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

JESUS A. RIOS, an individual, on behalf of
himself and others similarly situated

PLAINTIFF,

v.

ALL STAR SEED; and DOES 1 thru 50,
inclusive,

DEFENDANTS.

CASE NO. ECU08770

[Case Assigned for All Purposes to Hon.
Jeffrey B. Jones in Dept. 7]

**NOTICE OF MOTION AND MOTION
FOR FINAL APPROVAL OF
ATTORNEYS' FEES AND COSTS;
MEMORANDUM OF POINTS AND
AUTHORITIES IN SUPPORT THEREOF**

*[Filed concurrently with Motion for Final
Approval of Class Action Settlement;
Declarations of Kelsey M. Szamet, Jesus A.
Rios and Stephen L. Donaldson, Proposed
Order, and Judgment]*

Date: January 5, 2021

Time: 8:30 a.m.

Dept.: 7

Complaint Filed:	June 18, 2015
FAC Filed:	July 28, 2015
SAC Filed:	October 25, 2016
Trial Date:	None Set

1 **TO ALL PARTIES AND TO THEIR ATTORNEYS OF RECORD:**

2 PLEASE TAKE NOTICE that on January 5, 2021, at 8:30 a.m. in Department 7 of the
3 above-entitled court, Plaintiff JESUS A. RIOS (“Plaintiff”) will, and hereby does, move the Court
4 for an Order granting final approval of Class Counsel’s Attorneys’ Fees and Costs pursuant to the
5 Parties’ Joint Stipulation of Class Action Settlement and Release. Plaintiff also respectfully
6 requests that the Court award an enhancement to Plaintiff Jesus A. Rios of \$12,000.00.

7 Good cause exists for the granting of this Motion because the work of Plaintiff and Class
8 Counsel resulted in an excellent settlement that created a common fund that compensates
9 Settlement Class Members. Class Counsel seek compensation from the common fund.

10 The Motion will be based on this Notice of Motion; the accompanying Memorandum of
11 Points and Authorities; the Declarations of Kelsey M. Szamet; Plaintiff Jesus A. Rios; and Stephen
12 L. Donaldson of JND Legal Administration; all other papers and records on file in this action; and
13 on such oral and documentary evidence as may be presented at the hearing on this Motion.

14
15
16 DATED: November 19, 2020

KINGSLEY & KINGSLEY, APC

17
18 By: _____

Kelsey M. Szamet
Zachary D. Greenberg
Attorneys for Plaintiff JESUS A. RIOS and the
Certified Class

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1 **MEMORANDUM OF POINTS AND AUTHORITIES**

2 **I. INTRODUCTION**

3 Pursuant to California Rules of Court, rule 3.769 (b) and California Code of Civil
4 Procedure section 382, Plaintiff JESUS A. RIOS (“Plaintiff” or “Class Representative”) moves
5 this Court for approval of an award of attorneys’ fees and reimbursement of expenses to Class
6 Counsel, pursuant to the terms of the preliminary-approved Joint Stipulation of Class Action
7 Settlement and Release (“Settlement Agreement” or “Settlement”) between named Plaintiff and
8 Defendant ALL STAR SEED (“Defendant”). Class Counsel also respectfully requests that the
9 Court award an enhancement for the Named Plaintiff of \$12,000.00.

10 **II. STATUS OF THE SETTLEMENT**

11 In an effort to conserve the Court’s time and resources, Plaintiff will not repeat the
12 Procedural History set forth in the concurrently-filed Motion for Final Approval of Class Action
13 Settlement.

14 The Settlement Agreement has been preliminarily-approved by the Court and the Notice
15 of Class Action Settlement disseminated pursuant to the terms of the Settlement Agreement.
16 (Declaration of Kelsey M. Szamet ¶ 39 (“Szamet Decl.”); Declaration of Stephen L. Donaldson ¶
17 5 (“Donaldson Decl.”).))

18 As discussed in the Motion for Final Approval of Class Action Settlement, Class Counsel
19 worked diligently on behalf of the preliminarily certified Settlement Class Members in order to
20 obtain this Settlement.

