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*Attorneys for Plaintiff Robert Harlow, Jr. and the Class*

[Additional Counsel listed on next page]

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF SAN MATEO**

ROBERT HARLOW, JR., individually, and  
on behalf of other members of the general  
public similarly situated;

Plaintiff,  
vs.

COVENANT AVIATION SECURITY, LLC,  
an unknown business entity; and DOES 1  
through 100, inclusive,

Defendants.

MARY ALFARDI, individually, and on  
behalf of other members of the general public  
similarly situated;

Plaintiff,  
vs.

COVENANT AVIATION SECURITY, LLC,  
an Illinois limited liability company; and  
DOES 1 through 100, inclusive,

Defendants.

ROBERT HARLOW, JR., individually, and  
on behalf of other aggrieved employees  
pursuant to the California Private Attorneys  
General Act;

Plaintiff,  
vs.

COVENANT AVIATION SECURITY, LLC,  
an unknown business entity; and DOES 1

Case No.: 20-CIV-03986  
(Consolidated with Case Nos. 23-CIV-05656  
and 20-CIV05141)

Honorable Nancy L. Fineman  
Department 4

**CLASS ACTION**

**DECLARATION OF TARA ZABEHI IN  
SUPPORT OF PLAINTIFFS' MOTION  
FOR FINAL APPROVAL OF CLASS  
ACTION AND PAGA SETTLEMENT AND  
PLAINTIFFS' MOTION FOR  
ATTORNEYS' FEES AND COSTS,  
SETTLEMENT ADMINISTRATION  
COSTS, AND ENHANCEMENT AWARDS,**

[Notice of Motion and Motion for Final  
Approval of Class Action and PAGA  
Settlement; Notice of Motion and Motion for  
Attorneys' Fees and Costs, Settlement  
Administration Costs, and Enhancement  
Awards; Declaration of Class Counsel (Ronald  
H. Bae); Declarations of Class Representatives  
(Robert Harlow, Jr., and Mary Alfardi);  
Declaration of Settlement Administrator  
(Taylor Mitzner); and [Proposed] Final  
Approval Order and Judgment filed  
concurrently herewith]

Date: September 17, 2024  
Time: 2:00 p.m.  
Department: 4

Complaint Filed: September 16, 2020  
Trial Date: None Set

through 100, inclusive,

Defendants.

Ronald H. Bae (SBN 186826)  
Olivia Scharrer (SBN 291470)  
Carson M. Turner (SBN 345992)  
**AEQUITAS LEGAL GROUP**  
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*Attorneys for Plaintiff Mary Alfardi and the Class*

**DECLARATION OF TARA ZABEHI**

I, Tara Zabehe, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California. I am a member of Lawyers *for* Justice, PC, attorneys of record for Plaintiff Robert Harlow, Jr., (“Plaintiff Harlow”) and the Class in the above-captioned matter. The facts set forth in this declaration are within my personal knowledge or based on information and belief, and, if called as a witness, I could and would competently testify as follows.

**PRELIMINARY APPROVAL OF SETTLEMENT**

2. On April 3, 2024, in Department 4 of the above-entitled Court, the Honorable Nancy L. Fineman preliminarily approved the Class Action and PAGA Settlement Agreement (“Settlement,” “Agreement,” or “Settlement Agreement”) entered into between Plaintiff Harlow and Plaintiff Alfardi (“Plaintiffs”) and Defendant Covenant Aviation Security, LLC (“Defendant”) (together with Plaintiffs, the “Parties”), and conditionally certified the Class for settlement purposes. The Court preliminarily appointed Plaintiffs as the representatives of the Class (“Class Representatives”). The Court also preliminarily appointed and designated Lawyers *for* Justice, PC and Aequis Legal Group, APC as counsel for the Class (“Class Counsel”). The Court approved and ordered the mailing of the Notice of Class Action Settlement (“Class Notice”), adopted the notice, opt-out, and objection procedures, and ordered their implementation. The Court appointed Phoenix Settlement Administrators (“Phoenix” or “Settlement Administrator”) to serve as the third-party settlement administrator and handle the notice and settlement administration process.

3. As of the date of filing the accompanying Motion for Final Approval of Class Action and PAGA Settlement (“Motion for Final Approval”) and concurrently-filed Plaintiffs’ Motion for Attorneys’ Fees and Costs, Settlement Administration Costs, and Enhancement Awards (“Motion for Fees”), no Settlement Class Members have objected to the Class Settlement, the contemplated request for Attorneys’ Fees and Costs, Enhancement Awards, and Settlement Administration Costs, or the allocation for PAGA Penalty Amount.

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**WORK PERFORMED BY CLASS COUNSEL**

4. Several attorneys at Lawyers *for* Justice, PC have been actively performing work in this matter since its inception of the Harlow Class Action, which was commenced by Plaintiff Robert Harlow, Jr. (“Plaintiff Harlow”) on September 16, 2020, and the representative PAGA Action entitled *Robert Harlow, Jr. v. Covenant Aviation Security, LLC*, San Mateo Superior Court Case No. 20-CIV-05141 (“Harlow PAGA Action”), which was commenced by Plaintiff Harlow on November 19, 2020, and throughout their pendency. Lawyer *for* Justice, PC joined forces with other plaintiff’s counsel, the Aequitas Legal Group, who were pursuing the putative class action entitled *Mary Alfardi v. Covenant Aviation Security*, San Francisco Superior Court Case No. CGC-20-586975 (“Alfardi Class Action”), which was commenced by Plaintiff Mary Alfardi (“Plaintiff Alfardi”) on October 5, 2020. On December 12, 2023, the Court granted the parties’ Joint Stipulation to Consolidate the Harlow Class Action, Alfardi Class Action, and Harlow PAGA Action, with the Harlow Class Action being the lead case. The Harlow Class Action, Alfardi Class Action, and Harlow PAGA Action are being resolved by way of the settlement for which approval is being sought in the Harlow Class Action. We have worked cooperatively with the Aequitas Legal Group to strategize and prosecute the cases, and our work with them has been a coordinated and combined effort.

5. Before initiating the Harlow Class Action and Harlow PAGA Action, Lawyers *for* Justice, PC investigated and researched the facts and circumstances underlying the pertinent factual and legal issues and applicable law. This required thorough discussions and interviews between attorneys at Lawyers *for* Justice, PC and Plaintiff Harlow, and research into the various legal issues involved in the cases, namely, the current state of the law as it applied to class certification, off-the-clock theory, meal and rest periods, representative PAGA claims, wage-and-hour law and enforcement, Plaintiff Harlow’s claims and allegations, and potential defenses. After conducting an initial investigation, Lawyers *for* Justice, PC determined that the claims of Plaintiff Harlow were well-suited for class-wide and representative adjudication, owing to what appeared to be a common course of conduct affecting a similarly situated group of current and former hourly-paid or non-exempt employees of Defendant in California, who were not properly

1 compensated for, *inter alia*, all hours worked, non-compliant meal and rest periods, and business  
2 expenses.

3 6. Collectively, Class Counsel conducted significant litigation and formal and  
4 informal discovery and investigation into the facts of the cases, to assess the veracity, strength,  
5 and scope of the claims, and was preparing the case for class certification and trial prior to  
6 reaching the Settlement. The Parties exchanged a large volume of information, documents, and  
7 data throughout the course of the litigation and in connection with the mediation and settlement  
8 negotiations. Class Counsel had the opportunity to interview and obtain information from  
9 Plaintiffs and percipient witnesses, and reviewed and analyzed a volume of information, data,  
10 and documents obtained from Plaintiffs, Defendant, and other sources. Class Counsel  
11 propounded multiple sets of written discovery requests on Defendant (including, but not limited  
12 to Form Interrogatories—General (Set One), Special Interrogatories (Sets One), and Requests for  
13 Production of Documents (Sets One). Class Counsel also developed liability, damages, violation,  
14 and penalties valuation models in the course of litigation and in connection with mediation and  
15 settlement negotiations and met and conferred with Defendant’s counsel on numerous occasions,  
16 e.g., to discuss issues relating to the pleadings, case management, discovery and the production  
17 of information, documents, and data in the course of litigation and in connection with mediation  
18 and settlement negotiations, and settlement. Other work performed by Class Counsel included,  
19 and was not limited to, case strategy and analysis; researching, drafting, reviewing, and/or  
20 revising the pleadings, motion-related papers, claims assessment and evaluation, the mediation  
21 brief, and settlement documents; and preparing for and attending court proceedings, mediation,  
22 and settlement negotiations, among other tasks.

23 7. As outlined herein, the Parties have conducted significant investigation and formal  
24 and informal discovery during the course of litigating the cases, mediation, and extensive  
25 settlement negotiations. Class Counsel analyzed a large volume of information, documents, and  
26 data obtained from Plaintiffs, Defendant, and other sources that provided a critical understanding  
27 of the nature of the work performed by the Class Members and Aggrieved Employees, as well as  
28 Defendant’s operations and employment policies, practices, and procedures. The information,

documents, and data were used in analyzing liability, damages, penalties, and other valuation issues in connection with all phases of the litigation, and ultimately, in connection with the mediation and settlement negotiation process. Class Counsel also performed significant research into the applicable law, which is evolving as it relates to class certification, manageability, off-the-clock theory, meal and rest periods, representative PAGA claims and penalties, wage-and-hour law and enforcement, Plaintiffs' claims and allegations, and Defendant's defenses thereto, as well as facts discovered.

8. After conducting significant investigation of the facts and law during the prosecution of the cases, counsel for the Parties engaged in extensive settlement negotiations to try to resolve the case. These efforts included participating in a formal, full-day mediation conducted by Paul Grossman, Esq., a well-regarded mediator experienced in handling complex labor and employment matters. During all settlement discussions, the Parties conducted their negotiations at arm's length in an adversarial position. In the course of mediation and settlement discussions, the Parties exchanged information, documents, and data, and discussed various aspects of the case, including and not limited to, the risks and delays of further litigation, the risks and expenses to the Parties of proceeding with class certification and trial, the law relating to class certification, manageability, off-the-clock theory, rounding, meal and rest periods, representative PAGA claims, and wage-and-hour law and enforcement, as well as the evidence produced and analyzed, and the possibility of appeals, among other things. Arriving at a settlement that was acceptable to the Parties was not easy. Defendant contended that individualized questions of fact predominate over any common issues, and these issues would pose challenges to class certification and representative adjudication. Defendant and its counsel felt strongly about Defendant's ability to avoid class certification and prevail on the merits, while Plaintiffs and Class Counsel believed that they would be able to obtain class certification and prevail at trial. With the aid of the mediator's evaluation, the Parties ultimately agreed that the case was well-suited for settlement given the legal issues relating to Plaintiffs' principal claims, as well as the costs and risks to the Parties that would attend further litigation. These risks of further litigation include, and are not limited to, a determination that the claims are unsuitable for

class treatment and/or representative adjudication, class de-certification after certification of a class, allowing a jury to decide the claims asserted in the case, and the real possibility of no monetary recovery after years of litigation.

