

Larry W. Lee (State Bar No. 228175)
Max W. Gavron (State Bar No. 291697)
DIVERSITY LAW GROUP, P.C.
515 S. Figueroa Street, Suite 1250
Los Angeles, CA 90071
(213) 488-6555 telephone
(213) 488-6554 facsimile
lwlee@diversitylaw.com
mgavron@diversitylaw.com

Attorneys for Plaintiffs,
TERRANCE LOVETT, ROBERT PARSONS
and JAVIER CUEVAS MAGANA, on behalf
of themselves all others similarly situated

(Additional Counsel Listed on Following Page)

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

MARK BUFORD, RICHARD LIVELY,
ALBERT JOHNSON, RAUL MARTINEZ,
ROBERT PARSONS, JAVIER C. MAGANA,
AND TERRANCE LOVETT individually and
on behalf of all others similarly situated,

Plaintiffs,

v.

ESTENSON LOGISTICS, LLC, a Delaware
Limited Liability Company; HUB GROUP
TRUCKING, INC., a Delaware Corporation;
HUB GROUP, INC., doing business in
California as CALIFORNIA HUB GROUP;
HUB GROUP DEDICATED, LLC, a Delaware
Limited Liability Company; and DOES 1
through 50, inclusive,

Defendants.

CASE NO.: CIVSB2133332

[Assigned for all purposes to the Hon. Joseph
T. Ortiz, Dept. S-17]

**DECLARATION OF MAX W. GAVRON
IN SUPPORT OF PLAINTIFFS' MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT AND MOTION
FOR ATTORNEYS' FEES AND COSTS**

Date: August 20, 2024

Time: 1:30 p.m.

Dept.: S-17

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I, Max W. Gavron, declare as follows:

1. I am an attorney at law, duly licensed to practice before all Courts in the State of California, and am with the law firm Diversity Law Group, counsel of record for Plaintiffs Terrance Lovett, Robert Parsons, and Javier Cuevas Magana (“Plaintiffs”). I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

FAIRNESS OF SETTLEMENT

2. I am one of the primary attorneys on this matter. The Joint Stipulation for Class Action Settlement and Amendment to Joint Stipulation for Class Action Settlement (“Settlement Agreement”) were the product of negotiation between highly able and experienced attorneys on both sides who possessed the relevant data, which they carefully analyzed. Class Counsel engaged in extensive factual investigation before settling. Plaintiffs propounded written discovery relevant to the class and PAGA claims. Amongst other relevant topics, the discovery required Defendants to provide documents and information relevant to class certification, including the number of putative class members and payroll periods, Defendants’ policies and procedures with respect to the payment of minimum and overtime wages, meal and rest breaks, business reimbursements, and the issuance of wage statements.

3. Additionally, prior to the mediation, Defendants produced data relevant to the potential value of the claims, including a sampling of time and payroll data, Defendants' employee handbook, Defendants' relevant policies and procedures, and other data and information. Using the information obtained through both formal and informal discovery, Plaintiffs' counsel conducted a full damages and penalty analysis. Thus, Plaintiffs negotiated the settlement amount based on a clear understanding of the maximum exposure in this case.

4. Based on my own independent investigation and evaluation, I am of the opinion that the settlement is fair, reasonable, and adequate and that the settlement is in the best interests of the Class, in light of all known circumstances and the expenses and risks inherent in litigation. I also believe in the fairness of the settlement based on factoring in the uncertainty and risks to

1 Plaintiffs involved in not prevailing at class certification and/or at trial, and the possibility of
2 appeals. The settlement was negotiated at arm's length and resulted after a full day of mediation
3 that extended past midnight.

4 5. Diversity Law Group was retained based upon a contingency fee arrangement
5 wherein Plaintiffs' counsel agreed to advance all costs and receive no fee unless a recovery was
6 accomplished. Specifically, had Plaintiffs failed to prevail in this case, counsel for Plaintiffs
7 would have spent a significant amount of time, money and other resources without any benefit or
8 return. In addition, had Plaintiffs also failed to prevail in the present case, Defendant would have
9 been able to seek costs in connection with their defense of the case.