21 **III. THE COURT SHOULD GRANT PLAINTIFF’S APPLICATION FOR AN AWARD**
22 **OF ATTORNEYS’ FEES**

23 A. Class Counsel are Entitled to a Fee From the Common Fund

24 On August 11, 2016, the California Supreme Court decided *Laffitte v. Robert Half*
25 *International*, which addressed the correct methodology for awarding fees in a class action
26 settlement. (*Laffitte v. Robert Half Intern. Inc.* (Cal. 2016) 205 Cal.Rptr.3d 555, 573.) The *Laffitte*
27 Court approved awarding fees as a percentage of the settlement fund in cases like the present one,
28 where a settlement results in the creation of a common fund on behalf of a class:

1 We join the overwhelming majority of federal and state courts in holding that when
2 class action litigation establishes a monetary fund for the benefit of the class
3 members, and the trial court in its equitable powers awards Class Counsel a fee out
of that fund, the court may determine the amount of a reasonable fee by choosing
an appropriate percentage of the fund created.

4 (*Id.* at p. 573.) The Court then set out several reasons why the percentage-of-the-fund method is
5 preferred over the alternative lodestar-multiplier approach in California courts:

6 The recognized advantages of the percentage method—including relative ease of
7 calculation, alignment of incentives between counsel and the class, a better
approximation of market conditions in a contingency case, and the encouragement
8 it provides counsel to seek an early settlement and avoid unnecessarily prolonging
the litigation [citations]—convince us the percentage method is a valuable tool that
9 should not be denied our trial courts.

10 (*Id.* at p. 573.)

11 An award of 1/3 of the common fund is appropriate here under the “substantial benefit”
12 theory. (*Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1810; *Wershba v. Apple Computer,*
13 *Inc.* (2001) 91 Cal.App.4th 224, 254.) That theory permits a litigant who has sued in a
14 representative capacity to recover fees when the litigant’s efforts have created a substantial, actual,
15 and concrete benefit for members of an ascertainable class and the court’s jurisdiction over the
16 subject matter makes possible an award which spreads the cost proportionately among the
17 members of the benefitted class. (*See Ciani v. San Diego Trust & Sav. Bank* (1994) 25 Cal.App.4th
18 563, 578.)

19 This doctrine rests on the understanding that attorneys should normally be paid by their
20 clients, and that unless attorneys’ fees are paid out of the common fund, those who benefitted from
21 the fund would be unjustly enriched. (*Woodland Hills Residents Assn., Inc. v. City Council* (1979)
22 23 Cal.3d 917, 943; *Save El Toro Ass’n v. Days* (1979) 98 Cal.App.3d 544, 548-49.) To prevent
23 this unfair result, courts exercise their inherent equitable powers to assess attorneys’ fees against
24 the entire fund, thereby spreading the cost of those fees among all those who benefitted. (*Serrano*
25 *v. Priest* (1977) 20 Cal.3d 25, 48-49 (“*Serrano III*”).) “A court, in the exercise of its equitable
26 discretion, may decree that those receiving the benefit should contribute to the costs of its
27 production.” (*Save El Toro Assn., supra*, 98 Cal.App.3d at 548.) As this approach “better
28 approximates the workings of the marketplace than the lodestar approach,” there is “a greater

judicial willingness to evaluate a fee award as a percentage of the recovery” in common fund cases.
(*Lealao v. Beneficial Calif., Inc.* (2000) 82 Cal.App.4th 19, 31.)

As detailed fully in the Settlement Agreement and set forth above, the Settlement Agreement provides for Defendant to create a Maximum Settlement Amount of \$1,000,000.00. From that fund, Plaintiff requests an award of attorneys’ fees in the amount of \$350,000.00, or thirty-five percent (35%) of the Maximum Settlement Amount created on behalf of members of the Class. (Szamet Decl. ¶ 44.) This litigation resulted in “a substantial, actual and concrete . . . benefit on the members of an ascertainable class,” *Save El Toro Assn., supra*, 98 Cal.App.3d at 548, namely a non-reversionary settlement fund of \$1,000,000.00. Because none of the Settlement Class Members have paid fees to Class Counsel for their efforts during the litigation, equity requires that they pay a fair and reasonable fee based on what the market would traditionally require, no less than if they had hired private counsel to litigate their cases individually. Class Counsel is therefore entitled to a reasonable contingency fee of thirty-five percent (35%) from the Settlement fund as a whole.

