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

ANDRES PAYAN, as an individual and on  
behalf of all others similarly situated,  
  
Plaintiff,

vs.

AIRCRAFT COMPONENT REPAIR, INC. a  
California corporation; and DOES 1 through  
100, inclusive,  
  
Defendants.

Case No. 21STCV04846

*[Assigned for all purposes to the Hon. David S.  
Cunningham, Dept. SSC-11]*

**DECLARATION OF PAUL K. HAINES  
IN SUPPORT OF MOTION FOR FINAL  
APPROVAL OF CLASS ACTION  
SETTLEMENT, CLASS  
REPRESENTATIVE'S INCENTIVE  
PAYMENT, AND ATTORNEYS' FEES  
AND COSTS**

Date: September 7, 2022  
Time: 9:00 a.m.  
Dept.: SSC-11

FAC filed: June 23, 2021  
Complaint filed: February 5, 2021

1 I, PAUL K. HAINES, declare as follows:

2 1. I am the principal of the law firm Haines Law Group, APC, and counsel for the named  
3 Plaintiff Andres Payan (“Plaintiff”) and the proposed Settlement Class in the above-captioned matter.  
4 I am a member in good standing of the bar of the State of California and am admitted to practice in this  
5 Court. I have personal knowledge of the facts stated in this declaration and could testify competently  
6 to them if called upon to do so.

7 2. I am a 2006 graduate of Pepperdine University School of Law, where I graduated cum  
8 laude. During law school, I worked as a law clerk for the appellate firm of Horvitz & Levy, located in  
9 Encino, California. I also spent a semester in law school working as an extern for the Honorable  
10 Edward Rafeedie, District Judge for the United States District Court for the Central District of  
11 California.

12 3. Since graduating from law school, my practice has focused exclusively on employment  
13 litigation. In September 2007, I began working as an associate attorney at the international law firm  
14 of Littler Mendelson P.C., at its Los Angeles office, which according to its website is the “largest U.S.-  
15 based law firm exclusively devoted to representing management in every aspect of labor and  
16 employment law.” While at Littler Mendelson, I was primarily staffed on wage and hour class actions  
17 venued in both state and federal courts, and I also worked on a number of single and multi-plaintiff  
18 wage and hour matters as well.

19 4. During my employment at Littler Mendelson, I played a significant role in the class  
20 actions that I was staffed on, as I was often the only associate staffed on such cases. In particular, I  
21 received a wide-array of wage and hour class action experience performing the following types of  
22 tasks: drafting demurrers, motions to strike and/or dismiss; removing actions from state court to federal  
23 court; drafting and responding to written discovery; drafting and opposing discovery related motions;  
24 arguing discovery related motions; drafting motions to consolidate related matters; interviewing  
25 putative class members and obtaining declarations in connection with class certification; drafting  
26 oppositions to motions for class certification; drafting motions for decertification following class  
27 certification; conducting exposure analyses to assess the strengths and weaknesses of asserted claims,  
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1 the likelihood of prevailing at class certification and potential damages resulting from such claims;  
2 drafting mediation briefs; serving as the primary contact to in-house counsel; deposing named plaintiff  
3 and putative class members; deposing retained expert witnesses; and defending the depositions of  
4 corporate witnesses. In short, I played an integral role in all aspects of litigation from the inception of  
5 a matter through and beyond class certification. I also supervised the work of several junior attorneys  
6 who were staffed on the same wage and hour class actions.

7 5. In June 2011, I voluntarily resigned from Littler Mendelson in order to accept an  
8 associate attorney position with the international law firm of Morgan, Lewis & Bockius LLP, at its Los  
9 Angeles office, where I began working in July 2011. During my employment at Morgan, Lewis &  
10 Bockius LLP, I worked exclusively on the defense of wage and hour class and collective actions. For  
11 the vast majority of these cases, I was the only associate staffed on the matter, and I performed the  
12 same job duties as described in the immediately preceding paragraph. In addition to working on wage  
13 and hour class actions, at Morgan, Lewis & Bockius I also worked on a number of “hybrid” actions  
14 asserting nationwide wage and hour claims under the Fair Labor Standards Act (“FLSA”), as well as  
15 California-specific claims under Rule 23 of the Rules of Civil Procedure.

