

COHELAN KHOURY & SINGER

Michael D. Singer (SBN 115301)
msinger@ckslaw.com
Marta Manus (SBN 260132)
mmanus@ckslaw.com
605 C Street, Suite 200
San Diego, California 92101
Tel.: (619) 595-3001/Fax: (619) 595-3000

KINGSLEY & KINGSLEY, APC

Eric B. Kingsley (SBN 185123)
eric@kingsleykingsley.com
Kelsey M. Szamet (SBN 260264)
kelsey@kingsleykingsley.com
16133 Ventura Blvd., Suite 1200
Encino, CA 91436
Tel.: (818) 990-8300/Fax (818) 990-2903

NAKASE LAW FIRM, INC.

Brad Nakase (SBN 236226)
brad@NakaseLawFirm.com
Jared Peterson, Esq. (SBN 270473)
jared@nakaselawfirm.com
2221 Camino Del Rio South, Suite 300
San Diego, CA 92108
Tel: (619) 550-1321

Attorneys for Plaintiffs and the aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES

STEPHEN CLEGG and MICHAEL
EMMENS; individually, and on behalf of other
aggrieved employees;

PLAINTIFFS,

v.

BOB'S DISCOUNT FURNITURE, LLC, a
Massachusetts Limited Liability Company;
and DOES 1 thru 10, inclusive,

DEFENDANTS.

Case No. 21STCV15281
ASSIGNED FOR ALL PURPOSES TO:
The Honorable Jon Takasugi in Department 17

**DECLARATION OF MICHAEL D.
SINGER IN SUPPORT OF MOTION FOR
APPROVAL OF REPRESENTATIVE
ACTION SETTLEMENT**

Date: June 3, 2024
Time: 9:30 AM
Dept.: 17
Reservation: **212226160896**

Complaint Filed: April 22, 2021
Trial Date: None Set

1 I, Michael D. Singer, declare as follows:

2 1. I am the Managing Partner at the law firm of Cohelan Khoury & Singer, co-counsel
3 of record for Plaintiffs Stephen Clegg and Michael Emmens (“Plaintiffs”) in this Action. I submit
4 this declaration in support of the Motion for Motion for Approval of Representative Action
5 Settlement. The following facts are within my personal knowledge and if called to testify I could
6 and would competently testify to them.

7 2. I am a 1984 Hastings graduate, admitted to the California State Bar in 1984 and the
8 Colorado State Bar in 2001. I have been admitted to practice before the following courts: U.S.
9 Supreme Court; Ninth Circuit Court of Appeals; Southern, Central, Northern, and Eastern Districts
10 of California; and all California State Courts.

11 3. In 1981, Timothy D. Cohelan and Isam C. Khoury formed Cohelan & Khoury, a
12 Partnership of Professional Law Corporations, and within a few years began to focus on class
13 actions. I joined Cohelan & Khoury in 2000 and was named partner in 2003. In 2009, Cohelan &
14 Khoury became Cohelan Khoury & Singer. Our firm represents plaintiffs in complex, class and
15 representative action litigation, including wage and hour, labor and employment, antitrust,
16 consumer protection, construction defect and other public interest type class and representative
17 actions.

18 4. I was admitted as a fellow to the College of Labor and Employment Attorneys in
19 2020, and was named to the Daily Journal 2012, 2013, and 2018 list of Top California Labor and
20 Employment Attorneys. I, along with Isam Khoury, a founding Partner of the firm, and Partner
21 Diana M. Khoury, have also been selected by our peers based on ethics, experience and reputation
22 as Super Lawyers in Civil Litigation by the Southern California Super Lawyers Magazine for the
23 years 2012 through the present.