B. The Attorneys’ Fees Requested By Class Counsel Are Well Within the Range of Fees in Comparable Cases

Courts historically award fees in the twenty-to-fifty-percent range, depending on the circumstances of the case. As stated in Newberg:

No general rule can be articulated on what is a reasonable percentage of a common fund. Usually 50% of the fund is the upper limit on a reasonable fee award from a common fund in order to assure that the fees do not consume a disproportionate part of the recovery obtained for the Class, although somewhat larger percentages are not unprecedented.

(Newberg on Class Actions, 3rd Ed., 1992, § 14.03; and see *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66, fn 11 [“Empirical studies show that, regardless whether the percentage method or the lodestar method is used, fee awards in class actions average around one-third of the recovery.”] Thus, Class Counsel’s requested fee of thirty-five percent (35%) is not only well within the range of reasonableness, but is fair compensation for undertaking this complex, risky, expensive, and time-consuming litigation on a contingent basis.

//

C. The Contingency Fee of Thirty-Five Percent (35%) Requested By Class Counsel Is Reasonable Based on the Risks of Litigation and the Diligent Efforts of Counsel that Led to an Outstanding Settlement for the Class

In the present case, Class Counsel asks the Court to award a fee of thirty-five percent (35%) of the common fund, or \$350,000.00, as provided in the Settlement Agreement. This amount is reasonable because Class Counsel's diligent litigation efforts and experience led to an outstanding settlement, and in light of cognizable risks which are discussed in detail in Plaintiff's Motion for Final Approval of Class Action Settlement.

Additionally, it is recognized that one of the primary factors justifying an attorney fee award in cases such as this are the attendant risks inherent in the litigation. As observed in *City of Detroit v. Grinnell Corporation* (2d Cir. 1974) 495 F.2d 448, 470:

No one expects a lawyer whose compensation is contingent upon his success to charge, when successful, as little as he would charge a client who had agreed to pay for his services, regardless of success. Nor, particularly in complicated cases producing large recoveries, is it just to make a fee depend solely on the reasonable amount of time expended.

Class Counsel extensively addressed the perceived risks in this case in the concurrently filed Motion for Final Approval of Class Action Settlement and will not repeat that analysis here. In addition to the complexity of this case, Class Counsel has borne the entire risk and costs of this litigation during the entire time that it has been pending, all on a pure contingency basis. (Szamet Decl. ¶ 124.) Through the investment of substantial effort and resources, Class Counsel has secured an outstanding Settlement of behalf of the Settlement Class Members. (Szamet Decl. ¶ 125.) Defendant vigorously contested liability, the amount of claimed damages, and the propriety of class certification. (Szamet Decl. ¶ 126.) It is this kind of situation, involving complex issues, that has been recognized as justifying a substantial attorney fee award. (Szamet Decl. ¶ 127.) Class Counsel's Fee Request is Reasonable Under a Lodestar Crosscheck

Courts may "cross-check" the results of the common fund method against the lodestar method. (See, e.g., *In re Consumer Privacy Cases* (2009) 175 Cal.App.4th 545, 557.) The lodestar is calculated by multiplying the reasonable hours expended by a reasonable hourly rate. (*Serrano III*, 20 Cal.3d at 35.) Those rates reflect "the general local hourly rate for a fee-bearing case" and

do “not include any compensation for contingent risk, extraordinary skill, or any other factors.” (*Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1138.) The court may then enhance the lodestar with a multiplier. (*Wershba, supra*, 91 Cal.App.4th at 254; *Rebney v. Wells Fargo Bank* (1991) 232 Cal.App.3d 1344, 1347; *Serrano III, supra*, 20 Cal.3d at 49.)

