Guillen v. Univision Television Group, Inc. & Univision Management Co., San Francisco County Superior Court, Case No. CGC-12-526445; Gujjar v. Consultancy Services Limited, Orange County Superior Court, Case No. 30-2010-00365905; Gutierrez v. Five Guys Operations, LLC, San Diego County Superior Court, Case No. 37-2012-00086185-CU-OE-CTL; Handler v. Oppenheimer, Los Angeles Superior Court, Civil Action No. BC343542; Harley v. Tavistock Freebirds, LLC, Sacramento County Superior Court, Case No. 34-2014-00173010; Harrington v. Corinthian Colleges – Class Certification Granted, Orange Superior Court; United States Bankruptcy Court District of Delaware; Harvey v. PQ Operations, Inc., Los Angeles County Superior Court, Case No. BC497964; Henshaw v. Home Depot U.S.A., United States District Court, Central District of California, Case No. SACV10-01392; Heithold v. United Education Institute, Orange County Superior Court, Case No. 30-2013-00623416-CU-OE-CXC; Hibler v. Coca Cola Bottling, Settled U.S. District Court, Southern District of California, Case No. 11cv0298; Hildebrandt v. TWC Administration LLC & Time Warner NY Cable, LLC, U.S. District Court, Central District of California, Case No. ED-cv-13-02276-JGB; Hopkins v. BCI Coca-Cola Bottling Company of Los Angeles, United states District Court, Central District of California; U.S. Court of Appeals 9th Circuit; Howard v. Southern California Permanente

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