9. By way of the concurrently-filed Motion for Fees, Class Counsel seeks attorneys' fees in the amount of \$2,000,000.00, which is forty percent (40%) of the Total Settlement Amount of \$5,000,000.00. Pursuant to the contingency-fee agreement entered into by and between Plaintiff Harlow and his counsel, Plaintiff Harlow has agreed to a contingency fee of at least forty percent (40%) of the recovery.

10. The attorneys' fees sought are commensurate with: (1) the risk that Class Counsel took in commencing the cases; (2) the time, effort, and expense that Class Counsel dedicated to the cases; (3) the skill and determination that Class Counsel has shown; (4) the results that Class Counsel has achieved throughout the litigation; (5) the value of the settlement that Class Counsel has achieved in the cases; and (6) the other cases that Class Counsel has turned down in order to devote their time and efforts to this matter. This matter involves an outstanding monetary recovery involving a Total Settlement Amount **of \$5,000,000.00** (with a Net Settlement Amount **of at least \$2,418,058.88 to be paid to Settlement Class Members** with an average payment of approximately \$696.77 per Settlement Class Member, a **payment of \$125,000.00 to Aggrieved Employees** with an average payment of \$48.52 per Aggrieved Employee, and **payment of \$375,000 to the State of California**)—support the percentage fee sought and the application of a lodestar multiplier

11. While not necessarily required to be demonstrated because the percentage fee is proper for this settlement, Class Counsel has incurred many hours of work in connection with prosecuting the case such that the award of attorneys' fees is also justified under a lodestar analysis. Attorneys at Lawyers for Justice, PC have spent a total of **808.20 hours** performing tasks and obtaining recovery in this matter. Attached hereto as "**EXHIBIT A**" is an Attorney Task and Time Chart that sets forth in detail the nature of the legal services provided by attorneys at Lawyers for Justice, PC and the time incurred by them in performing those services. These hours include work done by several attorneys at Lawyers for Justice, PC. Also, separate from the

hours referenced herein and in the chart, Lawyers *for* Justice, PC had litigation support personnel actively engaged in assisting with the prosecution of this matter.

12. The work performed in this particular matter, the background of Lawyers *for* Justice, PC, as well as the individual backgrounds, training, and experience of the attorneys who worked on this matter, in litigating complex wage-and-hour actions, and in particular, employment class action and representative action cases, support a reasonable blended hourly rate of compensation of at least \$850 per hour for work performed by Lawyers *for* Justice, PC. Lawyers *for* Justice, PC has been awarded attorneys' fees, compensating the firm at the rate of at least \$850 per hour for legal services performed, by courts granting approval of settlements in other wage-and-hour class action and representative action cases: final approval of the class and representative action settlement in *David Dugan v. TEC Equipment, Inc., et al.* (Los Angeles Superior Court Case No. 19STCV01591) was granted on July 8, 2021, and the award of attorneys' fees involved compensation at the rate of \$936.47 per hour; final approval of the class and representative action settlement in *Larry Greenwood, et al. v. Scan Health Plan* (Los Angeles Superior Court Case No. BC715157) was granted on April 20, 2021, and the award of attorneys' fees involved compensation at the rate of \$919.57 per hour; and final approval of the class and representative action settlement in *Seth Swan v. Pace Supply Corp.* (Sonoma County Superior Court Case No. SCV258764) was granted on February 6, 2019, and the award of attorneys' fees involved compensation at the rate of \$855.96 per hour.

#### **EXPERIENCE AND ADEQUACY OF**

#### **LAWYERS *for* JUSTICE, PC**

13. For over a decade, Lawyers *for* Justice, PC has almost exclusively focused on the prosecution of consumer and employment class actions, involving wage-and-hour claims, race discrimination, unfair business practices, or consumer fraud. Currently, Lawyers *for* Justice, PC is attorney of record in dozens of employment-related putative class actions in both state and federal courts in the State of California. Lawyers *for* Justice, PC is comprised of attorneys who focus on litigating complex wage-and-hour class and Private Attorneys General Act ("PAGA") representative actions. The firm has successfully litigated cases involving nearly every aspect of

California wage and hour law, including payment of overtime and minimum wages, provision of meal and rest breaks and/or premiums wages for same, timely payment of wages, provision of compliant wage statements, reimbursement of business expenses, executive, administrative, and other overtime exemptions to the State of California and federal overtime compensation requirements, PAGA claims, and sister statutes under federal law. Lawyers *for* Justice, PC has recovered (sometimes in association with other law firms) millions of dollars on behalf of thousands of individuals in California.

14. Edwin Aiwarzian is a Managing Member and Shareholder of Lawyers *for* Justice, PC. He received his Bachelor of Arts degree from Pepperdine University in April of 1999 and earned a Juris Doctor degree from Pepperdine University School of Law in May of 2004. He has extensive formal training in dispute resolution and negotiation from the Straus Institute for Dispute Resolution as part of its Masters in Dispute Resolution degree program. In addition, he has previously served as a pro bono mediator for the Los Angeles County Superior Court. In October of 2000, he obtained a Litigation Paralegal Certificate from the UCLA Extension Program. During the summer of 2000, he studied Legal Writing at Harvard University. From approximately September 2002 to approximately December 2002, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the United States Court of Appeals for the Ninth Circuit. From approximately June 2002 to approximately August 2002, he served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate District. In December of 2004, he obtained a license to practice law from the California State Bar. Since in or around October of 2008, through his work at Lawyers *for* Justice, PC, he has almost exclusively focused on the prosecution of consumer and employment class actions. While employed by Lawyers *for* Justice PC, he has argued over one hundred (100) motions, taken or defended over one hundred fifty (150) depositions, prepared dozens of expert witnesses for deposition or trial, and attended over one hundred seventy-five (175) mediations. Together with other attorneys at the firm, and in some cases in conjunction with co-counsel, he has successfully litigated cases involving the executive, administrative, and other overtime exemptions to the State of California and federal overtime compensation requirements. Under his supervision, Lawyers

1 for Justice, PC has successfully obtained class certification by contested motion practice in  
2 approximately fifteen (15) cases in the last decade and litigated over 1,000 class action or  
3 representative action cases.

4 15. Arby Aiwarzian is a Member and Shareholder of Lawyers for Justice, PC. He  
5 received his Bachelor of Arts degree from University of California, Los Angeles and graduated  
6 magna cum laude. He earned a Juris Doctor degree, cum laude, from Southwestern Law School.  
7 From approximately May 2007 to approximately July 2007, he served as a Judicial Extern to the  
8 Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate District.  
9 From approximately August 2008 to approximately December 2008, he served as a Judicial  
10 Extern to the Honorable Kim McLane Wardlaw of the United State Court of Appeals for the  
11 Ninth Circuit. He was admitted to practice law in California in 2010. He is admitted to practice  
12 before all courts of the State of California and all United States District Courts in the State of  
13 California. He has worked on many wage-and-hour class action and representative action cases,  
14 taking the lead in taking and defending depositions, arguing motions, and attending mediations.  
15 He has played an integral role in preparing matters for class certification, including and not  
16 limited to, successful certification of a class in *Upson v. Sur La Table* (Los Angeles County  
17 Superior Court Case No. BC424012), *Montazemi v. Regus Management* (Los Angeles County  
18 Superior Court Case No. BC478769), and *Abdulhaqq v. Urban Outfitters* (Alameda County  
19 Superior Court Case No. RG13680477). Under his supervision, dozens of class action or  
20 representative cases have resulted in settlements that have been granted court approval, including  
21 and not limited to, those listed in paragraph 18 herein. He has handled over one hundred and fifty  
22 (150) mediations and worked on over two hundred and fifty (250) class action or representative  
23 action cases which have resulted in settlement.

24 16. Joanna Ghosh is a Senior Member of Lawyers for Justice, PC. She received a  
25 Bachelor of Arts degree from California State University, Los Angeles in 2006, a Master of  
26 Science degree from the London School of Economics in 2007, and a Juris Doctor degree from  
27 Georgetown University Law Center in 2010. She is admitted to practice in California (since  
28 2010) and in New York (since 2013) and is also admitted to practice in all U.S. District Courts in

California, the U.S. Bankruptcy Court for the Central District of California, and the U.S. Supreme Court. She has taken and defended dozens of depositions and successfully handled motion practice in class action cases regarding discovery (including and not limited to, regarding class contact information), class certification (both contested class certification and stipulated class certification), arbitration agreements, coordination, intervention. She has successfully handled briefing and oral argument on appeal, and obtained notable decisions regarding the Private Attorneys General Act and employer efforts to compel arbitration, e.g., *Betancourt v. Prudential Overall Supply*, 9 Cal.App.5th 439 (Cal. Ct. App., Mar. 7, 2017), cert. denied (Cal., May 24, 2017), cert. denied (U.S., Dec. 11, 2017) and *ZB, N.A. v. Superior Court*, 8 Cal.5th175 (2019). She also has extensive experience with class action and/or representative action settlements. Under her, Edwin Aiwasian, and Arby Aiwasian's supervision, the firm has handled the class certification and court approval process for hundreds of class action and/or representative action matters that have successfully resolved. She is a member of the California Employment Lawyers Association.

17. I am an attorney duly licensed to practice before all courts of the State of California and I am an attorney at Lawyers for Justice, PC. In May of 2016, I graduated from Pepperdine University School of Law with a Juris Doctorate degree. I have extensive formal training in dispute resolution and negotiation from the Straus Institute for Dispute Resolution as part of its Certificate in Dispute Resolution program. In June of 2013, I obtained a Bachelor of Arts degree in History and graduated with college honors from University of California, Los Angeles. I attended Pepperdine School of Law starting in 2013 and graduated in 2016. From approximately August 2014 to approximately November 2014, I served as a Judicial Extern to the Honorable James Kaddo of the Los Angeles Superior Court. In 2017, I obtained a license to practice law from the California State Bar. Since 2017, I have worked at Lawyers for Justice, PC and my practice has almost exclusively focused on the prosecution of employment class actions and representative actions. At Lawyers for Justice, PC, I have worked on many wage-and-hour class action and representative action cases, taking the lead in taking and defending depositions, arguing motions, attending mediations, and preparing for trial. I have played an integral role in

preparing matters for class certification, including and not limited to, successful certification of a class in *Davis v. Superior Med Surgical, Inc.* (San Bernardino County Superior Court Case No. CIVDS1505744), *Tellez v. Harvest Container Co., Inc.* (Tulare County Superior Court Case No. VCU64528), *Vilitchai v. Ametek Programmable Power, Inc., et al.* (San Diego County Superior Court Case No. 37-2015-00025968-CU-OE-CTL), and *Sanchez, et al. v. Auto-Chlor System of Washington, Inc.* (Los Angeles County Superior Court Case No. BC707670). I have worked on over two hundred fifty (250) class action or representative action cases which have resulted in settlement.