24 5. Cohelan Khoury & Singer has been certified by the State Bar of California to
25 provide the Mandatory Continuing Legal Education activity titled “Litigating California Class
26 Actions” and has conducted MCLE certified seminars on this topic. Senior Partner, Timothy D.
27 Cohelan, is the author of Cohelan on California Class Actions (1997-2024, updated annually), part
28 of Thomson Reuters Expert Series. I am a contributing author on the CEB publication California

1 Wage and Hour Law: Compliance and Litigation (2010-2024, updated annually), in which I wrote
2 the opening chapter overview on California Wage and Hour laws, including the public policy
3 underpinnings for those laws, and the Private Attorneys General Act (PAGA) Claim chapter. I am
4 also a contributing author to the CEB Practitioner (2020), including guidelines for oral argument
5 and forms for PAGA litigation. I have served as a columnist for the California State Bar, Litigation
6 Section on wage and hour litigation and have contributed articles on wage and hour and class action
7 issues through the years to numerous California publications.

8 6. Prior to COVID, I typically lectured several times per year for continuing education
9 courses on wage and hour and class action issues at events in San Diego, Orange County, Los
10 Angeles, and San Francisco. For over twelve years, I served as wage and hour amicus co-chair and
11 liaison for the California Employment Lawyers Association, drafting, reviewing, and coordinating
12 amicus filings on wage and hour issues in the California Supreme Court and Courts of Appeal.

13 7. I have been engaged in the practice of labor and employment law since 2000,
14 handling well over 300 wage and hour class and PAGA actions and several individual labor cases.
15 I have litigated several types of employment actions, including complex ERISA employee welfare
16 benefit plan cases, as well as wage and hour class actions before Federal and State Courts in
17 California. In 2014, I tried a wage and hour class action involving claims for illegally deducted
18 wages and unreimbursed expenses in the matter of *Dilts v Penske Logistics LLC, Inc.* I successfully
19 appealed the trial court ruling in *Dilts* finding state laws preempted by the FAAAA for truck
20 drivers.

21 8. I have participated in over 50 appellate cases and argued writs and appeals before
22 several California District Courts of Appeal, successfully arguing the landmark *Vaquero* appeal
23 for plaintiffs in the Second District Court of Appeal, *Vaquero v. Stoneledge Furniture, LLC* (2017)
24 9 Cal.App5th 98 (requiring employers separately pay commission sales employees for rest
25 periods). As lead counsel in *Brinker Restaurant Corp. v. Superior Court* [formerly reported at
26 (2008) 165 Cal.App.4th 25], I argued before the Fourth District Court of Appeal in May 2008 on
27 transfer from the California Supreme Court, and co-authored the briefing in the successful
28 Supreme Court appeal. I have also argued federal appeals in the Second, Third, and Ninth Circuit

1 Courts of Appeals. In addition, I have drafted numerous appellate briefs as the appellant,
2 respondent, or amicus curiae in various employment class and individual actions. My firm has
3 successfully tried multiple class cases, obtained appellate reversals of class certification denials
4 (*Hicks v. Kaufman and Broad*, (2001) 89 Cal.App.4th 908), and certified multiple consumer and
5 wage and hour class actions.

6 9. I have drafted amicus letters on a range of issues, primarily for the California
7 Employment Lawyers Association (CELA), supporting publication or depublication of Court of
8 Appeal decisions. I have been primarily responsible for dozens of wage and hour class actions,
9 from drafting the complaint, through discovery, dispositive motions, settlement, and settlement
10 approval. I have also acted as lead appellate counsel in the following class action and PAGA action
11 cases: *Maldonado, et al. v. Fast Auto Loans, Inc. dba RPM Lenders* (2021) 60 Cal. App. 5th 710
12 (2021); *Mondragon v. Santa Ana Healthcare & Wellness Ctr., LP* (September 29, 2021, B307872)
13 [nonpub. opn.]

14 10. Isam C. Khoury, Founding Partner, is a 1970 graduate of the University of
15 California at San Diego and received a law degree from Hastings School of Law in 1973. Mr.
16 Khoury is a member of the State Bar of California, admitted in 1974, the San Diego County Bar
17 Association, Consumer Attorneys of San Diego and Consumer Attorneys of California. He has
18 successfully litigated numerous complex civil matters to verdict, jury and non-jury. His main areas
19 of practice include civil tort litigation, personal injury, business torts, antitrust and class and
20 representative action cases. In recent years, Mr. Khoury has emphasized wage and hour class and
21 representative action matters having assisted in the litigation to judgement or settlement of over
22 300 wage and hour class and representative actions. He has been approved as a CLE lecturer and
23 has participated in seminars on class action wage and hour issues, the complexities of mediation,
24 and the procedural requirements involved in class and representative action settlements.