16 6. In July 2012, I transitioned into litigating wage and hour class actions from the  
17 Plaintiff’s side, first as a Partner with the law firm of Boren, Osher & Luftman, LLP, and since February  
18 2016, as a Shareholder of the Haines Law Group, APC. Currently, over ninety percent (90%) of my  
19 practice is dedicated exclusively to the prosecution of wage and hour class actions, and I am currently  
20 responsible for prosecuting over thirty (30) wage and hour class actions filed in both State and Federal  
21 courts throughout California. Below are some of the matters in which I have been appointed as Class  
22 Counsel, all of which have been granted final approval: *Hilberger v. Eisenhower Medical Center*, Case  
23 No. INC1204915, California Superior Court, County of Riverside, Honorable Judge John G. Evans,  
24 presiding, (in which I was approved for an hourly rate of \$500 for work performed in 2012 and 2013);  
25 *Lopez v. Cornucopia Tools and Plastics, Inc.*, Case No. CV138049, California Superior Court, County  
26 of San Luis Obispo, Honorable Judge Martin J. Tangeman, presiding, (in which I was approved for an  
27 hourly rate of \$425 for work performed in 2013 and 2014); *Tacker v. Compass Health, Inc.*, Case No.  
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CV13-02261 BRO (JCG), United States District Court, Central District of California, Honorable Judge Beverly Reid O’Connell, presiding, (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Noell v. American Professional Ambulance Corporation, Inc.*, Case No. BC499345, California Superior Court, County of Los Angeles, Honorable Judge Kenneth R. Freeman, presiding, (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Bautista v. Harvest Management Sub LLC*, Case No. CV12-10004 FMO (CWx), United States District Court, Central District of California, Honorable Judge Fernando M. Olguin, presiding (in which I was approved for an hourly rate of \$500 for work performed in 2012, 2013 and 2014); *Davila v. OCB Restaurant Co.*, Case No. CV13-5403 PA (JCG), United States District Court, Central District of California, Honorable Judge Percy Anderson, presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Abad v. Waste Connections, Inc.*, Case No. CV12-06708 DDP (PJWx), United States District Court, Central District of California, Honorable Judge Dean D. Pregerson, presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Plantillas v. Snap-On Incorporated*, Case No. CV13-05153 DDP (VBKx), United States District Court, Central District of California, Honorable Judge Dean D. Pregerson, presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Theodore v. Keyes European, LLC*, Case No. BC521395, California Superior Court, County of Los Angeles, Honorable Judge Elihu Berle, presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Morales v. Sunset Tower Hotel LLC*, Case No. BC511924, California Superior Court, County of Los Angeles, Honorable Judge John Shepard Wiley Jr., presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Gonzalez v. Universal Alloy Corp.*, Case No. SACV13-00807 JVS (MRWx), United States District Court, Central District of California, Honorable Judge James V. Selna, presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Morawski v. Milt Guggia Enterprises, Inc.*, Case No. CV13-2349 ABC (RZx), United States District Court, Central District of California, Honorable Judge Andre Birotte, Jr., presiding (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Thorp v. Alcal Industries, Inc., et al.*, Case No. CV13-02289 YGR, United States