**EXAMPLES OF RESULTS IN WAGE-AND-HOUR CLASS ACTION AND  
REPRESENTATIVE ACTION CASES**

18. What follows are just a few examples of the type of results Lawyers for Justice, PC (“LFJ”) has achieved on behalf of its clients:

a) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a major property management company involving allegations of misclassification of various “manager” positions. On September 20, 2010, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC400414.

b) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a national retailer of household items involving allegations of misclassification of the “Assistant Store Manager” position. On October 28, 2010, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC413498.

c) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a national property management company involving allegations of misclassification of the “Property Manager” position. On May 23, 2012, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC430918.

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1           d)     LFJ, in association with co-counsel therein, represented the plaintiffs in a  
2 wage-and-hour class action against a national retailer involving allegations of misclassification  
3 of the “Store Manager” position. On June 10, 2011, the court granted plaintiffs’ motion for class  
4 certification. On August 26, 2013, the court granted final approval of the class action settlement.  
5 The Los Angeles County Superior Court Case Number is BC424012.

6           e)     LFJ, in association with co-counsel therein, represented the plaintiff in a  
7 wage-and-hour class and PAGA representative action against a bank, involving allegations of  
8 misclassification of the “Assistant Branch Manager” position. On August 27, 2013, the court  
9 granted final approval of the class and PAGA representative action settlement. The Kern County  
10 Superior Court Case Number is S-1500-CV-273194-LHB.

11           f)     LFJ, in association with co-counsel therein, represented the plaintiff in a  
12 wage-and-hour class and PAGA representative action against a national wholesale distributor of  
13 plumbing and builder supplies, involving allegations of misclassification of multiple salaried  
14 “manager” positions. On May 22, 2014, the court granted final approval of the class and PAGA  
15 representative action settlement. The Sacramento County Superior Court Case Number is 34-  
16 2012-00136285.

17           g)     LFJ, in association with co-counsel therein, represented the plaintiff in a  
18 wage-and-hour class action against a multinational corporation that provides global workplace  
19 solutions, involving allegations of misclassification of the “Operations Manager” position. On  
20 September 16, 2014, the court granted plaintiff’s motion for class certification. The Los Angeles  
21 County Superior Court Case Number is BC478769.

22           h)     LFJ, in association with co-counsel therein, represented the plaintiff in a  
23 wage-and-hour class and PAGA representative action against a national retailer of household  
24 items, on behalf of hourly-paid or non-exempt employees. On May 27, 2015, the court granted  
25 final approval of the class and PAGA representative action settlement. The San Francisco County  
26 Superior Court Case Number is CGC-13-532344.

27           i)     LFJ, in association with co-counsel therein, represented the plaintiff in a  
28 wage-and-hour class and PAGA representative action involving allegations of misclassification

1 of the salaried residential “Property Manager” position. On September 17, 2015, the court  
2 granted plaintiff’s motion for class certification. On October 20, 2017, the court granted final  
3 approval of the class and PAGA representative action settlement. The Los Angeles County  
4 Superior Court Case Number is BC474784.

5 j) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
6 wage-and-hour class and PAGA representative action against a national retailer of upscale  
7 hardware and home furnishings, on behalf of non-exempt employees. On April 28, 2016, the  
8 court granted final approval of the class and PAGA representative action settlement. The Los  
9 Angeles County Superior Court Case Numbers are BC516795 and JCCP4794, and the Judicial  
10 Council Coordination Proceeding Number is 4794.

11 k) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
12 wage-and-hour class action against a national retailer of apparel and fashion accessories, on  
13 behalf of non-exempt employees. On August 5, 2016, the court granted final approval of the  
14 class action settlement. The Los Angeles County Superior Court Case Number is BC488069.

15 l) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
16 wage-and-hour class action against a national retailer of apparel, accessories, and home products,  
17 involving allegations of misclassification of the “Department Manager” position. On August 12,  
18 2016, the court granted the plaintiffs’ motion for class certification in part and certified a  
19 class. On August 6, 2019, the court granted final approval of the class action settlement. The  
20 Alameda County Superior Court Case Number is RG13680477.

21 m) LFJ represented the plaintiff in a PAGA representative action against a real  
22 estate and property management company, on behalf of non-exempt employees. On November  
23 4, 2016, the court granted approval of the PAGA representative action settlement. The Orange  
24 County Superior Court Case Number is 30-2015-00775439-CU-OE-CXC.

25 n) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
26 wage-and-hour class and PAGA representative action against a full-service bank, on behalf of  
27 non-exempt employees. On November 18, 2016, the court granted final approval of the class and  
28 PAGA representative action settlement. The San Francisco County Superior Court Case Number

1 is CJC-13-004839 and the Judicial Council Coordination Proceeding Number is 4839.

2 o) LFJ represented the plaintiffs in a wage-and-hour class and PAGA  
3 representative action against a foodservice distributor, on behalf of non-exempt employees. On  
4 January 26, 2017, the court granted final approval of the class and PAGA representative action  
5 settlement. The San Bernardino County Superior Court Case Number is CIVDS1507260.

6 p) LFJ, on behalf of the plaintiff and respondent in a PAGA representative  
7 action, successfully opposed in the trial court, and briefed and argued an appeal with respect to  
8 the employer's motion to compel arbitration, which resulted in a published opinion by the  
9 California Court of Appeal in favor of employees. *Roberto Betancourt v. Prudential Overall*  
10 *Supply* (Cal. App. 4th Dist., Mar. 7, 2017) 9 Cal.App.5th 439, review denied, cert. denied (U.S.  
11 Supreme Court Docket No. 17-254). The Riverside County Superior Court Case Numbers are  
12 RIC1503952 and RICJCCP5046, and the Judicial Council Coordination Proceeding Number is  
13 5046.

14 q) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
15 wage-and-hour class and PAGA representative action against a consumer packaging company,  
16 on behalf of non-exempt employees. On March 10, 2017, the court granted final approval of the  
17 class and PAGA representative action settlement. The Los Angeles County Superior Court Case  
18 Number is BC590429.

19 r) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
20 wage-and-hour class and PAGA representative action against a manufacturer of food service  
21 industry supplies on behalf of non-exempt employees. On April 14, 2017, the court granted final  
22 approval of the class and PAGA representative action settlement. The Orange County Superior  
23 Court Case Number is 30-2015-00810013-CU-OE-CXC.

24 s) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
25 wage-and-hour class and PAGA representative action against a lumber and hardware company  
26 on behalf of non-exempt employees. On April 26, 2017, the court granted final approval of the  
27 class and PAGA representative action settlement. The Orange County Superior Court Case  
28 Number is 30-2014-00747750-CU-OE-CXC.

1           t)     LFJ represented the plaintiff in a wage-and-hour class and PAGA  
2 representative action against a property management company, on behalf of non-exempt  
3 employees. On June 14, 2017, the court granted final approval of the class and PAGA  
4 representative action settlement. The Los Angeles County Superior Court Case Number is  
5 BC586234.

6           u)     LFJ represented the plaintiff in a wage-and-hour class and PAGA  
7 representative action against a food company on behalf of non-exempt employees. On June 30,  
8 2017, the court granted final approval of the class and PAGA representative action settlement.  
9 The Sacramento County Superior Court Case Number is 34-2015-00175871.

10          v)     LFJ represented the plaintiffs in a wage-and-hour class and PAGA  
11 representative action against a chocolate company on behalf of non-exempt employees. On July  
12 19, 2017, the court granted final approval of the class and PAGA representative action settlement.  
13 The Alameda County Superior Court Case Number is RG15764300.

14          w)     LFJ represented the plaintiff in a PAGA representative action, against the  
15 parent company of several restaurants, on behalf of hourly-paid, non-exempt employees. On  
16 October 18, 2017, the court granted approval of the PAGA representative action settlement. The  
17 Los Angeles County Superior Court Case Number is BC569664.

18          x)     LFJ represented the plaintiffs in a wage-and-hour class and PAGA  
19 representative action against a manufacturer of plastic containers on behalf of non-exempt  
20 employees. On October 31, 2017, the court granted final approval of the class and PAGA  
21 representative action settlement. The Los Angeles County Superior Court Case Number is  
22 BC577233.

23          y)     LFJ, in association with co-counsel therein, represented the plaintiffs in a  
24 wage-and-hour class and PAGA representative action against a bank on behalf of non-exempt  
25 employees. On December 11, 2017, the court granted final approval of the class and PAGA  
26 representative action settlement. The Los Angeles County Superior Court Case Number is  
27 BC569646.

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1           z)     LFJ, in association with co-counsel therein, represented the plaintiffs in a  
2 wage-and-hour class and PAGA representative action against a property management company  
3 on behalf of hourly-paid and non-exempt employees. On January 4, 2018, the court granted final  
4 approval of the class and PAGA representative action settlement. The Los Angeles County  
5 Superior Court Case Number is JCCP4819, and the Judicial Council Coordination Proceeding  
6 Number is 4819.

7           aa)   LFJ, in association with co-counsel therein, represented the plaintiffs in a  
8 wage-and-hour class and PAGA representative action against a global provider of flexible office  
9 space solutions. On February 15, 2018, the court granted final approval of the class and PAGA  
10 representative action settlement. The Los Angeles County Superior Court Case Number is  
11 BC498401.

12           bb)   LFJ, in association with co-counsel therein, represents the plaintiff in a  
13 wage-and-hour class action against a container manufacturer, on behalf of non-exempt  
14 employees. On October 15, 2018, the court granted the plaintiff's motion for class certification.  
15 The Tulare County Superior Court Case Number is VCU264528.

16           cc)   LFJ represented the plaintiffs in a wage-and-hour class and PAGA  
17 representative action against a behavioral health service provider on behalf of non-exempt  
18 employees. On November 13, 2018, the court granted final approval of the class and PAGA  
19 representative action settlement. The Alameda County Superior Court Case Number is  
20 RG16811450.