25 11. Marta Manus, Associate Attorney, is a 2008 graduate of California Western School
26 of Law. She graduated with honors and received a Bachelor of Arts in Psychology from California
27 State University Northridge. Ms. Manus has been a member of the State Bar of California since
28 her admission in December 2008. She has practiced before all District Courts in the state of

1 California as well as the Fourth District Court of Appeal and the U.S. Court of Appeals for the
2 Ninth Circuit.

3 12. As a part of our overall firm philosophy lawyers perform community service and
4 pro bono work. Firm volunteer work includes service through the Legal Aid at Work, San Diego
5 Volunteer Lawyer Program, the San Diego County Bar Foundation, and Consumer Attorneys of
6 San Diego. I have served on the Legal Aid at Work Board of Directors since 2010. Mr. Cohelan
7 served as the Chair of the San Diego Volunteer Lawyers Program from 2015-2018, and currently
8 sits on the Board as past Chair. He completed 24 years of volunteer judicial service as a Judge Pro
9 Tem of the San Diego Superior Court. Partner Diana M. Khoury has been a member of the San
10 Diego County Bar Association, Consumer Attorneys of San Diego, and Consumer Attorneys of
11 California, serving and chairing various committees through the years for these organizations.
12 Partner Maggie Realin has volunteered at the Legal Aid Society of San Diego where she advised
13 clients on preparing and filing civil restraining orders and answers to unlawful detainer, for which
14 she was awarded a Wiley B. Manuel Award for Pro Bono Legal Services in 2010. Partner Jeff
15 Geraci is a past recipient of the Wiley W. Manuel Award for Pro Bono Service. Our firm's pro
16 bono victories include a settlement which prohibits the City of San Diego from targeting homeless
17 people for illegal lodging tickets under Penal Code Section 467(j). (*Spencer v. City of San Diego*,
18 USDC Case No 04CV-2314 BEN (WMC).) The *Spencer* settlement had the effect of increasing
19 the number of available shelter beds in San Diego.

20 13. Cohelan Khoury & Singer has been certified Class Counsel in the following
21 contested proceedings: *Aguilar v. Atlantic Richfield, et al.*, San Diego County Superior Court Case
22 No. 00700810; *Andino v. Kaiser Foundation Hospitals*, Alameda County Superior Court Case No.
23 RG11580548; *Arellano, et al. v. Container Connection of Southern California, Inc.*, Los Angeles
24 County Superior Court Case No. BC500675; *BANK OF AMERICA WAGE AND HOUR*
25 *EMPLOYMENT PRACTICES LITIGATION*, United States District Court, District of Kansas MDL
26 Case No. 2138 (FLSA Condition Certification); *Czuchaj v. Conair Corporation*, United States
27 District Court, Southern District of California Case No. 13CV1901; *Dilts, et al. v. Penske*
28 *Logistics, L.L.C., et al.*, United States District Court, Southern District of California Case No.