10 **ATTORNEYS' FEES & COSTS**

11 6. I am one of the primary attorneys on this matter. My qualifications are as follows:
12 I received a full-tuition scholarship, and graduated from Southwestern Law School in 2013,
13 magna cum laude. I was in the top 5% of my class. During my time at Southwestern, I was a
14 Notes and Comments Editor on the Southwestern Law Review. I also received awards for
15 achieving the highest grade in my class in several courses. In 2012, I was a full-time extern, at
16 the United States District Court for the Central District. Immediately after law school, I taught
17 several courses at Southwestern, including Principles of Legal Analysis and Legal Methods. I
18 taught those courses for approximately four years.

19 7. I practiced civil litigation at Haight Brown & Bonesteel LLP from approximately
20 September 2013, through January 2016. I was third-chair in a federal court jury trial that resulted
21 in a defense verdict in our client's favor on a \$21 million commercial breach of contract dispute.
22 I also regularly litigated cases across the civil litigation spectrum, including employment matters.

23 8. From February 2016, through Fall 2017, I practiced at the international law firm
24 of Arnold & Porter, which had recently merged with Kaye Scholer, LLP. I defended Fortune 50
25 companies in Multi-District Litigation primarily in the product liability sphere. I also
26 successfully drafted an appellate brief in the Ninth Circuit resulting in the reversal of a summary
27 judgment decision regarding trade secret issues, in addition to working in several other practice
28 groups.

1 9. From September 2017, through September 2018, I served as a law clerk to a
2 Judge sitting on the United States District Court, Central District of California. I regularly
3 prepared bench memoranda, on cases involving all types of civil litigation, including regularly
4 working on wage and hour class actions.

5 10. I am currently an attorney at the law firm Diversity Law Group, P.C., an
6 employment law firm that has handled numerous wage and hour class and individual actions, on
7 both plaintiff and defense sides. My current practice focuses on employment matters involving
8 both class actions, and single plaintiffs. The firm currently has cases in the Los Angeles Superior
9 Courts, the Orange County Superior Courts, the San Diego County Superior Courts, and the
10 United States District Courts for the Central, Northern, and Eastern Districts of California. I am
11 currently handling, or have handled, numerous wage and hour class action lawsuits with the firm,
12 including, but not limited to: *Weybrew v. BEI Construction*, Solano County Superior Court Case
13 No. FCS055658 (January 14, 2022), *In re See's Candies Wage and Hour Cases*, Case No.
14 JCCP5004 (March 30, 2022), Los Angeles Superior Court, *Pevey v. Lumber City Corp*, San
15 Bernardino County Superior Court Case No. CIVDS2010240 (May 2, 2022), *Ross v Stater Bros.*
16 *Markets*, San Bernardino County Superior Court Case No. CIVDS1902518 (September 8, 2022),
17 and *Schneider v. Amazon Retail LLC*, Los Angeles County Superior Court Case No.
18 21STCV26226 (December 1, 2022); *James v RADC Enterprises, Inc.*, San Bernardino County
19 Superior Court, Case No. CIV-DS1933035 (September 29, 2020), *Hector Luna v. Triple Canopy,*
20 *Inc.*, Santa Clara County Superior Court, Case No. 19CV345169 (October 22, 2020), *Melbert*
21 *Magpugay v. Harbor Electronics, Inc.*, Santa Clara County Superior Court Case No.
22 19CV352547 (January 27, 2021), *Foster v. Schindler Elevator Corp.*, Alameda County Superior
23 Court Case no. RG19029640 (March 2, 2021), *Martin v. Streetplus Company, LLC, et al*, Los
24 Angeles Superior Court Case No. 19STCV15522 (July 13, 2021), *Morris v. Blue Mountain*
25 *Enterprises, LLC*, Solano County Superior Court, Case No. FCS05.858 (August 4, 2021).

26 11. On June 14, 2019, I argued two related cases in front of the Ninth Circuit Court of
27 Appeals. One of them was *Rodriguez v Nike Retail Service Inc.*, Case No. 17-16866. On June 28,
28 2019, the Ninth Circuit issued a published decision, reversing and remanding in favor of our

clients. *Rodriguez v. Nike Retail Servs., Inc.*, 928 F.3d 810 (9th Cir. 2019).