21           dd)   LFJ, in association with co-counsel therein, represented the plaintiff in a  
22 PAGA representative action against a global provider of products and services to the energy  
23 industry, on behalf of hourly-paid and non-exempt employees. On November 19, 2018, the court  
24 granted approval of the PAGA representative action settlement. The Kern County Superior Court  
25 Case Number is S-1500-CV-280215-SDC.

26           ee)   LFJ, in association with co-counsel therein, represents the plaintiff in a  
27 wage-and-hour class action against a parking company on behalf of non-exempt employees. On  
28 September 3, 2019, the court granted the plaintiff's motion for class certification and certified a

1 class. The Santa Clara County Superior Court Case Number is 16CV292208 and the Judicial  
2 Council Coordination Proceeding Number is 4886.

3 ff) LFJ, in association with co-counsel therein, represents the plaintiffs in a  
4 wage-and-hour class and PAGA representative action against a bank on behalf of non-exempt  
5 employees. On September 27, 2019, the court granted the plaintiffs' motion for class certification  
6 in part and certified a class. The Alameda County Superior Court Case Number is RG15757606  
7 and the Judicial Council Coordination Proceeding Number is 4921.

8 gg) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
9 wage-and-hour class and PAGA representative action against a national retailer of apparel and  
10 fashion accessories, on behalf of non-exempt employees. On October 9, 2019, the court granted  
11 the plaintiffs' motion for class certification in part and certified a class. On May 14, 2021, the  
12 court granted final approval of the class and PAGA representative action settlement. The  
13 Sacramento County Superior Court Case Number is 34-2015-00175330-CU-OE-GDS.

14 hh) LFJ, in association with co-counsel therein, represents the plaintiff in a  
15 wage-and-hour class and PAGA representative action against a medical equipment supplier on  
16 behalf of non-exempt employees. On February 13, 2020, the court granted the plaintiff's motion  
17 for class certification and certified a class. The San Bernardino County Superior Court Case  
18 Number is CIVDS1505744.

19 ii) LFJ, in association with co-counsel therein, on behalf of the plaintiff and  
20 respondent in a PAGA representative action, successfully opposed in the trial court, and briefed  
21 and argued an appeal with respect to the employer's motion to compel arbitration, resulting in a  
22 notable decision from the California Supreme Court clarifying the law regarding PAGA claims,  
23 *ZB, N.A. v. Superior Court* (2019) 8 Cal.5th 175. On February 21, 2020, the court granted  
24 approval of the PAGA representative action settlement. The San Diego County Superior Court  
25 Case Number is 37-2016-00005578-CU-OE-CTL.

26 jj) LFJ, in association with co-counsel therein, represented the plaintiff in a  
27 wage-and-hour class and PAGA representative action against a large national drug testing  
28 laboratory on behalf of non-exempt employees. On February 21, 2020, the court granted the

1 plaintiff's motion for class certification and certified a class. On October 28, 2022, the court  
2 granted final approval of the class and PAGA representative action settlement. The San Diego  
3 County Superior Court Case Number is 37-2018-00019611-CU-OE-CTL.

4 kk) LFJ, in association with co-counsel therein, represents the plaintiffs in a  
5 wage-and-hour class and PAGA representative action against a national retailer of sportswear,  
6 footwear, and camping equipment on behalf of non-exempt employees. On March 16, 2020, the  
7 court granted in part the plaintiff's motion for class certification and certified a class. The  
8 Riverside County Superior Court Case Numbers are RIC1507504 and RICJCCP4930, and the  
9 Judicial Council Coordination Proceeding Number is 4930.

10 ll) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
11 wage-and-hour class and PAGA representative action against a plastic packaging company on  
12 behalf of non-exempt employees. On June 8, 2020, the court granted in part the plaintiffs' motion  
13 for class certification and certified a class. On November 8, 2021, the court granted approval of  
14 the partial settlement of the action. On April 22, 2024, the court granted approval of the PAGA  
15 settlement and entered an order dismissing the action. The San Bernardino County Superior  
16 Court Case Number is CIVDS1507361.

17 mm) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
18 wage-and-hour class action against manufacturer and supplier of power products and services on  
19 behalf of non-exempt employees. On July 31, 2020, the court granted in part the plaintiffs'  
20 motion for class certification and certified a class. On August 27, 2021, the court granted final  
21 approval of the class action settlement. The San Diego County Superior Court Case Number is  
22 37-2015-00025968-CU-OE-CTL.

23 nn) LFJ represents the plaintiff in a wage-and-hour class action against a  
24 nutritional products manufacturer on behalf of non-exempt production line employees. On  
25 December 13, 2021, the court granted the plaintiff's motion for class certification in part and  
26 certified a class. The Solano County Superior Court Case Number is FCS051001.

27 oo) LFJ represents the plaintiffs in a wage-and-hour class action against a  
28 manufacturer and distributor of commercial dish and glass cleaning machines and supplies for

the restaurant and hospitality industries, on behalf of hourly-paid or non-exempt employees. On July 13, 2023, the court granted the plaintiffs’ motion for class certification and certified a class. The Los Angeles County Superior Court Case Number is BC707670.

**LITIGATION COSTS AND EXPENSES INCURRED BY  
LAWYERS FOR JUSTICE, PC**

19. To date, Class Counsel has borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained in this matter. Lawyers *for* Justice, PC seeks reimbursement of **\$20,407.99** in litigation costs and expenses incurred in the case, as reflected in “**EXHIBIT B**” attached hereto. These expenses were reasonable and necessary in the prosecution of the cases and to obtain the Settlement.

**ENHANCEMENT AWARDS TO PLAINTIFFS**

20. In recognition of their efforts and work serving as the Class Representatives, the Settlement provides for an enhancement awards in the amount of \$12,500.00 each to Plaintiffs. The requested enhancement awards are fair and appropriate. Plaintiffs spent a substantial amount of time and effort to produce relevant documents and information and provided facts and evidence to support the prosecution of the claims. Plaintiffs were available whenever Class Counsel needed them and actively tried to obtain and provide information that would facilitate the pursuit of the cases. Plaintiffs spent numerous hours speaking with Class Counsel about their claims, describing their work experiences with Defendant, and gathering and reviewing documents. Accordingly, it is appropriate for Plaintiffs to receive \$12,500.00 each as reasonable enhancement awards for their services in the case, in addition to their individual settlement payments.

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1           21. I submit that the Settlement is fair, reasonable, and adequate, and is in the best  
2 interests of Plaintiffs, Class Members, Aggrieved Employees, and the State of California.

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

5           Executed this 23rd day of August 2024, at Glendale, California.

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Tara Zabehi

# **EXHIBIT A**

***ROBERT HARLOW JR. V. COVENANT AVIATION SECURITY, LLC***  
San Mateo County Superior Court Case No. 20-CIV-03986 (“Class Action”)

***ROBERT HARLOW JR. V. COVENANT AVIATION SECURITY, LLC***  
San Mateo County Superior Court Case No. 20-CIV-05141 (“PAGA Action”)

***ROBERT HARLOW JR. V. COVENANT AVIATION SECURITY, LLC***  
Court of Appeal of the State of California, First Appellate District Case No. A163124 (“Appellate Action”)

**ATTORNEY TASK AND TIME CHART**

| <b>TASK</b>                                                                                                                                                                                                                                                                                        | <b>LAWYERS FOR JUSTICE, PC</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| <b>Investigation and Research / Due Diligence</b>                                                                                                                                                                                                                                                  |                                |
| Pre-Lawsuit Investigation of the Key Facts with a Focus on Class Certification Elements, Including Adequacy, Typicality, Superiority, Commonality, and Manageability <ul style="list-style-type: none"><li>• Edwin Aiwazian</li><li>• Arby Aiwazian</li></ul>                                      | 12.10                          |
| Pre-Lawsuit Investigation of the Merits of Plaintiff Robert Harlow, Jr.’s (“Plaintiff Harlow”) Claims and the Merits of the Claims of the Putative Class Members <ul style="list-style-type: none"><li>• Edwin Aiwazian</li><li>• Arby Aiwazian</li><li>• Elizabeth M. R-H Parker-Fawley</li></ul> | 10.20                          |
| Pre-Lawsuit Investigation of Potential Damages Exposure of Defendant Covenant Aviation Security, LLC (“Defendant”) with Respect to the Damages Sustained by Plaintiff and the Putative Class Members <ul style="list-style-type: none"><li>• Edwin Aiwazian</li></ul>                              | 13.20                          |

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| <ul style="list-style-type: none"> <li>• Arby Aiwazian</li> </ul>                                                                                                                                                                                                                                                                           |      |
| <p>Pre-Notice Investigation of the Private Attorneys General Act (“PAGA”) Claim on Behalf of the State of California with Respect to Plaintiff Harlow and the Aggrieved Employees</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arby Aiwazian</li> </ul>                                                           | 7.50 |
| <p>Pre-Notice Investigation of Potential Civil Penalties Exposure of Defendant with Respect to Plaintiff and the Aggrieved Employees</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arby Aiwazian</li> </ul>                                                                                                        | 6.70 |
| <p>Legal Research and Analysis of Latest Decisions Re: Off-the-Clock, Meal and Rest Break, PAGA, Class Certification, and Arbitration Agreements in California, Including all New and Relevant DLSE Materials</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Charles T. Sweeny</li> <li>• Arman Marukyan</li> </ul> | 8.50 |
| <p>Investigation of Defendant, Defendant’s Business Relationships, and the Industry in which Defendant Operates</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                                                                                            | 5.20 |
| <p>Investigation of Defendant’s Organizational, Corporate, and Executive Reporting Structures as They Related to the Employment and Management of the Putative Class Members and Aggrieved Employees</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                       | 5.80 |

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| <p>Investigation, Research, and Analysis of Defendant's Executives, Officers, and Leadership with a Focus on Involvement in Wage-and-Hour Issues, and Defendant's Litigation History Involving Wage-and-Hour Issues and Other Related Employment Issues, to Evaluate Willfulness and Uniformity</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                         | 6.70 |
| <p>Analysis of Competitors in Various Relevant Geographic Areas within which Defendant Operates, and Comparing and Contrasting Defendant's Policies, Practices, and Procedures with the Policies, Practices, and Procedures of Defendant's Competitors</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                                                                  | 5.20 |
| <p>Research and Investigation Re: Location(s), Division(s), and/or Department(s) Owned, Managed, Serviced, or Operated by Defendant in California During the Class Period, Including Layout, Configuration, and Differences Between Them (If Any) to Determine Whether Those Differences Will Cause Individual Issues to Predominate Over Common Issues</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul> | 7.10 |
| <p>Comparative Analysis and Cross-Checking of All Available Job Postings, Job Reviews, and Other Reviews Regarding Defendant in Order to Determine Any Variation and Identify Job Duties and Responsibilities That Would be Susceptible to Being Performed Off-the-Clock or During Meal or Rest Breaks</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                  | 5.70 |
| <p>Research and Investigation Re: Workforce, Staffing Models, and Staffing Levels at Location(s) at Which Putative Class Members Worked in California</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> </ul>                                                                                                                                                                                                                             | 6.50 |