08CV0318; *Englert, et al. v. AT&T Wireless Services, Inc., et al.*, Circuit Court of the Second Circuit, State of Hawaii Case No. 02-1-0074; *Evans v. Washington Mutual Bank*, Orange County Superior Court Case No. 02CC15415; *Filion v. Ethan Allen Retail Inc.*, United States District Court, Southern District of California Case No. 05CV2340; *Gerard v. Les Schwab Tire Centers of California, Inc.*, Sacramento County Superior Court Case No. 2007-30000003; *Grana, et al. v. PICO Enterprises, Inc. dba Phyle Inventory Control Specialist and PICS L.A.S.C.* Case No. BC472891; *Gutierrez v. Save Mart Supermarkets* San Mateo County Superior Case No. CIV530955; *Wilcox v Albertsons*, San Diego County Superior Court Case No. GIC833922; *Gonzalez, et al. v. Freedom Communications, Inc. d/b/a The Orange County Register*, Orange County Superior Court Case No. 03CC08756; *Graham, et al. v. Overland Solutions, Inc.*, United States District Court, Southern District of California Case No. 10CV0672 (FLSA Conditional Certification); *Hicks v. Kaufman and Broad Home Corp.*, Los Angeles County Superior Court Case No. B198414; *Hohnbaum, et al. v. Brinker Restaurant Corporation, et al.*, San Diego County Superior Court Case No. GIC834348; *KEMP, et al. v. CSEA, et al.*, Circuit Court of the First Circuit, State of Hawaii Case No. 98-3815-08; *LIBERTY MUTUAL OVERTIME CASES*, Los Angeles County Superior Court Case No. JCCP 4234; *Mitchell, et al. v. Acosta, Inc., dba Acosta Sales and Marketing Company*, United States District Court, Central District of California Case No.11CV07196 (FLSA Conditional Certification); *Santana v. Rady Children's Hospital-San Diego*, San Diego County Superior Court Case No. 37-2014-00022411; *Schaffer v. Rady Children's Hospital-San Diego*, San Diego County Superior Court Case No. 337-2015-00022978; *Schneider, et al. v. Catholic Healthcare West*, San Francisco County Superior Court Case No. CGC-10-506243; *Salucci v. Amada Senior Care, Inc.*, Orange County Superior Court Case No. 37-2015-00778081; *Smith v. California Pizza Kitchen*, San Diego County Superior Court Case No. 37-2008-00083992; *STEROID HORMONE PRODUCT CASES*, Los Angeles County Superior Court Case No. JCCP 4363; *Stevenson Aibangbee v. Victoria Apartments, et al.*, Los Angeles County Superior Court Case No. BC299498; *Swift v. Liebert Corp.*, Orange County Superior Court Case No. 00CC04588; *Sylvia, et al. v. Wells Fargo Home Mortgage, Inc.*, Orange County Superior Co Case No. 03CC05747; *Vaquero v. Ashley Furniture Industries, Inc., et al.*, United States

District Court, Central District of California Case No. 12CV8590; *Vaquero v. Stoneledge Furniture LLC*, Los Angeles County Superior Court Case No. BC522676; *Vazquez v. Kraft Heinz Foods Company*, United States District Court, Southern District of California Case No. 16-CV-02749; *Watson v. Raytheon Company*, United States District Court, Southern District of California Case No. 10CV0634; and *Weigle v. FedEx Ground Package System, Inc.*, United States District Court, Southern District of California Case No. 06CV1330, among others.

14. As Class and PAGA Representative Counsel, Cohelan Khoury & Singer has actively commenced, prosecuted and concluded over 300 state and federal class and representative actions.

15. We are experienced and consider ourselves qualified to evaluate the claims and defenses in this Action, and support the efficient resolution of the claims in this matter for a \$900,000 Gross Settlement Amount with Defendant Bob's Discount Furniture, LLC, ("Defendant"), for a group of Aggrieved Employees who worked for Defendant in California at any time during the Expense Reimbursement PAGA Period of January 12, 2020 to December 17, 2023 or the PAGA Period of July 23, 2020 to December 17, 2023.

16. By this motion, Plaintiffs and PAGA Counsel seek an award of attorneys' fees in the sum of \$300,000.00, representing one-third (1/3) of the Gross Settlement Amount. In addition, subject to Court approval, PAGA Counsel shall be entitled to an award of reasonable costs associated with PAGA Counsel's prosecution of the Actions in an amount not to exceed \$22,000.00.

17. To date, Cohelan Khoury & Singer has expended **133.5** hours of attorney and para-professional time prosecuting the case, resulting in a lodestar fee of **\$91,457.50** Attached as Exhibit 1 is a true and correct copy of Cohelan Khoury & Singer's Lodestar Summary.