D. Requested Multiplier

The purpose of using the lodestar/multiplier method is to mirror the legal marketplace. Counsel will not handle cases for straight hourly fees payable only if they win; therefore, an enhancement is often awarded so that the fee received is commensurate with what attorneys could expect to be compensated for services in similar circumstances. (*See San Bernardino Valley Audubon Soc., Inc. v. County of San Bernardino* (1984) 155 Cal.App.3d 738, 755 [an award must be large enough “to entice competent counsel to undertake difficult public interest cases”].) No specific findings reflecting the court’s calculations are required. (*Wershba, supra*, 91 Cal.App.4th at 254; *Rebney, supra*, 232 Cal.App.3d at 1349.) “The record need only show that the attorney fees were awarded according to the ‘lodestar’ or ‘touchstone’ approach.” (*Ibid.*)

Here, a lodestar cross-check confirms that the percentage requested is reasonable. Class Counsel’s aggregate lodestar amounts to \$296,047.50 (without future hours)¹, which represents 448.60 hours of attorney work on this litigation incurred from its inception through the filing of Plaintiff’s Motion for Final Approval. (Szamet Decl. ¶ 128.) As such, Class Counsel is asking for a multiplier of 1.18. (Szamet Decl. ¶ 129.) Typically, the lodestar is merely the starting point of the calculation of a reasonable fee, and courts often multiply the lodestar by a factor to account for the risk of non-payment, delay in payment, the quality of work, and the novelty and difficulty of the issues involved. (*See Radar v. Thrasher* (1962) 57 Cal.2d 244, 253; *Beasley v. Wells Fargo Bank* (1991) 235 Cal.App.3d 1407, 1419; *Coal. for L.A. County Planning v. Bd. of Supervisors* (1977) 76 Cal.App.3d 241, 251.)

//

¹ Though Class Counsel will certainly continue to spend time working on this matter for tasks such as preparing for and attending the final approval hearing, overseeing the administration process, and communicating with Settlement Class Members, Plaintiff’s Counsel are not requesting approval of future hours.

1 E. The Number of Hours Claimed is Reasonable

2 Plaintiff's counsel are entitled to be compensated "for all time reasonably expended in
3 pursuit of the ultimate result achieved in the same manner that an attorney traditionally is
4 compensated by a fee-paying client for all time reasonably expended on a matter." (*Hensley v.*
5 *Eckerhart* (1983) 461 U.S. 424, 431 [internal quotations omitted]; *accord Serrano v. Unruh* (1982)
6 32 Cal.3d 621, 633 ["Serrano IV"] [parties should recover for all hours reasonably spent]; *Meister*
7 *v. Regents of Univ. of Cal.* (1998) 67 Cal.App.4th 437, 447-48 [same].)

8 The amount of time spent on this case (over 448.60 hours), which culminated in a very
9 favorable proposed Settlement for the Class Members, is reasonable given the complexity and
10 novelty of the issues involved, the vigorous defense, the length and intensity of the litigation, and
11 the exceptional results obtained. (Szamet Decl. ¶ 130.) Class Counsel litigated this action with
12 great efficiency in light of the amount of work required to achieve the Settlement. (Szamet Decl.
13 ¶ 131.) Class Counsel has submitted a declaration evidencing the reasonable hourly rate for their
14 services and establishing the number of hours spent working on the case. (Szamet Decl. ¶¶ 100-
15 121.) Accordingly, Plaintiff is entitled to full compensation for the hours claimed by Class
16 Counsel.

17 F. The Hourly Rates Requested Are Reasonable

18 Class Counsel is entitled to be compensated at hourly rates that reflect the reasonable
19 market value of their legal services, based on their experience and expertise. (*See Serrano IV,*
20 *supra*, 32 Cal.3d at 640-43, n.31.) "The reasonable hourly rate is that prevailing in the community
21 for similar work." (*PLCM Group, Inc. v. Drexler* (2000) 22 Cal.4th 1084, 1095.) Payment at full
22 market rates is essential to entice well-qualified counsel to undertake difficult cases, such as this
23 one. (*San Bernardino Valley Audubon Soc'y v. County of San Bernardino* (1984) 155 Cal.App.3d
24 738, 755.) Additionally, calculation of a lodestar based on current hourly rates is appropriate as a
25 means of compensating for delay in payment. (*Missouri v. Jenkins by Agyei* (1989) 491 U.S. 274,
26 283-84.)

27 The requested hourly rates in this case range from \$350.00 per hour to \$825.00. (Szamet
28 Decl. ¶ 133.) Class Counsel's hourly rates are fully supported by their experience and reputation

1 in handling complex employment litigation, including wage and hour class actions. (Szamet Decl.
2 ¶ 134; ¶¶ 100-121.)