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| <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |
| <p>Research and Investigation Re: Defendant's Written and Non-Written Policies, Practices, and Procedures Relating to Pre-Shift and Post-Shift Duties, Donning and Doffing, Safety, Scheduling and Shifts, Bonuses/Incentive Pay, Timekeeping, Rounding, Meal/Rest Breaks, On-Premises Breaks, Overtime Pay, Uniforms, Footwear, PPE/ Supplies, Use of Personal Cell Phones, Use of Personal Vehicles/ Transportation, Reimbursement of Business-Related Expenses, and Dispute Resolution/Arbitration Agreements</p> <ul style="list-style-type: none"> <li>Edwin Aiwarzian</li> <li>Arby Aiwarzian</li> <li>Elizabeth M. R-H Parker Fawley</li> <li>Charles T. Sweeny</li> <li>Arman Marukyan</li> <li>Won Christina Chang</li> <li>Mellisa A. LeBlanc-Mansell</li> <li>Hagit Goltzer</li> </ul> | 32.50 |
| <p>Research and Investigation Re: Various Software Programs, Systems, and Other Technology Defendant Used to Conduct Everyday Business, Including Timekeeping, Scheduling, Communications, Document and Information Sharing, Marketing, Project Management, Customer Relations Management, Inventory, Logistics, Security, and Surveillance Systems, with a Focus on What Documents (Both Paper and Electronic) Are Created in the Normal Course of Business Relating to Overtime Worked, Off-the-Clock Time Worked Pre/Post-Shift, Donning and Doffing, and Time Worked During Meal Breaks</p> <ul style="list-style-type: none"> <li>Elizabeth M. R-H Parker Fawley</li> <li>Arman Marukyan</li> <li>Won Christina Chang</li> </ul>                                                             | 5.50  |
| <p>Research and Analysis of Potential Defenses Defendant May Raise, Including <i>De Minimis</i> Work, Non-Compensable Off-the-Clock Work, Waiver, and Compliant Policies</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 7.80  |

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| <ul style="list-style-type: none"> <li>• Elizabeth M. R-H Parker Fawley</li> <li>• Arman Marukyan</li> <li>• Won Christian Chang</li> </ul>                                                                                                                                                                                                                                  |       |
| <p>Research and Investigation Re: Post-<i>Duran vs. U.S. Bank</i> Trial Manageability Issues, including Research Regarding Which Experts to Retain and For What Purpose</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Elizabeth M. R-H Parker Fawley</li> <li>• Arman Marukyan</li> </ul>                                                           | 5.60  |
| <p>Research and Preliminarily Outline Briefing Regarding Issues Important to Class Certification and Trial Manageability</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Charles T. Sweeny</li> <li>• Arman Marukyan</li> </ul>                                                                                                                       | 29.50 |
| <p>Research and Investigation of Re: Defendant’s Financial Circumstances and Impact of COVID-19 Pandemic on Defendant, Its Supply Chains and Operations, and Class Members’ and Aggrieved Employees’ Work</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul>    | 6.50  |
| <p>Review Register of Actions and Filings in <i>Mary Alfardi. v. Covenant Aviation Security, LLC</i> (“Plaintiff Alfardi”) (together with Plaintiff Harlow, “Plaintiffs”) Superior Court of San Francisco County, Case No. CGC-20-586975 (“Alfardi Action”)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Elizabeth M. R-H Parker Fawley</li> </ul> | 2.50  |

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| <ul style="list-style-type: none"> <li>• Arman Marukyan</li> <li>• Won Christian Chang</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul>                                                                                                                                                                                                                                                                                                           |       |
| <p>Meet and Communicate with Plaintiff Robert Harlow, Jr. During the Case</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Elizabeth M. R-H Parker Fawley</li> <li>• Arman Marukyan</li> <li>• Won Christian Chang</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul>                                                                                                                                                         | 59.50 |
| <p>Investigate, Meet, Communicate with, and/or Interview Class Members and/or Percipient Witnesses, including and not limited to, Regarding Commonality and Manageability of Trial, Liability, and Damages and Penalties Exposure</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Elizabeth M. R-H Parker Fawley</li> <li>• Arman Marukyan</li> <li>• Won Christian Chang</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul> | 38.50 |
| <b>Pleadings and Court Filings</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |
| <p>Research and Draft Plaintiff Harlow's Class Action Complaint for Damages and Legal Research and Analysis of All Claims Involved (filed on September 16, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Elizabeth M. R-H Parker Fawley</li> </ul>                                                                                                                                                                           | 8.10  |

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| Review Court's Notice of Case Assignment for All Purposes, Designation as Complex Case, Setting Case Management Conference and Complex Fees Due (filed on September 17, 2020) (Class Action) <ul style="list-style-type: none"> <li>Charles T. Sweeny</li> </ul>                                                   | 0.10 |
| Review Court's Case Management Order # 1 (filed on September 18, 2020) (Class Action) <ul style="list-style-type: none"> <li>Charles T. Sweeny</li> </ul>                                                                                                                                                          | 0.20 |
| Draft Plaintiff Harlow's Initial Case Management Conference Statement (filed on October 1, 2020) (Class Action) <ul style="list-style-type: none"> <li>Edwin Aiwarzian</li> <li>Charles T. Sweeny</li> </ul>                                                                                                       | 0.80 |
| Review Court's Minute Order Re: Case Management Conference (filed on October 16, 2020) (Class Action) <ul style="list-style-type: none"> <li>Charles T. Sweeny</li> </ul>                                                                                                                                          | 0.10 |
| Review Court's Case Management Order # 2 (filed on October 19, 2020) (Class Action) <ul style="list-style-type: none"> <li>Charles T. Sweeny</li> </ul>                                                                                                                                                            | 0.20 |
| Review and Analyze Defendant's Answer to Class Action Complaint for Damages and Research Affirmative Defenses in Defendant's Answer (served on November 13, 2020) (Class Action) <ul style="list-style-type: none"> <li>Edwin Aiwarzian</li> <li>Arman Marukyan</li> </ul>                                         | 2.50 |
| Research and Draft Plaintiff Harlow's Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq. and Legal Research and Analysis of All Claims Involved (filed on November 19, 2020) (PAGA Action) <ul style="list-style-type: none"> <li>Edwin Aiwarzian</li> </ul> | 6.70 |

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| <ul style="list-style-type: none"> <li>Elizabeth M. R-H Parker Fawley</li> </ul>                                                                                                                                                       |      |
| Review Court's Notice of Case Management Conference (filed on November 20, 2020) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                        | 0.10 |
| Draft Plaintiff Harlow's Notice of Posting Jury Fees (filed on November 23, 2020) (Class Action) <ul style="list-style-type: none"> <li>Edwin Aiwarzian</li> </ul>                                                                     | 0.10 |
| Review Defendant's C.C.P. Section 170.6 Peremptory Challenge; Declaration of William R. H. Mosher in Support Thereof (served on November 30, 2020) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>     | 0.10 |
| Review Court's Order Reassigning Complex Case for All Purposes and Setting of Case Management and Trial Setting Conference (filed on December 1, 2020) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul> | 0.10 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (submitted on January 5, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                     | 1.50 |
| Review Court's Minute Order Re: Case Management Conference (filed on January 12, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                 | 0.10 |
| Review Court's Notice of Assignment for All Purposed (Civil) and Notice of Case Management Conference (filed on January 13, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                       | 0.10 |

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| Review Court's Notice of Reassignment for All Purposes (Civil) (filed on February 4, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                | 0.10 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (submitted on February 16, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>     | 1.20 |
| Review Court's Order Setting Briefing Schedule for Motion to Compel Arbitration (filed February 18, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                | 0.10 |
| Review Court's Case Management Order No.1 Issued by Judge Fineman (filed on March 11, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                              | 0.20 |
| Review Court's Disclosure by Assigned Judge (filed on March 11, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                    | 0.10 |
| Draft Plaintiff Harlow's Joint Case Management Statement (filed on March 17, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                        | 0.50 |
| Review Court's Order Continuing Case Management Conference, As the Action is Not Yet "At Issue" (filed on March 17, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul> | 0.10 |
| Draft Plaintiff Harlow's Notice of Posting Jury Fees (filed on April 5, 2021) (PAGA Action)                                                                                                              | 0.10 |

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| <ul style="list-style-type: none"> <li>Edwin Aiwazian</li> </ul>                                                                                                                                                                                                                                         |      |
| <p>Review and Analyze Defendant's Answer to Complaint for Enforcement Under the Private Attorneys General Act and Research Affirmative Defenses in Defendant's Answer (served on May 7, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Edwin Aiwazian</li> <li>Arman Marukyan</li> </ul> | 2.30 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on May 11, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                        | 1.10 |
| <p>Review Court's Minute Order Re: Case Management Conference (filed on May 18, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                | 0.10 |
| <p>Review Defendant's Case Management Statement (served on June 30, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> <li>Arman Marukyan</li> </ul>                                                                                                                     | 0.10 |
| <p>Draft Plaintiff Harlow's Case Management Statement (filed on June 30, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                        | 0.50 |
| <p>Review Court's Order Continuing Case Management Conference, For the Parties to Meet and Confer (filed on July 1, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                             | 0.10 |
| <p>Review Defendant's Notice of Appeal (served on July 20, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>Elizabeth M. R-H Parker Fawley</li> </ul>                                                                                                                                     | 0.70 |

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| <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                         |      |
| Review Court's Notice of Filing of Appeal (filed on July 22, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                       | 0.10 |
| Review Appellant's Notice Designating Record on Appeal (served on July 30, 2021) (Class Action) <ul style="list-style-type: none"> <li>Elizabeth M. R-H Parker Fawley</li> <li>Arman Marukyan</li> </ul> | 0.20 |
| Review Court's Notice of Estimated Cost of Preparing Clerk's Transcripts (filed on August 18, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                      | 0.10 |
| Review Court's Transmittal of Record on Appeal (filed on September 2, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                              | 0.10 |
| Draft Plaintiff Harlow's Case Management Statement (filed on September 8, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                           | 0.50 |
| Review Defendant's Case Management Statement (filed on September 8, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                 | 0.20 |
| Review Court's Notice of Case Management Conference (filed on September 10, 2021) (PAGA Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                         | 0.10 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement (submitted on September 14, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>    | 0.80 |