18. Cohelan Khoury & Singer have been awarded one-third of the common fund in numerous class action and PAGA actions. Since 2020, Cohelan Khoury & Singer has been awarded one-third of a common fund in many class and representative action settlements, including:

a) *Hubbard v. Caliber Home Loans, Inc.*, Orange County Superior Court, Case No. 2018-01017838 (Hon. Glenda Sanders – approving attorneys' fees of 33-1/3% of \$175,000 settlement in a PAGA action).

b) *Redin v. Accountabilities Professional Group, Et al.*, Orange County Superior Court, Case No. 2017-00929734 (Hon. Glenda Sanders –attorneys’ fees of 33-1/3% of \$255,000 settlement in Class action).

c) *White v. Sacramento Regional Transit District*, Sacramento County Superior Court, Case No. 234-2018-00240461 (Hon. David D. Alba –attorneys’ fees of 33-1/3% of \$385,000 settlement in Class action).

d) *Burris v. Resort Vacations, Inc.*, Orange County Superior Court, Case No. 30-2018-00997260 (Hon. Randall J. Sherman –attorneys’ fees of 33-1/3% of \$1,485,000 settlement in Class action).

e) *Jimenez v. Reyes Holdings, LLC, et al.*, San Diego County Superior Court, Case No. 37-2019-00051577 (Hon. Joel R. Wohfeil –attorneys’ fees of 33-1/3% of \$650,000 settlement in Class and Representative action).

f) *Santos, et al. v. National General Management Corp.*, San Bernardino County Superior Court, Case No. CIVDS 1918865 (Hon. David Cohn –attorneys’ fees of 33-1/3% of \$680,000 settlement in PAGA action).

g) *Loreto v. General Dynamics Information Technology, Inc.*, USDC Southern District of California, Case No. 3:19-cv-01366-GPC-MSB (Hon. Gonzalo P. Curiel –attorneys’ fees of 33-1/3% of \$900,000 settlement in a pre-certification wage and hour class action).

h) *Romanov v. Amazon Services LLC.*, USDC Central District of California, Case No. 2:20-cv-02692-SB-KS (Hon. Stanley Blumenfeld, Jr. – approving attorneys’ fees of 33-1/3% of \$700,000 settlement in a pre-certification wage and hour class action).

i) *Olson v. Wrike, Inc.*, Santa Clara County Superior Court, Case No. 20CV366599 (Hon. Patricia M. Lucas – approving attorneys’ fees of 33-1/3% of \$2,000,000 settlement in a pre-certification wage and hour class action).

j) *Gutierrez v. Kite Electric Incorporated*, Orange County Superior Court, Case No. 30-2020-01133960 (Hon. Peter J. Wilson – approving attorneys’ fees of 33-1/3% of \$458,991 settlement in a pre-certification wage and hour class action).

k) *Ramos Gonzalez v. Staff Pro, LLC, et al.*, San Diego County Superior Court, Case No. 37-2019-00044561 (Hon. Joel R. Wohfeil –attorneys’ fees of 33-1/3% of \$1,500,000 settlement in Class and Representative action).

l) *Dolan v. Abacus Data Systems, Inc.*, San Diego County Superior Court, Case No. 37-2019-00051447 (Hon. Katherine Bacal –attorneys’ fees of 33-1/3% of \$600,000 settlement in Class and Representative action).

m) *Lopez, et al. v. Pacific Gas and Electric Company.*, San Francisco County Superior Court, Case No. CGC-17-562970 (Hon. Richard B. Ulmer, Jr. –attorneys’ fees of 33-1/3% of \$350,000 settlement in Class and Representative action).

n) *Popal v. Wells Fargo Bank, National Associate*, San Diego County Superior Court, Case No. 37-2020-00038101 (Hon. Gregory W. Pollack –attorneys’ fees of 33-1/3% of \$3,000,000 settlement in Class and Representative action).

o) *Randolph v. Konica Minolta Business Solutions U.S.A., Inc.*, Sacramento County Superior Court, Case No. 34-2018-00237087 (Hon. Lauri A. Damrell – attorneys’ fees of 33-1/3% of \$325,000 settlement in Class and Representative action).

p) *Sanchez, et al. v. Renzenberger, Inc. et al.*, Los Angeles County Superior Court, Case No. 19STCV46131 (Hon. Yvette M. Palazuelos – attorneys’ fees of 33-1/3% of \$2,400,000 settlement in Class and Representative action).