12. I have also assisted the firm in numerous wage and hour class action mediations.

13. To date, I have incurred approximately 493.9 hours in connection with the litigation of this lawsuit. Attached hereto as **Exhibit A** is a chart summarizing the amount of work I have incurred to date on this matter.

14. In addition to the hours above, I also anticipate spending an additional 5 hours through the completion of this case to handle any post-final approval and settlement matters, including payments from the Settlement Administrator and any related issues.

15. Thus, I anticipate the total amount of my fees incurred in this case to be approximately \$324,285.00, based on an hourly rate of \$650.00 per hour, including 5 hours in anticipated time spent after the Court grants final approval (498.9 hours x \$650.00 per hour).

16. I have been approved at the hourly rate of \$650.00 in *Jaramillo v. USS-UP, LLC*, Contra Costa County Case No. C22-00641 (April 24, 2024). Prior to that, I have been approved at \$600.00 per hour in *Weybrew v. BEI Construction*, Solano County Superior Court Case No. FCS055658 (January 14, 2022), *In re See's Candies Wage and Hour Cases*, Case No. JCCP5004 (March 30, 2022), Los Angeles Superior Court, *Pevey v. Lumber City Corp*, San Bernardino County Superior Court Case No. CIVDS2010240 (May 2, 2022), *Ross v Stater Bros. Markets*, San Bernardino County Superior Court Case No. CIVDS1902518 (September 8, 2022), and *Schneider v. Amazon Retail LLC*, Los Angeles County Superior Court Case No. 21STCV26226 (December 1, 2022). Prior to that throughout 2020 and 2021, I was approved at an hourly rate of at \$550.00 per hour in *James v RADC Enterprises, Inc.*, San Bernardino County Superior Court, Case No. CIV-DS1933035 (September 29, 2020), *Hector Luna v. Triple Canopy, Inc.*, Santa Clara County Superior Court, Case No. 19CV345169 (October 22, 2020), *Melbert Magpugay v. Harbor Electronics, Inc.*, Santa Clara County Superior Court Case No. 19CV352547 (January 27, 2021), *Foster v. Schindler Elevator Corp.*, Alameda County Superior Court Case no. RG19029640 (March 2, 2021), *Martin v. Streetplus Company, LLC, et al*, Los Angeles Superior Court Case No. 19STCV15522 (July 13, 2021), *Morris v. Blue Mountain Enterprises, LLC*, Solano County Superior Court, Case No. FCS05858 (August 4, 2021).

17. To date, my office has incurred \$10,183¹⁰ in costs. The costs are all litigation-related costs, including filing fees, service of process costs, and mediation fees. Attached hereto as **Exhibit B** is a copy of costs my firm has incurred in connection with the prosecution of this lawsuit.

NOTICE TO LWDA

18. Concurrent with the filing of the Motion for Final Approval of Class Action Settlement, my office uploaded the Motion to the LWDA's website. Attached as **Exhibit C** is a true and correct copy of the upload confirmation to the LWDA's website.

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

Executed on this 29th day of July 2024, at Los Angeles, California.