3 Mr. Kingsley is a 24-year attorney with expertise in wage and hour class action lawsuits.
4 (Szamet Decl. ¶ 104.) He has litigated several hundred such cases, including at the appellate level
5 at the U.S. Supreme Court, California Supreme Court, the Ninth Circuit, and the California Court
6 of Appeal. (Szamet Decl. ¶ 105.) He is also a prolific speaker at various seminars on employment
7 law and has contributed to legal publications on employment topics. (Szamet Decl. ¶ 106.)
8 Biographical information for the other handling attorneys is included in the concurrently filed
9 Declaration of Kelsey M. Szamet. (Szamet Decl. ¶¶ 104-109.)

10 Class Counsel's charged rates are commensurate with the prevailing market rates in
11 Imperial County for attorneys of comparable experience and skill handling complex litigation.
12 (Szamet Decl. ¶ 110.) Furthermore, Class Counsel's rates in calculating the lodestar are the same
13 rates charged to non-contingent hourly clients and thus necessarily reflect the current market value
14 of counsel's legal services.² (Szamet Decl. ¶ 135.) Class Counsel has made all reasonable attempts
15 to avoid duplication of assignments and to assign tasks to timekeepers at the appropriate billing
16 rates. (Szamet Decl. ¶ 113.)

17 Finally, Class Counsel's rates are in line with the 2020-2021 Laffey Matrix, which is a
18 fee scale that courts often consult in determining the reasonableness of hourly rates. Under the
19 adjusted Laffey Matrix, a reasonable rate for an attorney with 20+ years of experience, such as
20 Mr. Kingsley, is \$899, and a reasonable rate for an attorney with 12 years of experience, such as
21 Ms. Katzenstein Ly and Ms. Szamet, is \$747. A reasonable rate for an attorney with two (2) or
22 less years experience such as Mr. Zachary D. Greenberg is \$350.00. (Szamet Decl. ¶ 111; Ex. D
23 [2020-2021 Adjusted Laffey Matrix].)

24 G. The Fees Requested Are Reasonable

25 The trial court has substantial discretion in adjusting the lodestar to account for various
26

27 ² The Court should also note that other California courts approved many of these same rates over
28 15 years ago. (See, e.g., *Bihun v. AT&T Info. Sys., Inc.* (1993) 13 Cal.App.4th 976, 997,
disapproved on other grounds, 6 Cal.4th 644, 664 [\$450 hourly rate was a reasonable fee based
on counsel's knowledge, skill, experience and reputation].)

factors inadequately reflected therein. (*See Lealao, supra*, 82 Cal.App.4th at 40-45.) A lodestar multiplier is recognized as earned compensation: “The adjustment to the lodestar, e.g., to provide a fee enhancement reflecting the risk the attorney will not receive payment if the suit does not succeed, constitutes earned compensation; unlike a windfall, it is neither unexpected nor fortuitous.” (*Ketchum, supra*, 24 Cal.4th at 1138.)

In California, courts regularly use a multiplier of 2.0 or greater in statutory fee cases to approximate market fees.³ In fact, “[m]ultipliers in the 3-4 range are common in lodestar awards for lengthy and complex class action litigation.” (*Van Vracken v. Atlantic Richfield Co.* (N.D.Cal.1995) 901 F.Supp. 294, 298; *see also, Wershba, supra*, 91 Cal.App.4th at 255 [“Multipliers can range from 2 to 4 or even higher.”].) Here, Class Counsel is requesting a multiplier of 1.18. (Szamet Decl. ¶ 112.)

The court may augment the lodestar upon consideration of various factors, including, but not limited to: (1) the novelty and difficulty of the questions involved, (2) the skill displayed in presenting them, (3) the extent to which the nature of the litigation precluded other employment by the attorneys, and (4) the contingent nature of the fee award, both from the point view of eventual victory on the merits and of establishing eligibility for an award. (*See Serrano III, supra*, 20 Cal.3d at 41, 49.)

