

MOON & YANG, APC

Kane Moon (SBN 249834)
Allen Feghali (SBN 301080)
Edwin Kamarzarian (SBN 327830)
1055 W. Seventh St., Suite 1880
Los Angeles, CA 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

Attorneys for Plaintiffs
Dana Marie Ganal, individually and on behalf of
other persons similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES

ANDREW ZUBIA, DANA MARIE GANAL,
CHRISTIAN HERNANDEZ, and MICHAEL
WOODS individually, on a representative
basis, and on behalf of all others similarly
situated;

Plaintiffs,

vs.

PROCTER & GAMBLE COMPANY, an
Ohio Corporation; PROCTER & GAMBLE
DISTRIBUTING LLC, and Ohio Company;
and DOES 1 through 20, inclusive;

Defendants.

Case No: 20STCV44506

*[Assigned to Hon. Lawrence P. Riff, Dept. 7,
for all purposes]*

**DECLARATION OF ALLEN FEGHALI IN
SUPPORT OF PLAINTIFFS' UNOPPOSED
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

DECLARATION OF ALLEN FEGHALI

I, ALLEN FEGHALI, declare as follows:

1. I am an attorney at law duly licensed to practice as such before all of the Courts of the State of California and am one of the attorneys of record for Plaintiff Dana Marie Ganal (“Plaintiff Ganal”) and the aggrieved employees.

2. I have personal knowledge of the matters set forth herein and could competently testify to the facts described herein.

CASE BACKGROUND

3. On May 5, 2021, Plaintiff Ganal filed a wage and hour class action wherein she sought to represent a class of non-exempt, hourly-paid employees who work or worked for Defendant Procter & Gamble Distributing LLC in California in the period starting on May 5, 2017. The action was entitled *Ganal v. Procter & Gable Distributing, LLC*, Riverside County Superior Court case no. CVRI2102272 (the “Ganal Matter”). After the filing of the Ganal Matter, Plaintiff’s counsel was notified of the existence of this instant matter. Plaintiff Ganal and the other plaintiffs participated in a global mediation with mediator Hon. Carl West (Ret.) wherein a settlement was reached. This declaration is submitted in support of approval of the unopposed motion for preliminary approval of the settlement.

4. To date, Moon & Yang has incurred \$4,954.32 in costs and expended 103.2 hours of time on this matter. A true and correct copy of a detailed costs ledger is attached hereto as

Exhibit A. The hours expended are as follows:

Attorney	Rate	Hours	Total
Kane Moon	\$650.00	38.1	\$24,765.00
Allen Feghali	\$600.00	44.6	\$26,760.00
Edwin Kamarzarian	\$400.00	23.9	\$9,560.00
Total		106.6	\$61,085.00

//

//

1
2
3
4
5
6
7
8
9
0
1
2
3
4
5
6
7
8
9
0
1
2
3
4
5
6
7
8

6. I began working at Moon & Yang, APC in May 2015, and my practice focuses on advocating for the rights of employees at the trial-court and appellate level. Prior to approximately June 2018, with the exception of a handful of cases, my practice focused on individual FEHA and wrongful termination claims, as well as individual wage and hour claims. In June 2018, I became heavily involved in the firm's class action practice.

8. My current billing rate is \$600.00 per hour. During my tenure with Moon & Yang, APC, I have played a critical role in obtaining outstanding results for employees who have been wronged by their employers. My litigation experience includes, but is not limited to:

2

DECLARATION OF ALLEN FEGHALI IN SUPPORT OF PLAINTIFF'S UNOPPOSED MOTION
FOR PRELIMINARY APPROVAL

1 hour class action. *Rivera, et al. v. Clearpath Federal Credit Union*, LASC
2 case no. 19STCV33504.