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| Review Court's Minute Order Re: Case Management Conference (filed on September 23, 2021) (PAGA Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                           | 0.10 |
| Review Court's Notice of Case Management Conference (filed on September 29, 2021) (PAGA Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                  | 0.10 |
| Review Defendant's Case Management Statement (served on November 12, 2021) (PAGA Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                         | 0.10 |
| Draft Plaintiff Harlow's Case Management Statement (filed on November 12, 2021) (PAGA Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                    | 0.40 |
| Review Court's Order Vacating Case Management Conference, As the Action is "At Issue" and Case is Ordered AR (filed on November 15, 2021) (PAGA Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                          | 0.10 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Continue Mediation Completion Deadline; [Proposed] Order (submitted on November 24, 2021) (PAGA Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul> | 1.20 |
| Review Defendant's Stipulation for Extension of Time to File Opening Brief (submitted November 24, 2021) (Appellate Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                      | 0.10 |
| Review Court's Order Re: Extension of Time to File Opening Brief (filed on December 1, 2021) (Appellate Action)                                                                                                                                      | 0.10 |

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| <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                                                                            |      |
| <p>Meet and Confer with Defendant's Counsel, and Draft Stipulation and Order to Appropriate Dispute Resolution (submitted on December 6, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                           | 0.90 |
| <p>Review Court's Order to Appropriate Dispute Resolution (filed on December 10, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                   | 0.10 |
| <p>Review Court's Order Granting Stipulation to Continue Mediation Completion Deadline (filed on December 14, 2021) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                      | 0.10 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Continue Case Management Conference; [Proposed] Order (submitted on March 7, 2022) (Class Action)</p> <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>           | 1.20 |
| <p>Review Court's Order Granting Stipulation to Continue Case Management Conference (filed on March 9, 2022) (Class Action)</p> <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>                                                             | 0.10 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Second Joint Stipulation to Continue Mediation Completion Deadline; [Proposed] Order (submitted on April 19, 2022) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul> | 0.80 |
| <p>Review Court's Order Granting Second Stipulation to Continue Mediation Completion Deadline (filed on April 22, 2022) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>                                                   | 0.10 |

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| <p>Meet and Confer with Defendant's Counsel, and Draft Second Application for Further Extension of Time for Defendant/Appellant to File Opening Brief (submitted April 26, 2022) (Appellate Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Elizabeth M. R-H Parker Fawley</li> </ul> | 1.10 |
| <p>Review Court's Order Re: Application for Further Extension of Time for Defendant/Appellant to File Opening Brief (filed on April 27, 2022) (Appellate Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Elizabeth M. R-H Parker Fawley</li> </ul>                                    | 0.20 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Continue Case Management Conference; [Proposed] Order (submitted on June 3, 2022) (Class Action)</p> <ul style="list-style-type: none"> <li>• Hagit Goltzer</li> </ul>                                                                    | 1.10 |
| <p>Review Court's Order Granting Stipulation to Continue Case Management Conference (filed on June 3, 2022) (Class Action)</p> <ul style="list-style-type: none"> <li>• Hagit Goltzer</li> </ul>                                                                                                                      | 0.10 |
| <p>Draft Plaintiff Harlow's Notice of Entry of Judgment or Order Re: Order to Continue Case Management Conference (filed on June 6, 2022) (Class Action)</p> <ul style="list-style-type: none"> <li>• Hagit Goltzer</li> </ul>                                                                                        | 0.10 |
| <p>Draft Plaintiff Harlow's Statement of Nonagreement (filed on September 27, 2022) (PAGA Action)</p> <ul style="list-style-type: none"> <li>• Melissa A. LeBlanc-Mansell</li> </ul>                                                                                                                                  | 0.20 |
| <p>Review Court's Notice of Case Management and Trial Setting Conference (filed on October 12, 2022) (PAGA Action)</p> <ul style="list-style-type: none"> <li>• Hagit Goltzer</li> </ul>                                                                                                                              | 0.10 |

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| Review Defendant's Request for Dismissal of Appeal (served on October 14, 2022) (Appellate Action) <ul style="list-style-type: none"> <li>Elizabeth M. R-H Parker Fawley</li> <li>Arman Marukyan</li> </ul>                            | 0.20 |
| Review Court's Remittitur (filed on October 21, 2022) (Class Action) <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>                                                                                                   | 0.10 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement and Notice of Settlement (submitted on October 24, 2022) (Class Action) <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul> | 0.90 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement and Notice of Settlement (submitted on October 24, 2022) (PAGA Action) <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>  | 0.50 |
| Review Court's Notice of Case Management Conference (filed on October 26, 2022) (Class Action) <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>                                                                         | 0.10 |
| Review Court's Order Continuing Case Management Conference (filed on November 2, 2022) (Class Action) <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>                                                                  | 0.10 |
| Review Court's Notice of Case Management and Trial Setting Conference (filed on November 21, 2022) (PAGA Action) <ul style="list-style-type: none"> <li>Hagit Goltzer</li> </ul>                                                       | 0.10 |
| Review Court's Minute Order Re: Case Management Conference (filed on November 21, 2022) (PAGA Action)                                                                                                                                  | 0.10 |

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| <ul style="list-style-type: none"> <li>• Hagit Goltzer</li> </ul>                                                                                                                                                                                     |      |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Continue Case Management Conference; [Proposed] Order (submitted on March 6, 2023) (Class Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul> | 1.10 |
| <p>Review Court's Order Granting Stipulation to Continue Case Management Conference (filed on March 8, 2023) (Class Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul>                                                   | 0.10 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Case Management and Trial Setting Conference Statement (submitted on March 20, 2023) (Class Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul>              | 1.10 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Case Management and Trial Setting Conference Statement (submitted on March 20, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul>               | 0.60 |
| <p>Review Court's Notice of Case Management and Trial Setting Conference (filed on March 27, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul>                                                              | 0.10 |
| <p>Review Court's Minute Order Re: Case Management Conference (filed on March 27, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul>                                                                         | 0.10 |
| <p>Review Court's Order Continuing Case Management Conference (filed on April 14, 2023) (Class Action)</p> <ul style="list-style-type: none"> <li>• Yasmin Hosseini</li> </ul>                                                                        | 0.10 |

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| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on April 24, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>      | 1.10 |
| <p>Review Court's Minute Order Re: Case Management Conference (filed on May 15, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                | 0.10 |
| <p>Review Court's Notice of Complex Case Management Conference (Remote) (filed on May 17, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                      | 0.10 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on July 17, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>       | 0.90 |
| <p>Review Court's Notice of Complex Case Management Conference (filed on July 24, 2023) (Class Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                             | 0.10 |
| <p>Review Court's Notice of Complex Case Management Conference (filed on July 24, 2023) (PAGA Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                              | 0.10 |
| <p>Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on September 19, 2023) (Class Action)</p> <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul> | 0.70 |
| <p>Draft Plaintiff Harlow's Notice of Paying Complex Fee (filed on September 19, 2023) (PAGA Action)</p>                                                                                                                 | 0.10 |

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| <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                                                                                                                           |      |
| Review Court's Order Re: Case Management Conference (filed on September 26, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                          | 0.10 |
| Review Court's Minute Order Re: Case Management Conference (filed on September 26, 2023) (PAGA Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                    | 0.10 |
| Review Court's Notice of Reassignment for All Purposes (Civil) (filed on October 11, 2023) (PAGA Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                  | 0.10 |
| Review Defendant's Notice of Counsel of Record (served on November 6, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                                | 0.10 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on November 29, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                            | 0.70 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on November 29, 2023) (PAGA Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                             | 0.70 |
| Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation and [Proposed] Order Regarding Briefing Schedule for Motion for Preliminary Approval (submitted on December 1, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul> | 1.10 |

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| Review Court's Notice of Complex Case Management Conference (filed on December 1, 2023) (PAGA Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                                                                                                                                                                    | 0.10 |
| Review Court's Notice of Complex Case Management Conference (filed on December 1, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                                                                                                                                                                   | 0.10 |
| Review Court's Order Regarding Briefing Schedule for Motion for Preliminary Approval (filed on December 4, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                                                                                                                                          | 0.10 |
| Meet and Confer with Defendant's Counsel and Co-Counsel, and Draft, Review, and/or Revise Joint Stipulation to Consolidate the Harlow Class Action (Case No. 20-CIV-03986, the Alfardi Class Action (Case N0. 23-CIV-05656), and the Harlow PAGA Action (Case No. 20-CIV-05141); [Proposed] Order Thereon (submitted on December 7, 2023) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul> | 1.50 |
| Review Court's Order Re: Stipulation to Consolidate the Harlow Class Action (Case No. 20-CIV-03986, the Alfardi Class Action (Case N0. 23-CIV-05656), and the Harlow PAGA Action (Case No. 20-CIV-05141) (filed on December 12, 2023) (Class and PAGA Actions) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                           | 0.10 |
| Meet and Confer with Defendant's Counsel and Co-Counsel, and Draft, Review, and/or Revise Joint Case Management Conference Statement (submitted on January 23, 2024) (Class Action) <ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                                                                                                      | 1.10 |

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| Review Court's Minute Order Re: Case Management Conference (filed on January 30, 2024) (Class Action)<br><ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                               | 0.10 |
| Meet and Confer with Defendant's Counsel and Co-Counsel and Draft, Review, and/or Revise Joint Case Management Conference Statement (submitted on February 21, 2024) (Class Action)<br><ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul> | 1.10 |
| Review Court's Minute Order Re: Case Management Conference (filed on February 27, 2024) (Class Action)<br><ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                              | 0.10 |
| <b>Appearances</b>                                                                                                                                                                                                                                       |      |
| Prepare for and Telephonically Attend Hearing on Defendant's Motion to Compel Arbitration (May 18, 2021) (Class Action)<br><ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                              | 7.20 |
| Prepare for and Telephonically Attend Case Management Conference/ Trial Setting Conference (November 21, 2022) (PAGA Action)<br><ul style="list-style-type: none"> <li>Melissa A. LeBlanc-Mansell</li> </ul>                                             | 0.50 |
| Prepare for and Telephonically Attend Case Management Conference (March 27, 2023) (PAGA Action)<br><ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                     | 0.50 |
| Prepare for and Telephonically Attend Case Management Conference (May 15, 2023) (PAGA Action)<br><ul style="list-style-type: none"> <li>Yasmin Hosseini</li> </ul>                                                                                       | 0.80 |

| <b>Discovery and Deposition</b>                                                                                                                                                                                                                                                                                       |      |
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| <p>Draft Letter to Defendant Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Robert Harlow, Jr. (served on July 2, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> </ul>                                                                              | 1.90 |
| <p>Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Robert Harlow, Jr. (served on July 23, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>           | 4.80 |
| <p>Draft Plaintiff Harlow's Form Interrogatories – General (Set One); Special Interrogatories (Set One); and Requests for Production of Documents (Set One) (served on December 14, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Won Christina Chang</li> </ul>        | 5.40 |
| <p>Draft Plaintiff Harlow's Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (noticed for January 19, 2020; Organizational Structure) (served on December 14, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Won Christina Chang</li> </ul> | 2.80 |
| <p>Draft Plaintiff Harlow's Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (noticed for January 20, 2020; Wage and Hour Practices) (served on December 14, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Won Christina Chang</li> </ul>  | 3.20 |
| <p>Draft Plaintiff Harlow's Amended Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (noticed for January 19, 2021; Organizational Structure) (served on December 15, 2020) (Class Action)</p>                                                                 | 2.50 |

