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5 Attorneys for Plaintiff,
ALBERT JOHNSON, on behalf of himself and
6 all others similarly situated

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8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **COUNTY OF SAN BERNARDINO**
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11 MARK BUFORD, RICHARD LIVELY, ALBERT) CASE NO.: CIVSB2133332
JOHNSON, RAUL MARTINEZ, ROBERT)
12 PARSONS, JAVIER C. MAGANA, and) [Assigned for all purposes to the Hon.
TERRANCE LOVETT, on behalf of themselves and) Joseph T. Ortiz - Dept. "S17"]
13 all others similarly situated,)
14) **DECLARATION OF MICHAEL**
Plaintiffs,) **NOURMAND IN SUPPORT OF**
15 v.) **MOTION FOR FINAL APPROVAL OF**
ESTENSON LOGISTICS, LLC, a Delaware limited) **CLASS ACTION SETTLEMENT**
16 liability company; HUB GROUP TRUCKING, INC.,)
17 a Delaware corporation, doing business in California)
18 as CALIFORNIA HUB GROUP; HUB GROUP)
DEDICATED, LLC, a Delaware limited liability)
19 company; and DOES 1 through 50, Inclusive)

20 Defendants.
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DATE: August 20, 2024
TIME: 1:30 p.m.
DEPT.: S17

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1. I am an attorney at law, duly licensed to practice before all the Courts of the State of California and I am the principal of The Nourmand Law Firm, APC, one of the attorneys of record for plaintiff Albert Johnson (“Plaintiff”). As such, I am familiar with the file in this matter and if called as a witness I could and would competently testify to the following facts of my own personal knowledge.

2. I graduated from UCLA with a B.A. in Political Science (Cum Laude) in 1994. Thereafter I attended Loyola Law school and graduated in May of 1998. I became a member of the California State Bar in December 1998. In September 1999, I along with my former business partner Bruce Kokozyan, started the law firm of Kokozyan & Nourmand LLP and began to represent plaintiffs in the area of personal injury, insurance bad-faith, employment law, wage and hour, and class actions. In June 2010, I dissolved my partnership at Kokozyan & Nourmand LLP and started The Nourmand Law Firm, APC exclusively representing plaintiffs in the areas of employment law, wage and hour, and class actions. Prior to starting my own law firm, I worked for a plaintiff's law firm, Rose, Klein & Marias, Law Offices of Gary Bostwick and externed at the U.S. Attorney's Office, Civil Fraud Division and U.S. Bankruptcy Court, Honorable Judge Barry Russell. I am admitted to practice in all state courts in California, the United States District Courts of California - Central District, Southern District, Ninth Circuit Court of Appeal, and the United States Supreme Court. In July 2011 I was selected as one of 75 Top Labor & Employment Lawyers in California by the Daily Journal; in 2011 and 2012 I was selected as a Rising Star by Super Lawyers and in 2013-2023 I was selected as a Super Lawyer by Super Lawyers; I was recently selected for inclusion in The Best Lawyers in America for 2016-2023. I am also an active member of the California Employment Lawyer's Association ("CELA"), National Employment Lawyer's Association ("NELA"), Consumer Attorneys Association of Los Angeles ("CAALA"), Consumer Attorneys of California ("CAOC"), California State Bar, Labor and Employment Section, and the Los Angeles County Bar.

1 3. My associate James A. De Sario graduated from UCI with a B.A. in Political
2 Science in 1998. Thereafter he attended University of West Los Angeles School of Law and
3 graduated in 2006. Mr. De Sario became a member of the California State Bar in March 2009. In
4 February 2009 Mr. De Sario became an associate at Kokozian & Nourmand LLP and thereafter in
5 June 2010 Mr. De Sario became a senior associate at The Nourmand Law Firm, APC. Mr. De
6 Sario exclusively represented employees in the area of employment law, wage and hour litigation
7 on an individual and class wide basis. Mr. De Sario is admitted to practice in all state courts in
8 California, the United States District Courts of California - Central District, and Ninth Circuit
9 Court of Appeal. Mr. De Sario is also an active member of the California Employment Lawyer's
10 Association ("CELA"). Mr. De Sario recently was named as a Super Lawyer.

11 4. Class Counsel are respected members of the California Bar with strong records of
12 vigorous and effective advocacy of their clients, and they are experienced in handling complex
13 class action litigation. Both Class Counsel and Plaintiff were prepared to litigate the claims in this
14 action, but they strongly and unequivocally support the proposed settlement as being in the best
15 interest of the Settlement Class based on the circumstances referenced herein. Class Counsel is
16 experienced in wage and hour class action litigation. The Nourmand Law Firm, APC is acting as
17 lead counsel in at least twenty other wage and hour class actions. Class Counsel has been
18 appointed class counsel on several wage and hour class actions and one FACTA class action.
19 Thus, Class Counsel is sufficiently experienced and qualified to evaluate the Class Members'
20 claims and viability of Defendant's defenses.

21 5. In the opinion of Class Counsel, the recovery for each class member is well within
22 the acceptable range for this type of action. This settlement is also favorable given that Settlement
23 Class will promptly receive compensation rather than facing uncertainties inherent in further
24 litigation and waiting for years for this action to be tried. It is also telling that the Settlement Class
25 have overwhelmingly supported the settlement on the terms set forth in the Settlement Agreement.
26 Based on all considerations, this settlement is highly favorable and is in the best interests of the
27 Settlement Class.

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I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct this 29th day of July 2024, at Beverly Hills, California.

/s/ Michael Nourmand
Michael Nourmand