- 3 (b) I prepared the briefing in a contested class certification motion in the
4 matter of *Dawson, et al. v. GoHealth, LLC, et al.* (CGC-19-577790), which
5 was argued granted as to some causes of action on April 29, 2022.
- 6 (c) In 2022, I prepared the briefing in a contested class certification motion in
7 the matter of *Brown v. NTI-CA, Inc., et al.* (21STCV04397), which is not
8 currently set for hearing.
- 9 (d) I prepared the briefing which resulted in a remand order in *Andrade v.*
10 *Rehrig Pacific Corporation* 2020 WL 1934954 (CD Cal. April 22, 2020,
11 where Defendant removed a wage and hour class alleging that Plaintiff's
12 claims were pre-empted by the Labor Management Relations Act.
- 13 (e) I briefed, argued, and won *Lee, et al. v. The Christian Herald, U.S.A., Inc.*
14 No. B266853, 2017 WL 6333905, at *1 (Cal. Ct. App. Dec. 12, 2017).
15 There, the Court of Appeal reversed a dismissal of an individual defendant
16 following the trial court's granting of a demurrer without leave to amend
17 relating to alter ego allegations.
- 18 (f) I prepared the briefing which resulted in a remand order in *Sotelo v. Belfor*
19 *USA Group, Inc.* 2018 WL 1352910 (CD Cal. March, 13, 2018).
20 Defendants sought to remove the case based on the inclusion of a "sham
21 defendant", but the court agreed with Mr. Feghali's briefing which argued
22 that the individual defendant, who was alleged to have harassed the
23 plaintiff under FEHA, was a proper defendant.
- 24 (g) I have been the lead counsel, or co-lead counsel, in individual cases that
25 settled for \$850,000.00, \$375,000.00 and \$250,000.00. In addition to the
26 foregoing, Mr. Feghali has resolved or assisted in the resolution of
27 approximately 80 cases which has resulted in millions of dollars of unpaid
28 wages being returned to low-wage employees.

1 (h) Since June 2018, my practice has shifted to almost exclusively representing
2 employees in putative wage and hour cases. My fee has been approved by
3 this Court, as well as others in Los Angeles County, and counties
4 throughout the state. I participated in the litigation and resolution of over
5 100 wage and hour class actions, including obtaining certification orders,
6 and preliminary and final approval of settlements. In this time period, I
7 have recovered in excess of \$100 million for California employees. A
8 selection of cases wherein I served as lead or co-lead class counsel
9 includes: : *Barahona v. Methodist Hospital of California*, 20STCV09876
10 (\$5,000,000) *Cuadras v. R.C. Wendt Painting, Inc.* BC705964 (\$1,400,000
11 for approximately 1,300 class members); *Garcia v. Tapia Enterprises, Inc.*
12 (\$2,137,651 for 507 class members); *Sison v. Cha Hollywood Medical*
13 *Center, L.P.*, No. BC6441 29 (2,137 class members); *Lagos v.*
14 *ThyssenKrupp Elevator Corporation*, No. BC682972 (\$750,000 for 79
15 class members); *Sotelo v. Belfor USA Group, Inc.*, No. BC688895
16 (\$325,000 for 342 class members); *Bueno v. Home Furniture International,*
17 *Inc.* BC722117 (\$310,000 for 180 class members); *Montoya v. Golden I*
18 *Credit Union*, 34-2018-00228252 (\$1,250,000 for 1,893 class members);
19 *De Jesus v. Philippine National Bank*, BC673024 (\$475,000 for 167 class
20 members).

21 9. This experience is helpful in assessing the reasonableness of settlements such as
22 the one at issue here, and from this experience I have concluded that this lawsuit could not have
23 been settled on better terms than provided under the present settlement agreement.

24 KANE MOON'S EXPERIENCE AND QUALIFICATIONS

25 10. Mr. Moon received a B.A. in History in 1998 from UCLA. Mr. Moon received my
26 J.D. from Loyola Marymount Law School in 2006. Mr. Moon became an Active Member of the
27 State Bar of California in June 2007 and has been an Active Member in good standing
28 continuously since then. Mr. Moon is a current member of the California Employment Lawyers
Association (CELA) and has been selected to Super Lawyers for 2019 and 2020.