Each of the multiplier factors articulated in *Serrano III* supports the Court awarding the requested enhancement of Class Counsel’s aggregate lodestar.

i. Novelty and Difficulty of Questions Presented

This case dealt with difficult legal and factual questions. Significantly, the risk attendant to the underlying claims in this matter was great considering Defendant’s defenses. As discussed in detail in the extensive risk analysis section in Plaintiff’s Motion for Preliminary Approval of Settlement, were this case to proceed, Defendant would have a strong incentive to litigate tenaciously. (Szamet Decl. ¶ 136.) There are genuine issues in dispute. (Szamet Decl. ¶ 137.)

³ See, for example, *Mangold v. Cal. Pub. Utils. Comm’n*, 67 F.3d 1470, 1478-79 (9th Cir. 1995) (2.0); *City of Oakland v. Oakland Raiders* (1988) 203 Cal.App.3d 78, 82-85 (2.34); *Coal. for L.A. County Planning v. Bd. of Supervisors* (1977) 76 Cal.App.3d 241, 251 (slightly above 2.0); *Crommie v. State of Cal. Public Utilities Comm’n* (N.D. Cal. 1994) 840 F.Supp.719, 726 (2.0 multiplier in employment case).

1 ii. Skill Displayed in Presenting Questions Presented

2 Class Counsel are skilled wage and hour practitioners with decades of experience who
3 diligently prepared and litigated this matter as discussed. (Szamet Decl. ¶ 138; ¶¶ 100-121.)

4 iii. Preclusion of Other Employment By Attorneys

5 To achieve the ultimate result in this case, Co-lead Class Counsel had to incur substantial
6 risk and expense and were precluded from taking other fee generating employment for over
7 448.60 hours of attorney time. (Szamet Decl. ¶ 139.)

8 iv. Contingent Nature of the Fee Award

9 This matter had been handled purely on a contingency fee basis and Class Counsel have
10 advanced many thousands of dollars in costs while deferring all payment of fees, with no guarantee
11 that any of the fees incurred or costs advanced would ever be recovered, and diverting significant
12 firm resources to prosecution of this matter. (Szamet Decl. ¶ 116.)

13 v. Success Achieved

14 Class Counsel believe this is an exceptional result that has been well received by Settlement
15 Class Members. (Szamet Decl. ¶ 130.)

16 vi. Rate of Acceptance of Benefits Offered to Class Members

17 There has been one exclusion (“opt-out”) and zero objections to date. (Donaldson Decl. ¶¶
18 9-12.)

19 Accordingly, Plaintiff’s multiplier request is justified and the lodestar/multiplier cross-
20 check confirms the reasonableness of Class Counsel’s fee request. The Court should therefore
21 approve the attorneys’ fee award for time spent in the successful prosecution of this matter.

22 **IV. THE COURT SHOULD APPROVE THE REQUEST FOR REIMBURSEMENT OF**
23 **COSTS**

24 In addition to their request for fees, Class Counsel further request reimbursement of the
25 reasonable out-of-pocket expenses advanced and/or incurred by them in connection with this
26 litigation, in the amount of \$88,066.69. (Szamet Decl. ¶ 141.) To date, Kingsley and Kingsley has
27 incurred \$87,466.69 in costs. Class Counsel anticipates incurring an additional \$600.00 in costs to
28 file, serve, and copy this motion; to prepare for and attend the hearing; and for future copy charges.

As such, Class Counsel is requesting a cost reimbursement of \$88,066.69. (Szamet Decl. ¶ 142.)

All of the requested costs are reasonable in amount and were necessarily incurred by Class Counsel in prosecuting this litigation. (Szamet Decl. ¶ 143; Ex. B [Cost Report].)

Expenses in this matter to date include costs for filing fees, research, mediation, employment of a database expert to synthesize the tens of thousands of lines of payroll and timekeeping data produced by Defendant to assist with preparation of Plaintiff's damage model, and additional costs for the prosecution of this case evidenced in the costs spreadsheet attached to the Declaration of Kelsey M. Szamet. All of these costs have been incurred in the course of this litigation, and all costs advanced have already been paid by Class Counsel. (Szamet Decl. ¶ 144.)

Accordingly, the requested reimbursement of the reasonable out-of-pocket expenses advanced and/or incurred is appropriate and justified as part of the overall settlement and the Court should approve the request for reimbursement in the amount of \$88,066.69.