Max W. Gavron

EXHIBIT A

Lovett v. Estenson Logistics, LLC
Time and Task Chart for Max W. Gavron

Hours	Description of Work
19.2	Initial research and review of background facts in preparation for filing of class action claims; draft PAGA letter; draft and revise amended PAGA letter; confer with co-counsel re theories of liability and conduct research re same; analysis and research re defendant
35.9	Conduct interviews with named plaintiffs and additional potential fact witnesses; analyze and review documents provided by same for purposes of drafting complaint and PAGA notices.
7.5	Conduct legal research re potential preemption arguments regarding claims that might be impacted by FMCSA regulations; confer with co-counsel re same; strategy and analysis re litigation path given findings.
9.9	Analyze and review notice of removal, Defendant's answer; research issues re remand to determine whether to move for remand; confer with co-counsel re same
1.7	Analysis, research, and strategy re assignment Judge; analysis and review of initial federal court notices
44.1	Analyze, review, and conduct research re Defendant's first Motion to Dismiss; confer with co-counsel re same; draft and revise opposition; analyze and review reply.
3.5	Draft and revise First Amended Complaint in response to motion to dismiss; confer with co-counsel re same.
.1	Analyze and review minute order taking Motion to Dismiss under submission and vacating oral argument.
2.3	Meet and confer with Defendant regarding other pending cases against it; strategy re whether to stipulate to transfer to Central District of California given order from Judge Krondstat to meet and confer re same; follow up calls with attorneys in other actions.
1.1	Draft and revise stipulation and proposed order to transfer to Central District of California; confer with Defendant's counsel re same.
.5	Analyze and review standing order re Judge Blumenfeld, Jr. upon transfer; conduct research re judge and procedures; confer with co-counsel re same.
2.4	Meet and confer in advance of Rule 26(f) conference; draft and revise joint statement; strategize re same.
2.3	Draft and revise initial disclosures; confer with clients to obtain information re same.
1.9	Analyze and review order transferring to Judge Krondstat; analyze and review standing order for same; confer with counsel for other plaintiffs in related actions to address case strategy moving forward.

39.1	Analyze, review, and conduct research re Defendant's second Motion to Dismiss in consolidated action re 226 and UCL claims; confer with co-counsel re same; draft and revise opposition; analyze and review reply.
5.7	Analyze and review several orders continuing hearing on partial motion to dismiss consolidated complaint; prepare for and attend hearing re same; confer with co-counsel re strategy for oral argument.
.5	Analyze and review Court's order denying motion to dismiss; confer with co-counsel re impact on case and litigation strategy.
.4	Analyze and review Defendant's answer to consolidated complaint; assess anticipated affirmative defenses.
.5	Analyze and review minute orders consolidating <i>Lovett</i> action and <i>Johnson</i> action; confer with co-counsel re strategy moving forward.
1.4	Draft and revise consolidated complaint; confer with other counsel re filing of same and proposed revisions; further draft and revise stipulation to vacate current dates in <i>Johnson</i> Action to permit Defendant to file a responsive pleading to consolidated complaint.
8.4	Draft and revise written discovery to Defendants to modify/build on what was served previously in <i>Johnson</i> Action; confer with co-counsel re same; analyze and review pleadings and client files to prepare same.
6.3	Analyze and review Defendant's responses to first set of written discovery; determine whether to meet and confer; draft and revise correspondence to defendant re same; confer with co-counsel re same.
55.5	Analyze, review, and summarize Defendant's document production spanning over 3,500 pages; confer with co-counsel re same; strategize re further discovery needed following production and appropriate PMK deposition topics; analyze and review discovery responses and documents served by Defendant prior to consolidation in the <i>Johnson</i> Action.
2.9	Extensive meet and confer correspondence and calls with Defendant's counsel re production of time and pay records and contact information of putative class members; confer with co-counsel re same; draft and revise <i>Belaire-West</i> notice.
26.4	Analyze and review discovery served by Defendant on Lovett, Magana, and Parsons; confer with clients to obtain information necessary to respond to same; analyze and review documents spanning several hundred pages to produce in litigation, including trip sheets, paystubs, and other documents; draft and revise written responses and objections for Plaintiffs Lovett, Magana, and Parsons.
4.1	Draft and revise notice of deposition of Defendant's Person Most Knowledgeable; analyze and review documents and file to prepare for drafting same; confer with co-counsel re categories for same.
6.9	Extensive meet and confer calls with defense counsel re deposition categories of examination; confer with co-counsel re same; draft and revise