1 11. Mr. Moon co-founded Moon & Yang, APC in March 2010. Mr. Moon’s practice is
2 focused exclusively on advocating for the rights of employees in wage-and-hour litigation,
3 almost entirely in class actions.

4 12. For the past decade, Mr. Moon has built his practice to have an emphasis on
5 employment and related civil litigation cases and have both prosecuted and defended
6 employment-related litigation cases. Mr. Moon has been heavily, successfully, and continuously
7 involved in active litigation and trial work, and have conducted bench and jury trials on behalf of
8 both employees and employers in wage and hour cases.

9 13. Mr. Moon is experienced in prosecuting and defending employment matters,
10 particularly class actions. His firm has focused a substantial percentage of its practice on wage,
11 hour, and working conditions violations. In addition to the present case, Mr. Moon is also class
12 counsel for other wage-and-hour class action lawsuits pending in various counties throughout
13 California, including in federal courts. The following is a list of some of our recent class action
14 settlements that have received preliminary and final approval: *Mark Brulee, et al. v. DAL Global*
15 *Services, LLC* (C.D. Cal. Dec. 20,2018) No. CV 17-6433 JVS(JCGx), 2018 WL 6616659 (class
16 size approx. 2,650; lead counsel) (In approving his \$650 hourly rate, the Court found: “Class
17 Counsel's declarations show that the attorneys are experienced and successful litigators. Other
18 courts have approved the attorneys' current rates for the Moon & Yang, APC attorneys.” (*Id.* at
19 *10.); *Sison v. Cha Hollywood Medical Center, L.P.*, LASC BC6441 29 (class size approx.
20 2,100; co-counsel); *Jones v. Fitness Alliance, LLC*, Riverside Superior Court PSC1404079 (class
21 size approx. 1,000; lead counsel); *Gomez v. H Mart Companies, Inc.*, LASC BC671525 (class
22 size approx. 2,500; co-counsel); *Montoya v. Golden 1 Credit Union*, Sacramento Superior Court
23 34-2018-00228252 (class size approx. 1,900; lead counsel); *Campa v. Bloomingdales, Inc.*,
24 LASC BC700366 (class size approx. 1,500; lead counsel); *Black v. Mission Healthcare Services,*
25 *Inc.*, LASC 19STCV04602 (class size approx. 1,000; lead counsel); *Onofre v. Caitac Garment*
26 *Processing, Inc.*, LASC BC702283 (class size approx. 750; lead counsel); *Martinez v. Bail*
27 *Hotline Bail Bonds, Inc.*, LASC BC700131 (class size approx. 173; lead counsel); *Jones v.*
28 *Citiguard, Inc.*, LASC BC664890 (class size approx. 587; lead counsel); *Slaughter v. ACA*

1 *Security Stems, LP*, LASC BC699137 (class size approx. 300; lead counsel); *Taylor v. Sherman's*
2 *Delicatessen & Bakery, LLC*, LASC BC722765 (class size approx. 515; lead counsel); *Vertti v.*
3 *Bagcraft Papercon III, LLC*, LASC 19STCV12729 (class size approx. 260; lead counsel);
4 *Rodriguez v. Rossmoyne, Inc.*, LASC BC699137 (class size approx. 220; lead counsel); *Vargas v.*
5 *AMS Paving, Inc.*, LASC BC722767 (case size approx. 260; lead counsel); *Garcia v. Comfy*
6 *U.S.A. Apparel, Inc.*, LASC BC709630 (class size approx. 210; lead counsel); *Lagos v.*
7 *ThyssenKrupp Elevator Corporation*, LASC BC682972 (\$750,000 for 79 class members; lead
8 counsel); *Aparicio v. Lineage Logistics, LLC*, LASC BC722764 (class size approx. 155; lead
9 counsel).

10 14. This experience is helpful in assessing the reasonableness of settlements such as
11 the one at issue here, and from this experience Mr. Moon has concluded that this lawsuit could
12 not have been settled on better terms than provided under the present settlement agreement.