1 District Court, Northern District of California, Honorable Judge Yvonne Gonzalez Rogers, presiding  
2 (in which I was approved for an hourly rate of \$500 for work performed in 2013 and 2014); *Myles v.*  
3 *College Hospital*, Case No. BC487206, California Superior Court, County of Los Angeles, Honorable  
4 Judge John Shepard Wiley, Jr., presiding (in which I was approved for an hourly rate of \$500 for work  
5 performed in 2013, 2014 and 2015); *Sarinana v. DS Waters of America, Inc.*, Case No. C13-0905  
6 EMC, United States District Court, Northern District of California, Honorable Edward M. Chen,  
7 presiding (in which I was approved for an hourly rate of \$550 for work performed in 2014 and 2015);  
8 *Julio v. Anthony, Inc.*, Case No. CV14-03172 AB (SHx), United States District Court, Central District  
9 of California, Honorable Judge Andre Birotte Jr., presiding (in which I was approved for an hourly rate  
10 of \$550 for work performed in 2014 and 2015); *Litt v. Western Stone & Metal Corp.*, Case No. 3:14-  
11 cv-02804-PJH, United States District Court, Northern District of California, Honorable Judge Phyllis  
12 J. Hamilton, presiding (in which I was approved for an hourly rate of \$550 for work performed in 2014  
13 and 2015); *Rubalcava v. United Towing and Transport Burbank, et al.*, Case No. BC518468, California  
14 Superior Court, County of Los Angeles, Honorable Judge Kenneth Freeman, presiding (in which I was  
15 approved for an hourly rate of \$550 for work performed in 2013, 2014 and 2015); *Sanchez v. Res-*  
16 *Care, Inc.*, Case No. BC526175, California Superior Court, County of Los Angeles, Honorable John  
17 S. Wiley, presiding (in which I was approved for an hourly rate of \$550for work performed in 2013,  
18 2014 and 2015); *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United  
19 States District Court, Central District of California, Honorable Judge John F. Walter, presiding (in  
20 which I was approved for an hourly rate of \$550 for work performed in 2014 and 2015); *Rivera*  
21 *Regalado v. Jaguar Farm Labor Contracting*, Case No. CV 130569, California Superior Court, County  
22 of San Luis Obispo, Honorable Martin J. Tangeman, presiding (in which I was approved for an hourly  
23 rate of \$550 for work performed in 2014 and 2015); *Rodas v. Gateways Hospital and Mental Health*  
24 *Center*, Case No. BC503179, California Superior Court, County of Los Angeles, Honorable Judge  
25 Amy D. Hogue, presiding (in which I was approved for an hourly rate of \$550 for work performed in  
26 2014 and 2015); *Escobar v. Century West, LLC*, Case No BC564873, California Superior Court,  
27 County of Los Angeles, Honorable Judge Jane L. Johnson, presiding (in which I was approved for an  
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hourly rate of \$550 for work performed in 2014 and 2015 and 2016); *Shaw v. Conant Auto Retail, San Diego*, Case No. 37-2014-00044052-CU-OE-CTL, California Superior Court, County of San Diego, Honorable Judge Joan M. Lewis, presiding (approving an hourly rate of \$575 for work performed in 2014, 2015, and 2016); *Tirado v. Ricon Corp.*, Case No. BC537042, California Superior Court, County of Los Angeles, Honorable John S. Wiley, presiding (approving an hourly rate of \$575 for work performed in 2014, 2015, and 2016); and *Horta v. Searles Valley Minerals, Inc.*, Case No. CIVDS 1507615, California Superior Court, County of San Bernardino, Honorable Donald Alvarez presiding (approving an hourly rate of \$575 for work performed in 2015 and 2016); *Cristobal v. Koos Manufacturing, Inc.*, Case No. BC591484, California Superior Court, County of Los Angeles, Hon. William F. Highberger presiding (approving an hourly rate of \$575 for work performed in 2015 and 2016); *Rodriguez v. Spartan, Inc.*, Case No. BCV-15-100007-DRL, California Superior Court, County of Kern, Honorable David R. Lampe presiding (approving hourly rate of \$575 for work performed in 2015, 2016, and 2017); *Kostyuk, et al. v. Golden State Overnight Delivery Service, Inc.*, Case No. RG14727191, California Superior Court, Alameda County, Honorable Winifred Y. Smith presiding (approving an hourly rate of \$575 for work performed in 2015, 2016, and 2017); *Nunez v. CompuCom Systems, Inc.*, Case No. BC618385, California Superior Court, County of Los Angeles, Honorable Judge John Shepard Wiley, Jr., presiding (approved at an hourly rate of \$600 for work performed in 2016 and 2017); *Mansilla v. Haeco Americas Line Services, LLC, et al*, Case No. BC615310, Superior Court of California, County of Los Angeles, Honorable Judge Elihu M. Berle presiding (approved at an hourly rate of \$600 for work performed in 2016 and 2017); *Morales v. Caremeridian, LLC, et al.*, Case No. BC593191, California Superior Court, County of Los Angeles, Judge William F. Highberger presiding (granting final approval of settlement on behalf of direct support professionals involving claims for unpaid wages, meal and rest period violations, wage statement violations, and other claims).