	correspondence to defendant's counsel memorializing meet and confer efforts.
3.5	Analyze and review ruling from <i>Antemate v Estenson Logistics</i> , 2017 WL 5159613 (C.D. Cal. Nov. 7, 2017) bench trial, which Defendant claimed limited the claims in the case and also demonstrated that discovery of class contact information and time/pay records was inappropriate; confer with co-counsel re same; further meet and confer with Defendant re same.
2.6	Confer with consultant re analysis of plaintiffs' time and pay records to evaluate waiting time penalty theory of liability for underpayment of overtime wages; analyze and review draft analysis prepared by consultant addressing alleged underpayment of overtime wages through waiting time penalty claim.
7.5	Strategize re PMK deposition outline; review documents in preparation for drafting same; confer with co-counsel re same considering anticipated defenses to class certification.
1.9	Analyze and review responses to written discovery and documents produced by Plaintiffs Johnson and Martinez; confer with clients re same.
.5	Draft and revise stipulation and proposed order to continue class certification and related deadlines; meet and confer with defendant's counsel and co-counsel re same.
2.9	Meet and confer and draft and revise joint stipulated protective order; analyze and review court's minute order declining to adopt same; further revise protective order considering court's order; confer with counsel re same.
29.6	Meet and confer with Defendant re anticipated motion to dismiss/summarily adjudicate Plaintiffs' overtime, meal, and rest period causes of action in light of preemption argument; conduct further legal research re same; analyze and review dockets in pending state court appeal addressing similar issue and analyze and review Ninth Circuit ruling in Teamsters action re the same; confer with co-counsel re whether to dismiss those claims without prejudice.
38.3	Conduct further interviews of clients and fact witnesses to further investigate off-the-clock claims and factual background relevant to preemption arguments; draft and revise notes re same; analysis and strategy re continued litigation considering same.
.9	Draft and revise stipulation to dismiss certain claims without prejudice; confer with co-counsel and defendant's counsel re same.
.4	Analyze and review notice of related cases filed by Defendants; analyze and review docket in <i>Buford</i> Action; confer with co-counsel re same.
1.8	Analyze and review notice of withdrawal of attorney; investigate and research new counsel for Defendant; confer re strategy moving forward.
3.5	Confer with Defendant's counsel and other plaintiffs' counsel re potential mediation; exchange proposed mediator names; research and investigate

	mediators proposed by Defendant; confer re same; multiple telephonic conferences addressing same.
1.3	Draft and revise stipulation and proposed order to participate in mediation and continue class certification deadline; confer with counsel re same.
3.5	Draft and revise data requests for mediation; meet and confer with co-counsel and defense counsel re same; analysis and strategy re information needed for productive mediation.
10.9	Analyze and review data produced by Defendant in advance of mediation; draft and revise mediation brief and conduct legal research re same; confer with co-counsel re same.
12.5	Prepare for and participate in mediation.
1.8	Multiple follow-up calls with co-counsel and mediator following mediation re terms of proposed deal.
3.5	Draft and revise comprehensive memorandum of understanding; confer with defense counsel and co-counsel re same.
16.9	Review and revise settlement agreement and related documents (i.e., settlement agreement, class notice); conversations with opposing counsel re same; confer with co-counsel re terms of settlement agreement and make revisions in light of same; confer with client re settlement; conduct legal research re FLSA check cashing aspect of settlement procedure.
4.5	Multiple calls with plaintiffs' counsel regarding handling of approval paperwork and documents; strategize re same; analyze and review dockets in consolidated actions to determine relative litigation efforts; confer re same.
8.5	Prepare for and participate in mediation attempt re joint prosecution agreement amongst plaintiffs' counsel; confer with clients and co-counsel re same; draft and revise brief re same; confer with co-counsel following failed attempt.
7.6	Further draft and revise Motion for Preliminary Approval of Class and PAGA Settlement and supporting declarations; conduct legal research re same; prepare for and appear at preliminary approval hearing; confer with co-counsel re supplemental declaration requested by court following preliminary approval hearing.
14.3	Confer with administrator re data and administration of settlement; review and finalize class notice; review and respond to calls from class members re settlement.
6.9	Confer with defense counsel re potential pay period dispute re Plaintiff Magana; analyze and review Defendant's purchase agreement to determine applicable pay periods to be included in settlement; confer with client and co-counsel re same.