q) *De Benning v. Costco Wholesale Corporation*, Sacramento County Superior Court, Case No. 34-2021-00309030 (Hon. Gregory W. Pollack – attorneys’ fees of 33-1/3% of \$9,000,000 settlement in Class and Representative action).

r) *Tam v. Q Tech Corporation*, Los Angeles County Superior Court, Case No. 21STCV18635, (Hon. Elihu M. Berle – attorneys’ fees of 33-1/3% of \$650,000 settlement in Class and Representative action).

s) *Mireles v. Lodi Memorial Hospital Association, Inc., et al.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2020-0004458 (Hon. Erin Guy Castillo – attorneys’ fees of 35% of \$1,500,000 settlement in PAGA action).

t) *Scott v. Blackstone Consulting, Inc.*, USDC Southern District of California, Case No. 2:20-cv-02692-SB-KS (Hon. Michael M. Anello – approving attorneys’ fees of 33-1/3% of \$1,000,000 settlement in a pre-certification wage and hour class action).

u) *Foley, et al. v. Yuen;s Enterprise Obe, Inc., et al.*, San Bernardino County Superior Court, Case No. CIVDSI912925 (Hon. Jessica Morgan – attorneys’ fees of 33-1/3% of \$2,824,090.50 settlement in Class and Representative action action).

19. If this were non-representative litigation, the customary fee would be a contingent percentage basis in the range of one-third to 40% of recovery. PAGA Counsel’s fee request is in line with, if not lower than, awards in similar cases. This also supports the request.

20. Unlike Defense counsel, who are regularly paid a fair-market hourly rate, PAGA Counsel received no compensation, and no reimbursement of expenses, since the case began. The contingent representation, and risks of the litigation which could result in no fee being possible, fully warrant approval of the fee request.

21. Based on my experience, the experience of my firm, and my research, PAGA Counsel’s skill and experience support their hourly rates and are in line with rates typically approved in California wage and hour class actions.

22. Cohelan Khoury & Singer’s skill and experience support their hourly rates: Founding Partner, Timothy D. Cohelan - \$950; Founding Partner, Isam C. Khoury \$925; Managing Partner, Michael D. Singer - \$995; Associate Attorney, Marta Manus - \$700; Former Partner, J. Jason Hill - \$700. Laffey Matrix would actually provide for a rate increase: Founding Partner, Timothy D. Cohelan - \$1,057 (20+ years out of law school); Founding Partner, Isam C. Khoury - \$1,057 (20+ years out of law school); Managing Partner, Michael D. Singer - \$1,057 (20+ years out of law school); Associate Attorney, Marta Manus - \$829 (11-19 years out of law school);

Former Partner, J. Jason Hill - \$1,057 (20+ years out of law school). Attached as Exhibit 2 is a true and correct copy of the Laffey Matrix (accessed April 10, 2024, available at <http://www.laffeymatrix.com/see.html>).

23. My firm's costs in prosecuting this action are \$9,166.34. These reasonable costs are itemized. Attached as Exhibit 3 is a true and correct copy of these itemized costs.

24. Plaintiffs are each requesting a service payment of \$5,000. Accepting the risk of judgment for Defendant's costs, retaliation and potential loss of employment opportunities, and receiving nothing at all, unless the Aggrieved Employees were compensated, are each sufficient to support a service payment of \$5,000.

25. In addition to the risk taken, Plaintiffs have also executed a general release for which they are not being compensated.

I declare under the penalty of perjury under the laws of United States and the State of California that the foregoing is true and correct and that this declaration is executed on April 10, 2024, in San Diego, California.