13 EDWIN KAMARZARIAN'S EXPERIENCE AND QUALIFICATION

14 15. Edwin Kamarzarian is an associate attorney at Moon & Yang, APC. Mr. Kamarzarian
15 represents employees in all aspects of employment litigation, including wage and hour class
16 action and representative actions involving claims related to overtime and minimum wages, meal
17 and rest break violations, improper wage statements, the California Private Attorneys General
18 Act and unfair business practices.

19 16. Mr. Kamarzarian received his B.A. in Philosophy with honors from the University of
20 California, Riverside and his Juris Doctorate from Southwestern Law School. While in law
21 school, Mr. Kamarzarian served as a certified law clerk for the Los Angeles County District
22 Attorney's office.

23 17. Mr. Kamarzarian's current billing rate is \$400.00 per hour. During Mr.
24 Kamarzarian's tenure with Moon & Yang, APC, Mr. Kamarzarian has played a meaningful role
25 in obtaining outstanding results for employees who have been wronged by their employers. Mr.
26 Kamarzarian's litigation experience includes, but is not limited to:

- 27 (a) In July of 2021, Mr. Kamarzarian prepared the briefing submitted to JAMS
28 to deny arbitration of a class and representative action compelled to

1 arbitration, which was successful, resulting in the case being sent back to
2 the superior court in the matter of *Pagoulatos v. Coasthills Credit Union*,
3 Santa Barbara Case Number 20CV02801.

4 (b) In September of 2021, Mr. Kamarzarian successfully opposed a motion to
5 compel arbitration by arguing that Defendant waived its right to arbitrate
6 under the arbitration agreement, which was successful, resulting in a
7 prompt settlement on a class-wide basis in the matter of *Bustamante v.*
8 *Virgil Advanced Skill Nursing, Inc.*, Los Angeles Case Number
9 19STCV00801.

10 (c) In January 2022, Mr. Kamarzarian helped prepare the briefing in a class
11 certification motion filed by a co-Plaintiff, which was granted in part.
12 *Thong v. Outlook Resources, Inc.*, Los Angeles Consolidated Case Number
13 20STCV43748.

14 18. Since April 2021, Mr. Kamarzarian's practice has shifted to almost exclusively
15 representing employees in putative wage and hour cases. Mr. Kamarzarian's fees have been
16 repeatedly approved by multiple Courts in this state. Mr. Kamarzarian participated in the
17 litigation and resolution of many wage and hour class actions and representative actions,
18 including obtaining preliminary and final approval of settlements, and approval of PAGA
19 settlements. A selection of cases wherein Mr. Kamarzarian served as Class Counsel or PAGA
20 Counsel: *Pagoulatos v. Coasthills Credit Union*, Santa Barbara Case Number
21 20CV02801(\$1,100,00 for a class of approximately 460 class members, approving \$400/hr.);
22 *Bustamante v. Virgil Advanced Skill Nursing, Inc.*, Los Angeles Case Number 19STCV00801
23 (\$700,000 for approximately 348 class members, approving); *Barahona v. Methodist Hospital of*
24 *Southern California*, Los Angeles Case Number 20STCV09876 (\$5,000,000 for a class of
25 approximately 3,329 class members); *Barrios v. C.B. Nichols Egg Ranch*, San Bernardino Case
26 Number CIVSB2112296 (\$875,000 for a class of approximately 389 class members, approving
27 \$400/hr.); *Bonine v. Wachter, Inc.*, Los Angeles Case Number 20STCV31653 (\$354,000 for a class
28 of approximately 185 class members); *Campos v. Adecco USA, Inc.*, Contra Costa Case Number C21-