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| <ul style="list-style-type: none"> <li>• Won Christina Chang</li> </ul>                                                                                                                                                                                                                                                                             |      |
| <p>Draft Plaintiff Harlow's Amended Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (noticed for January 20, 2021; Wage and Hour Practices) (served on December 15, 2020) (Class Action)</p> <ul style="list-style-type: none"> <li>• Won Christina Chang</li> </ul>                        | 2.80 |
| <p>Review Defendant's Objections to Plaintiff Harlow's Amended Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (Organizational Structure) (served on January 14, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>• Won Christina Chang</li> <li>• Arman Marukyan</li> </ul> | 1.20 |
| <p>Review Defendant's Objections to Plaintiff Harlow's Amended Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (Wage and Hour Practices) (served on January 14, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>• Won Christina Chang</li> <li>• Arman Marukyan</li> </ul>  | 2.50 |
| <p>Review Defendant's Responses to Plaintiff Harlow's Form Interrogatories (Set One); Special Interrogatories (Set One); and Requests for Production of Documents (Set One) (served on January 15, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>• Arman Marukyan</li> </ul>                                                      | 6.50 |
| <p>Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Putative Class Member (served on April 15, 2022) (Class Action)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Arman Marukyan</li> </ul>                                              | 5.50 |

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| Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Putative Class Member (served on May 2, 2022) (Class Action) <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                             | 2.10  |
| Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Putative Class Member (served on July 1, 2022) (Class Action) <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                            | 2.40  |
| <b>Letters and Correspondence</b>                                                                                                                                                                                                                                                                                                                                                                                                       |       |
| Draft Notice to California Labor and Workforce Development Agency Re: Claims of Plaintiff Robert Harlow Jr., for Penalties Under California Labor Code section 2698, <i>et seq.</i> (served on September 15, 2020) <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> </ul>                                                                                                                                                   | 4.50  |
| Meet with, Draft Correspondence to, and Respond to Correspondence from, Defendant's Counsel <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Eizabeth M. R-H Parker Fawley</li> <li>• Yasmin Hosseini</li> <li>• Tara Zabehi</li> <li>• Charles Sweeny</li> <li>• Brian J. St. John</li> <li>• Won Christina Chang</li> <li>• Arman Marukyan</li> <li>• Hagit Goltzer</li> <li>• Melissa A. LeBlanc-Mansel</li> </ul> | 30.50 |

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| <p>Meet with, Draft Correspondence to, and Respond to Correspondence from, Co-Counsel</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Eizabeth M. R-H Parker Fawley</li> <li>• Yasmin Hosseini</li> <li>• Tara Zabehi</li> <li>• Charles Sweeny</li> <li>• Brian J. St. John</li> <li>• Won Christina Chang</li> <li>• Arman Marukyan</li> <li>• Hagit Goltzer</li> <li>• Melissa A. LeBlanc-Mansell</li> </ul> | 20.50 |
| <b>Mediation/Settlement</b>                                                                                                                                                                                                                                                                                                                                                                                                             |       |
| <p>Review and Analyze Defendant's Mediation Brief and Exhibit(s) (dated February 15, 2022)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                                                             | 6.50  |
| <p>Review and Analyze Plaintiff Alfardi's Mediation Brief and Exhibit(s) (dated February 16, 2022)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                                                     | 9.50  |
| <p>Prepare for February 2022 Mediation, Including Researching Settlement-Related Issues and Merits of Claims and Performing Damages and Penalties Analysis/Calculations</p>                                                                                                                                                                                                                                                             | 16.50 |

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| <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                                                                                                                                                                                                                                  |       |
| <p>Telephonically Attend Mediation Session (February 22, 2022; Zoom Video Conference)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                                                                                                                                        | 10.50 |
| <p>Review and Analyze Information, Data, and Documents Obtained from Plaintiffs, Defendant, and Other Sources (served on February 22, 2022) Prior to April 2022 Scheduled Mediation</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul>                                                                                                                     | 68.50 |
| <p>Prepare for April 2022 Scheduled Mediation, Including Researching Settlement-Related Issues and Merits of Claims, Drafting the Mediation Brief, Compiling the Mediation Exhibits in Support of Mediation Brief, and Performing Damages and Penalties Analysis/Calculations</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> <li>• Arman Marukyan</li> </ul> | 23.50 |
| <p>Participate in Settlement Discussions Leading Up to Defendant's Cancellation of April 2022 Scheduled Mediation (March 2022)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                                | 8.50  |

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| <p>Review and Analyze Information, Data, and Documents Obtained from Plaintiffs, Defendant, and Other Sources (served on August 29, 2022 and September 14, 2022) Prior to September 2022 Rescheduled Mediation</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> <li>• Arman Marukyan</li> </ul>                                                                 | 58.50 |
| <p>Prepare for September 2022 Mediation, Including Researching Settlement-Related Issues and Merits of Claims, Drafting the Mediation Brief, Compiling the Mediation Exhibits in Support of Mediation Brief, and Performing Damages and Penalties Analysis/Calculations (submitted on September 9, 2022)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul> | 34.50 |
| <p>Telephonically Attend Mediation Session (September 14, 2022; Zoom Video Conference)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Hagit Goltzer</li> </ul>                                                                                                                                                                                                                                                         | 10.50 |
| <p>Review and Analyze Mediator's Proposal (issued September 15, 2022; accepted September 26, 2022)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Hagit Goltzer</li> </ul>                                                                                                                                                                                                                                             | 3.50  |
| <p>Draft, Review, Revise, Negotiate, and Finalize Memorandum of Understanding (executed November 28, 2023)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Melissa A. LeBlanc-Mansell</li> <li>• Hagit Goltzer</li> </ul>                                                                                                                                                                                               | 6.50  |

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| <p>Draft, Review, Revise, Negotiate, and Finalize Class Action and PAGA Settlement Agreement (executed on August 18, 2023) and Exhibits</p> <ul style="list-style-type: none"> <li>• Edwin Aiwazian</li> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                            | 21.70 |
| <p>Draft, Review, Revise, Negotiate, and Finalize Stipulation to Amend and Modify Class Action and PAGA Settlement Agreement (executed on February 9, 2024) and Exhibits</p> <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                     | 2.50  |
| <b>Law and Motion</b>                                                                                                                                                                                                                                                                                                                                                                                                        |       |
| <p>Review and Analyze Defendant's Notice of Motion and Motion to Compel Arbitration, Memorandum of Points and Authorities in Support Thereof, Declaration of Jim Brown in Support Thereof, Declaration of William Mosher in Support Thereof, and [Proposed] Order Thereon (served on March 9, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>• Elizabeth Parker-Fawley</li> <li>• Arman Marukyan</li> </ul> | 2.10  |
| <p>Draft Plaintiff Harlow's Opposition to Defendant's Motion to Compel Arbitration (filed on April 13, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>• Elizabeth Parker-Fawley</li> <li>• Arman Marukyan</li> </ul>                                                                                                                                                                                        | 15.50 |
| <p>Review Defendant's Reply to Plaintiff Harlow's Opposition to Motion to Compel Arbitration (served on April 30, 2021) (Class Action)</p> <ul style="list-style-type: none"> <li>• Elizabeth Parker-Fawley</li> </ul>                                                                                                                                                                                                       | 2.50  |

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| <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                                                                                     |      |
| Review Court's Tentative Ruling Re: Defendant's Motion to Compel Arbitration (published on May 17, 2021) (Class Action) <ul style="list-style-type: none"> <li>Elizabeth Parker-Fawley</li> <li>Arman Marukyan</li> </ul>                                            | 0.50 |
| Review Court's Minute Order Re: Defendant's Motion to Compel Arbitration (filed on May 18, 2021) (Class Action) <ul style="list-style-type: none"> <li>Elizabeth Parker-Fawley</li> <li>Arman Marukyan</li> </ul>                                                    | 0.40 |
| Draft Declaration of Arman Marukyan Pursuant to California Rules of Court, Rule 3.1312 and [Proposed] Order Denying Defendant's Motion to Compel Arbitration (filed on May 26, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul> | 1.50 |
| Draft Plaintiff Harlow's Objection to Defendant's [Counter Proposed] Order (filed on May 27, 2021) (Class Action) <ul style="list-style-type: none"> <li>Elizabeth M. R-H Parker Fawley</li> <li>Arman Marukyan</li> </ul>                                           | 1.10 |
| Review Court's Order Denying Defendant's Motion to Compel Arbitration (filed on June 2, 2021) (Class Action) <ul style="list-style-type: none"> <li>Elizabeth Parker-Fawley</li> <li>Arman Marukyan</li> </ul>                                                       | 0.40 |
| Meet and Confer with Defendant's Counsel, and Draft Joint [Proposed] Order Denying Defendant's Motion to Compel Arbitration (submitted on June 24, 2021) (Class Action)                                                                                              | 1.20 |