Michael D. Singer

EXHIBIT 1

SUMMARY OF TIME AND COSTS
Clegg, et al. v. Bob's Discount Furniture, LLC
L.A.S.C. Case No. 21STCV15281

Total Attorneys' Hours: 133.5
Total Lodestar: \$91,457.50
Total Costs: \$ 9,166.34

COHELAN KHOURY & SINGER ATTORNEYS	YEAR ADMITTED	HOURS	HOURLY RATE	TOTAL
Timothy D. Cohelan, Founding Partner	1974	1.7	\$950	\$1,615.00
Isam C. Khoury, Founding Partner	1974	23.5	\$925	\$21,737.50
Michael D. Singer, Managing Partner	1984	7.5	\$995	\$7,462.50
Marta Manus, Associate Attorney	2008	36.7	\$700	\$25,690.00
J. Jason Hill, Former Partner	1995	44.5	\$700	\$31,150.00
Amber Worden, Certified Paralegal	N/A	14.9	\$200	\$2,980.00
Matthew Atlas, Paralegal	N/A	4.7	\$175	\$822.50
TOTAL:		133.5		\$91,457.50

TOTAL LITIGATION COSTS	\$9,166.34
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EXHIBIT 2

LAFFEY MATRIX

[History](#)
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[See the Matrix](#)
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			Years Out of Law School *				
Year	Adjust mt Fact or**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375

6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363
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The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

EXHIBIT 3

Litigation Cost

Clegg, et al. v. Bob's Discount Furniture, LLC

L.A.S.C. Case No. 21STCV15281

<u>Date</u>	<u>Payee</u>	<u>Details</u>	<u>Amount</u>
2/4/2021	LWDA	PAGA Fee Notice	\$75.00
4/22/2021	One Legal	Complaint; Summons	\$464.51
4/22/2021	One Legal	Complaint; Summons - efile	\$12.35
6/14/2021	One Legal	Notice of Acknowledgment or Rec.	\$16.68
8/4/2021	Express Network	Court Services	\$36.50
8/6/2021	Express Network	Joint Rule 26	\$35.00
9/22/2021	One Legal	Notice of Remand from Fed Ct	\$16.68
9/30/2021	One Legal	Notice	\$16.68
10/14/2021	One Legal	Notice of Posting of Jury Fees	\$171.10
2/24/2022	Judicate West	Mediation Fee 8/2/22	\$3,125.00
2/22/2023	One Legal	Notice of Appearance	\$17.66
8/21/2023	Kevin Barnes Mediation	Mediation Fee 9/22/23	\$5,000.00
1/23/2024	One Legal	Stipulation and Order	\$15.39
1/24/2024	One Legal	Stipulation and Order	\$40.30
1/24/2024	One Legal	Notice of Settlement	\$19.71
2/2/2024	One Legal	Notice	\$19.71
2/28/2024	One Legal	Stipulation	\$19.71
	In House	Photocopies (176@.25)	\$44.00
	In House	Postage	\$20.36
	Total:		\$9,166.34

(PROOF OF SERVICE)
[CCP 1013(a)(3)]

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On April 22, 2024, I served all interested parties in this action the following documents described as: **DECLARATION OF MICHAEL D. SINGER IN SUPPORT OF MOTION FOR APPROVAL OF REPRESENTATIVE ACTION SETTLEMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

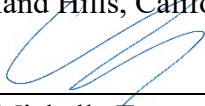
<i>Counsel for Defendant</i>	<i>Counsel for Plaintiffs</i>
Kathy E. Le, Esq. Kelli Dreger, Esq. JACKSON LEWIS P.C. 200 Spectrum Center Drive, Suite 500 Irvine, CA 92618 Kathy.Le@jacksonlewis.com Kelli.Dreger@jacksonlewis.com	Brad Nakase, Esq. Jared Peterson, Esq. NAKASE LAW FIRM, INC. 2221 Camino Del Rio South, Suite 300 San Diego, CA 92108 brad@NakaseLawFirm.com jared@NakaseLawfirm.com COHELAN KHOURY & SINGER Michael D. Singer msinger@ckslaw.com Marta Manus mmanus@ckslaw.com 605 C Street, Suite 200 San Diego, California 92101

[XX] BY ELECTRONIC SERVICE: I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing (“EF”) System (<https://dir.tfaforms.net/315>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

[XX] (BY ELECTRONIC MAIL TRANSMISSION): I caused the document to be send to the persons at the e-mail address(es) listed on the attached service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful. A pdf copy of which was sent via email to the above email address(es).

[XX] (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on April 22, 2024, at Woodland Hills, California.



Michelle Tanzer