V. THE NAMED PLAINTIFF'S ENHANCEMENT SHOULD BE APPROVED

Finally, Plaintiff's Counsel request an enhancement of \$12,000.00 to the named Plaintiff Jesus A. Rios for his work on behalf of the Class. (Szamet Decl. ¶ 145.) As set forth in detail in Plaintiff's Motion for Final Approval of Class Settlement and Jesus A. Rios' declaration, Plaintiff Rios invested significant time and effort in this case. (Szamet Decl. ¶ 146; Rios Decl. ¶¶ 5-7.)

Plaintiff Rios was also at risk of for paying Defendant's legal fees and costs in the event that Defendant prevailed at trial. (Szamet Decl. ¶ 151.) The Class has benefited from Mr. Rios' action in stepping forward on their behalf to bring this lawsuit. (Szamet Decl. ¶ 152.)

Further, The Notice of Class Action Settlement disclosed the enhancement award. (See Ex. 1 to the Settlement Agreement [class notice], p. 3.) (Szamet Decl. ¶ 153.) As of today, no Settlement Class Member has objected to the proposed enhancement. (Szamet Decl. ¶ 154.)

Under the circumstances, a representative payment of \$12,000.00 is justified and the Court should award this payment to Jesus A. Rios from the Maximum Settlement Amount as provided in the Settlement Agreement. (Szamet Decl. ¶ 155.)

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1 **VI. PROOF OF SUBMISSION TO THE LABOR AND WORKFORCE**
2 **DEVELOPMENT AGENCY**

3 As indicated on the Proof of Service, Plaintiff's Motion for Approval of Attorneys' Fees
4 and Costs ("Motion") was uploaded to the Labor and Workforce Development Agency's
5 ("LWDA") website on the date this Motion was filed as required by statute. Proof of submission
6 of Plaintiff's Motion, all related documents, and copy of the email from the LWDA confirming
7 receipt is attached to the Declaration of Kelsey M. Szamet as Exhibit "C". (Szamet Decl. ¶ 156.)

8 **VII. CONCLUSION**

9 Class Counsel respectfully requests that the Court award a fee equal to thirty-five percent
10 (35%) of the gross settlement amount, or \$350,000.00 and reimbursement of costs of \$88,066.69.
11 Class Counsel also respectfully requests that the Court award an enhancement for the named
12 Plaintiff of \$12,000.00. For the above reasons, all of these requests are appropriate and justified as
13 part of the overall Settlement, and the Court should approve them as reasonable and fair.

14
15
16 DATED: November 19, 2020

KINGSLEY & KINGSLEY, APC

17
18 By: _____

Kelsey M. Szamet
Zachary D. Greenberg
Attorneys for Plaintiff JESUS A. RIOS and the
Certified Class

(PROOF OF SERVICE)
[CCP 1013(a)(3)]
STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On November 19, 2020, I served all interested parties in this action the following documents described as: **NOTICE OF MOTION AND MOTION FOR FINAL APPROVAL OF ATTORNEYS' FEES AND COSTS; MEMORANDUM OF POINTS AND AUTHORITIES IN SUPPORT THEREOF** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

Scott C. Lacunza
JACKSON LEWIS, PC
200 Spectrum Center Drive, Suite 500
Irvine, CA 92618
Scott.lacunza@jacksonlewis.com

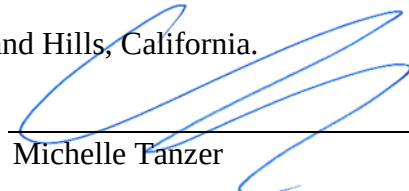
[] (BY MAIL) I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. Under that practice it would be deposited with U.S. postal service on that same day with postage fully prepaid at Encino, California in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

[XX] BY ELECTRONIC SERVICE: I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing ("EF") System (<https://dir.tfaforms.net/271>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

[XX] BY ELECTRONIC MAIL TRANSMISSION: I caused the document to be send to the persons at the e-mail address(es) listed on the attached service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful. A pdf copy of which was sent via email to the below email address(es).

[XX] (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on November 19, 2020, at Woodland Hills, California.



Michelle Tanzer