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| <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                                                                                                                                                                                                                                                           |       |
| Review Court's Order Denying Defendant's Motion to Compel Arbitration (filed June 25, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                                                                                                                                                | 0.10  |
| Meet and Confer with Defendant's Counsel, and Draft Joint [Proposed] Order Denying Defendant's Motion to Compel Arbitration (submitted on June 30, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> <li>Elizabeth Parker-Fawley</li> </ul>                                                                                                                                                                  | 0.80  |
| Review Court's Order Denying Defendant's Motion to Compel Arbitration (filed on July 1, 2021) (Class Action) <ul style="list-style-type: none"> <li>Arman Marukyan</li> </ul>                                                                                                                                                                                                                                                              | 0.10  |
| Research and Draft Plaintiffs' Notice of Motion and Motion for Preliminary Approval of Class Action Settlement, Declaration of Yasmin Hosseini in Support Thereof, Declaration of Ronald H. Bae in Support Thereof, Declaration of Robert Harlow, Jr. in Support Thereof, and [Proposed] Order Thereon (filed on December 29, 2023) (Class Action) <ul style="list-style-type: none"> <li>Joanna Ghosh</li> <li>Yasmin Hosseini</li> </ul> | 19.50 |
| Review Court's Tentative Ruling Re: Motion for Preliminary Approval of Class Action and PAGA Settlement and Case Management Conference (issued on January 29, 2024) (Class Action) <ul style="list-style-type: none"> <li>Joanna Ghosh</li> <li>Yasmin Hosseini</li> </ul>                                                                                                                                                                 | 0.50  |
| Review Court's Minute Order Re: Motion for Preliminary Approval of Class Action and PAGA Settlement (filed on January 30, 2024) (Class Action)                                                                                                                                                                                                                                                                                             | 0.20  |

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| <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                                                                                                                                                                                                                        |      |
| <p>Review Supplemental Declaration of Ronald H. Bae in Support of Motion for Preliminary Approval of Class Action and PAGA Settlement; Declaration of Kevin Lees on Behalf of Phoenix Settlement Administrators; and [Proposed] Order Granting Preliminary Approval of Class Action and PAGA Settlement (filed on February 9, 2024) (Class Action)</p> <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul> | 2.20 |
| <p>Review Court's Tentative Ruling Re: Motion for Preliminary Approval of Class Action and PAGA Settlement and Case Management Conference (issued on February 26, 2024) (Class Action)</p> <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                             | 0.30 |
| <p>Review Court's Minute Order Re: Motion for Preliminary Approval of Class Action and PAGA Settlement (filed on February 27, 2024)</p> <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                                                                                | 0.20 |
| <p>Draft First Amended [Proposed] Order Granting Preliminary Approval of Class Action and PAGA Settlement (submitted on March 22, 2024) (Class Action)</p> <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                                                             | 0.50 |
| <p>Review Court's Order Granting Preliminary Approval of Class Action and PAGA Settlement (filed on April 3, 2024) (Class Action)</p> <ul style="list-style-type: none"> <li>• Joanna Ghosh</li> <li>• Yasmin Hosseini</li> </ul>                                                                                                                                                                                                                  | 0.20 |

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| <p>Review and Analyze Settlement Administrator’s Declaration Regarding Settlement Notice Administration; and Research and Draft Plaintiffs’ Motion for Final Approval of Class Settlement and Motion for Class Representative Service Payments, Settlement Administration Costs, and Attorneys’ Fees and Costs; and Declaration of Tara Zabehi in Support Thereof, Declaration of Ronald H. Bae in Support Thereof, and [Proposed] Final Approval Order and Judgment (filed on August 23, 2024) (Anticipated)</p> <ul style="list-style-type: none"> <li>• Edwin Aiwarzian</li> <li>• Joanna Ghosh</li> <li>• Tara Zabehi</li> <li>• Brian J. St. John</li> <li>• Yasmin Hosseini</li> </ul> | 26.50  |
| <b>Total Hours:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 808.20 |

# **EXHIBIT B**

# LAWYERS for JUSTICE PC CASE COST DETAIL

## Harlow v. Conenant Aviation Security, LLC

| <u>Date</u> | <u>Payee</u>                       | <u>Expense Description</u> | <u>Amount</u> |
|-------------|------------------------------------|----------------------------|---------------|
| 7/2/2020    | U.S. Postmaster                    | Postage                    | 16.10         |
| 9/17/2020   | Legal Document Server, Inc.        | Attorney Service           | 64.98         |
| 9/17/2020   | San Mateo Superior Court           | Complaint Filing Fee       | 435.00        |
| 9/17/2020   | San Mateo Superior Court           | Complex Filing Fee         | 1,000.00      |
| 9/29/2020   | Legal Document Server, Inc.        | Attorney Service           | 110.00        |
| 9/30/2020   | General Logistics Systems US, Inc. | Courier Service            | 35.26         |
| 10/1/2020   | General Logistics Systems US, Inc. | Courier Service            | 54.96         |
| 10/1/2020   | Legal Document Server, Inc.        | Attorney Service           | 14.62         |
| 10/12/2020  | CourtCall, LLC                     | Attorney Service           | 94.00         |
| 10/22/2020  | Legal Document Server, Inc.        | Attorney Service           | 129.62        |
| 11/23/2020  | Legal Document Server, Inc.        | Attorney Service           | 11.00         |
| 11/24/2020  | Legal Document Server, Inc.        | Attorney Service           | 20.00         |
| 11/24/2020  | Legal Document Server, Inc.        | Jury Fee                   | 150.00        |
| 12/21/2020  | U.S. Postmaster                    | Postage                    | 0.70          |
| 1/5/2021    | Legal Document Server, Inc.        | Attorney Service           | 14.62         |
| 1/13/2021   | CourtCall, LLC                     | Attorney Service           | 94.00         |
| 2/16/2021   | Legal Document Server, Inc.        | Attorney Service           | 14.62         |
| 4/13/2021   | Legal Document Server, Inc.        | Attorney Service           | 63.75         |
| 5/12/2021   | Legal Document Server, Inc.        | Attorney Service           | 14.75         |
| 5/27/2021   | Legal Document Server, Inc.        | Attorney Service           | 29.50         |
| 6/24/2021   | Legal Document Server, Inc.        | Attorney Service           | 14.75         |
| 6/30/2021   | Legal Document Server, Inc.        | Attorney Service           | 14.75         |
| 9/3/2021    | General Logistics Systems US, Inc. | Courier Service            | 30.41         |
| 9/14/2021   | One Legal                          | Attorney Service           | 16.08         |
| 3/7/2022    | Legal Document Server, Inc.        | Attorney Service           | 11.00         |
| 3/7/2022    | Legal Document Server, Inc.        | Attorney Service           | 140.00        |
| 3/8/2022    | Legal Document Server, Inc.        | Attorney Service           | 151.00        |
| 6/3/2022    | Legal Document Server, Inc.        | Attorney Service           | 16.10         |
| 6/3/2022    | San Mateo Superior Court           | Stipulation & Order Fee    | 20.00         |
| 6/7/2022    | Legal Document Server, Inc.        | Attorney Service           | 14.75         |
| 8/16/2022   | Paul Hastings LLP                  | Mediation Fee              | 15,000.00     |
| 10/2/2022   | Legal Document Server, Inc.        | Attorney Service           | 14.62         |
| 10/25/2022  | Legal Document Server, Inc.        | Attorney Service           | 15.50         |
| 12/2/2022   | General Logistics Systems US, Inc. | Courier Service            | 29.58         |
| 12/4/2022   | General Logistics Systems US, Inc. | Courier Service            | 25.53         |
| 3/7/2023    | Legal Document Server, Inc.        | Attorney Service           | 16.85         |
| 3/7/2023    | San Mateo Superior Court           | Stipulation & Order Fee    | 20.00         |
| 9/19/2023   | Legal Document Server, Inc.        | Attorney Service           | 15.57         |
| 11/30/2023  | Legal Document Server, Inc.        | Attorney Service           | 15.57         |
| 12/8/2023   | Legal Document Server, Inc.        | Attorney Service           | 17.09         |

**LAWYERS for JUSTICE PC CASE COST DETAIL**  
**Harlow v. Conenant Aviation Security, LLC**

|               |                             |                         |                  |
|---------------|-----------------------------|-------------------------|------------------|
| 12/8/2023     | San Mateo Superior Court    | Stipulation & Order Fee | 20.00            |
| 1/24/2024     | Legal Document Server, Inc. | Attorney Service        | 15.57            |
| 2/22/2024     | Legal Document Server, Inc. | Attorney Service        | 15.57            |
| <b>Total:</b> |                             |                         | <b>18,017.77</b> |

**LAWYERS for JUSTICE PC CASE COST DETAIL**  
**Harlow v. Covenant Aviation Security (PAGA)**

| <u>Date</u>   | <u>Payee</u>                         | <u>Expense Description</u> | <u>Amount</u>   |
|---------------|--------------------------------------|----------------------------|-----------------|
| 9/15/2020     | Labor & Workforce Development Agency | PAGA Filing Fee            | 75.00           |
| 9/15/2020     | U.S. Postmaster                      | Postage                    | 8.20            |
| 11/20/2020    | Legal Document Server, Inc.          | Attorney Service           | 45.08           |
| 11/20/2020    | San Mateo Superior Court             | Complaint Filing Fee       | 435.00          |
| 2/16/2021     | Legal Document Server, Inc.          | Attorney Service           | 14.62           |
| 3/17/2021     | Legal Document Server, Inc.          | Attorney Service           | 14.75           |
| 4/5/2021      | Legal Document Server, Inc.          | Attorney Service           | 20.00           |
| 4/5/2021      | San Mateo Superior Court             | Jury Fee                   | 150.00          |
| 4/30/2021     | Legal Document Server, Inc.          | Attorney Service           | 110.00          |
| 6/16/2021     | Legal Document Server, Inc.          | Attorney Service           | 11.00           |
| 6/30/2021     | Legal Document Server, Inc.          | Attorney Service           | 78.50           |
| 9/1/2021      | San Mateo Superior Court             | Court Reporter             | 196.00          |
| 11/12/2021    | Legal Document Server, Inc.          | Attorney Service           | 14.75           |
| 9/24/2022     | Legal Document Server, Inc.          | Attorney Service           | 14.75           |
| 9/27/2022     | Legal Document Server, Inc.          | Attorney Service           | 15.50           |
| 10/24/2022    | Legal Document Server, Inc.          | Attorney Service           | 15.50           |
| 3/21/2023     | Legal Document Server, Inc.          | Attorney Service           | 15.50           |
| 4/25/2023     | Legal Document Server, Inc.          | Attorney Service           | 15.70           |
| 7/18/2023     | Legal Document Server, Inc.          | Attorney Service           | 15.70           |
| 9/19/2023     | Legal Document Server, Inc.          | Attorney Service           | 11.95           |
| 9/20/2023     | Legal Document Server, Inc.          | Attorney Service           | 97.15           |
| 9/20/2023     | San Mateo Superior Court             | Complex Filing Fee         | 1,000.00        |
| 11/30/2023    | Legal Document Server, Inc.          | Attorney Service           | 15.57           |
| <b>Total:</b> |                                      |                            | <b>2,390.22</b> |