11.1	Draft and revise Motion for Final Approval of Class and PAGA Settlement and supporting declarations; confer with settlement administrator re declaration re administration of settlement; confer with co-counsel re same.
6.7	Draft and revise Motion for Attorneys' Fees & Costs and supporting documents.
493.9	TOTAL HOURS

EXHIBIT B

7/29/2024
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DIVERSITY LAW GROUP
Slip Listing

Page 1

Selection Criteria

Slip Classification Open
Client (hand select) Include: Lovett, Terrance v. Estenson
Slip.Transaction Ty 2 - 2

Rate Info - identifies rate source and level

Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
63773	EXP	Olympia	1	75.00	75.00
8/28/2020		Court fees			
WIP		Lovett, Terrance v. Estenson			
LWDA					
64032	EXP	Olympia	7	0.25	1.75
8/31/2020		Photocopies			
WIP		Lovett, Terrance v. Estenson			
Photocopies					
64033	EXP	Olympia	1	13.80	13.80
8/31/2020		Postage			
WIP		Lovett, Terrance v. Estenson			
Postage					
64371	EXP	Olympia	1	530.95	530.95
9/25/2020		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - Complaint					
64869	EXP	Olympia	44	0.25	11.00
10/31/2020		Photocopies			
WIP		Lovett, Terrance v. Estenson			
Photocopies					
64870	EXP	Olympia	1	31.20	31.20
10/31/2020		Postage			
WIP		Lovett, Terrance v. Estenson			
Postage					
65193	EXP	Olympia	1	49.45	49.45
11/3/2020		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - Notice of ADR					
65208	EXP	Olympia	1	83.09	83.09
11/9/2020		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - POS					

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Slip Listing

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Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
65231	EXP	Olympia	1	1180.09	1180.09
11/20/2020		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - Notice of Complex Determination					
65424	EXP	Olympia	8	0.25	2.00
11/30/2020		Photocopies			
WIP		Lovett, Terrance v. Estenson			
Photocopies					
65425	EXP	Olympia	1	14.45	14.45
11/30/2020		Postage			
WIP		Lovett, Terrance v. Estenson			
Postage					
65855	EXP	Olympia	1	11.10	11.10
1/8/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
66107	EXP	Olympia	39	0.25	9.75
1/31/2021		Photocopies			
WIP		Lovett, Terrance v. Estenson			
Photocopies					
66108	EXP	Olympia	1	1.60	1.60
1/31/2021		Postage			
WIP		Lovett, Terrance v. Estenson			
Postage					
66394	EXP	Olympia	1	57.45	57.45
2/3/2021		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - Notice of CMC					
66777	EXP	Olympia	1	53.95	53.95
3/11/2021		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - Joint CMS					
66708	EXP	Max Gavron	1	1.47	1.47
3/22/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
67401	EXP	Max Gavron	1	3.26	3.26
5/13/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					

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DIVERSITY LAW GROUP
Slip Listing

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Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
68258	EXP	Max Gavron	1	1.09	1.09
7/8/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
69827	EXP	Max Gavron	1	1.54	1.54
11/9/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
69828	EXP	Max Gavron	1	1.72	1.72
11/23/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
70190	EXP	Max Gavron	1	1.30	1.30
12/13/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Calls					
70191	EXP	Max Gavron	1	1.68	1.68
12/13/2021		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
70531	EXP	Max Gavron	1	3.15	3.15
1/7/2022		Other expenses			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
70538	EXP	Max Gavron	1	0.21	0.21
1/10/2022		Other expenses			
WIP		Lovett, Terrance v. Estenson			
Conference call					
71892	EXP	Olympia	1	2000.00	2000.00
6/1/2022		Arbitrators			
WIP		Lovett, Terrance v. Estenson			
Louis Marlin Mediation					
73024	EXP	Olympia	1	3250.00	3250.00
9/19/2022		Arbitrators			
WIP		Lovett, Terrance v. Estenson			
Michael E. Dickstein Mediation					
75857	EXP	Olympia	1	87.62	87.62
7/19/2023		Atty Service			
WIP		Lovett, Terrance v. Estenson			
Attorney Service - Notice of Appearance					

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Slip Listing

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Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
77089	EXP	Max Gavron	1	3.43	3.43
12/20/2023		Telephone			
WIP		Lovett, Terrance v. Estenson			
Conference Call					
77620	EXP	Olympia	1	2700.00	2700.00
2/28/2024		Arbitrators			
WIP		Lovett, Terrance v. Estenson			
Signature Resolution Mediation					
Grand Total					
			Billable	0.00	10183.10
			Unbillable	0.00	0.00
			Total	0.00	10183.10

EXHIBIT C