00473 (\$170,000 for approximately 822 aggrieved employees, approving \$400/hr.); *Castillo v. Freedom Painting, Inc.*, Los Angeles Case Number 20STCV22365 (\$250,000 for approximately 345 class members); *Dale v. Con-Lee Restaurants, Inc.*, Santa Clara Case Number 20CV364938 (\$415,000 for approximately 1,612 class members); *Drews v. Tuff Shed, Inc.*, Sacramento County Case Number 34-2021-00300020-CU-OE-GDS (\$100,000 for approximately 565 aggrieved employees); *Elliott v. Sage Hospitality Resources, LLC*, San Diego Case Number 37-2020-00043180-CU-OE-CTL (\$450,000 for approximately 454 class members, approving \$400/hr.); *Ellison v. Granite Hills Healthcare & Wellness Centre, LLC*, San Diego Case Number 37-2021-00032864-CU-OE-CTL (\$130,000 for 666 aggrieved employees, approving \$400/hr.); *Galvez v. Yamato Valencia, Inc.*, Los Angeles Case Number 20STCV22760 (\$300,000 for 439 class members, approving \$400/hr.); *Gonzalez v. A.M. Castaneda, Inc.*, San Diego Case Number 37-2021-00017374-CU-OE-CTL (\$350,000 for approximately 311 class members); *Gonzalez v. Paradigm Treatment Centers, LLC*, Los Angeles Case Number 21STCV25649 (\$95,000 for 212 aggrieved employees); *Gooding v. AAA Quality Services, Inc.*, Kern Case Number BCV-21-100405 (\$510,000 for approximately 308 class members, approving \$400/hr.); *Hickey v. Florence Crittenton Services of Orange County*, Orange Case Number 30-2020-01168166-CU-OE-CXC (\$750,000 for approximately 823 class members); *Kwist v. Castle Oaks Golf Management, LLC*, Sacramento Case Number 34-2020-00275335-CU-OE-GDS (\$150,000 for approximately 99 class members, approving \$400/hr.); *Majdoub v. Argent Hotel Management, LLC*, San Francisco Case Number CGC-20-582921 (\$1,800,000 for 2,304 class members, approving \$400/hr.); *Valdez v. Heat Make Sense, Inc.*, Sacramento Case Number 34-2021-00296194 (\$120,000 for 13 class members).

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

Executed on February 10, 2023, at Los Angeles, California.



Allen Feghal

EXHIBIT A

Activities Export

02/10/2023
11:07 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
08/11/2022	\$	Journal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$6.85	-	\$6.85
06/24/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$12.87	-	\$12.87
06/24/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$16.57	-	\$16.57
04/26/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$16.78	-	\$16.78
04/21/2022	\$	Riverside Court ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$2.00	-	\$2.00
04/13/2022	\$	Berger Consulting ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$2,200.00	-	\$2,200.00
04/12/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$16.78	-	\$16.78
04/12/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$42.72	-	\$42.72
04/12/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$37.37	-	\$37.37
							\$0.00 0.00h	\$4,954.32 0.00h

Activities Export

02/10/2023
11:07 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
04/12/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$43.50	-	\$43.50
04/12/2022	\$	One Legal ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$16.78	-	\$16.78
04/05/2022	\$	Riverside Court ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$7.00	-	\$7.00
10/25/2021	\$	Riverside Court ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$4.95	-	\$4.95
10/25/2021	\$	Riverside Court ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$4.95	-	\$4.95
10/15/2021	\$	Ace ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$39.00	-	\$39.00
09/20/2021	\$	Riverside Court ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$4.95	-	\$4.95
08/16/2021	\$	Riverside Superior Court ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$1.00	-	\$1.00
07/31/2021	\$	Ace ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$46.75	-	\$46.75

\$0.00	\$4,954.32
0.00h	0.00h

Activities Export

02/10/2023
11:07 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
07/16/2021	\$	Ace ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$46.75	-	\$46.75
06/15/2021	\$	Ace ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$38.00	-	\$38.00
06/07/2021	\$	Ace ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$73.75	-	\$73.75
05/28/2021	\$	Admin fee ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$750.00	-	\$750.00
05/28/2021	\$	Complaint fee ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$1,450.00	-	\$1,450.00
05/04/2021	\$	LWDA ● Unbilled	01276-Ganal Ganal v. P & G Distributing LLC (SR)	Seung Yang	1.00	\$75.00	-	\$75.00
							\$0.00	\$4,954.32
							0.00h	0.00h