7. I have also moved to certify and have received an order certifying a class action and/or conditionally certifying a collective action, in the following cases:

- 1 • *Medeiros v. Vortex Financial Management Inc.*, Case No. 30-2013-00644741-CU-OE-CXC,  
2 California Superior Court, County of Orange, Honorable Judge Gail A. Andler, presiding  
3 (certifying a class of employees who were misclassified as independent contractors);
- 4 • *Javine v. San Luis Ambulance Service, Inc.*, Case No. CV13-07480 BRO (SSx), United States  
5 District Court, Central District of California, Honorable Judge Beverly Reid O'Connell,  
6 presiding (conditionally certifying an unpaid FLSA overtime wage class);
- 7 • *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United States District  
8 Court, Central District of California, Honorable Judge John F. Walter, presiding (certifying a  
9 rest period violation class and conditionally certifying an FLSA unpaid overtime wage class);
- 10 • *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District Court, Northern  
11 District of California, Honorable Judge Haywood S. Gilliam, Jr., presiding (conditionally  
12 certifying an unpaid FLSA overtime wage class);
- 13 • *Vega v. Weatherford U.S., Limited Partnership*, Case No. CV14-1790-JLT, United States  
14 District Court, Eastern District of California, Honorable Jennifer L. Thurston, presiding  
15 (conditionally certifying an unpaid FLSA overtime wage class);
- 16 • *Galvan v. AMVAC Chemical Corporation*, Case No. 30-2014-00716103-CU-OE-CXC,  
17 California Superior Court, County of Orange, Honorable Judge William Claster, presiding  
18 (certifying unpaid overtime wage class and waiting time penalty class); and
- 19 • *Ontiveros v. Safelite Fulfillment, Inc., et al*, Case No. CV 15-7118-DMG (RAOx), United States  
20 District Court, Central District of California, Honorable Dolly M. Gee presiding (certifying six  
21 classes of employees for rest period violations, wage statement violations, meal period  
22 violations, and overtime and double-time violations);
- 23 • *Vazquez, et al v. Kraft Heinz Foods Company*, Case No. 16-cv-2749-WQH-BLM, United States  
24 District Court, Southern District of California, Honorable William Q. Hayes presiding  
25 (certifying six classes of employees for unpaid wages, meal period violations, wage statement  
26 violations, and waiting time penalties); and

- *Caudle, et al. v. Sprint/United Management Company, et al.* Case No. C 17-06874-WHA, United States District Court, Northern District of California, Honorable William H. Alsup presiding (certifying three classes of employees for unlawful wage deduction violations, wage statement violations, and waiting time violations).

8. In 2015, 2016 and 2017, Thomson Reuters and Los Angeles Magazine recognized me as a Top Young Attorney in Southern California in the annual Rising Star Edition of Super Lawyer. This is an honor awarded to no more than two and a half percent of attorneys under the age of forty in Southern California each year. In 2018 and 2019 Thomson Reuters recognized me as a “Super Lawyer” in the annual Super Lawyer magazine, an honor awarded to no more than five percent of all attorneys in Southern California each year.

9. As co-counsel for Plaintiff and the proposed Settlement Class, I have been intimately involved in every aspect of this case from its inception through the present, and believe that the proposed Settlement is a good result for the Settlement Class.

10. The details of the work completed by my firm and/or my co-counsel are set forth in the declaration of Elizabeth Nguyen filed concurrently herewith.

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

Executed on August 12, 2022, at El Segundo, California.

  
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Paul K. Haines