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Attorneys for Plaintiff, the Class, and Aggrieved Employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF CONTRA COSTA

JAMIE KENNEDY, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

UNIVAR SOLUTIONS USA INC., a
Washington corporation; and DOES 1
through 50, inclusive,

Defendants.

Case No.: MSC21-00272

[Assigned for all purposes to the Hon. E. Weil,
Department 39]

**DECLARATION OF LARRY W. LEE IN
SUPPORT OF PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: January 26, 2023

Time: 9:00 a.m.

Dept: 39

Complaint Filed: February 16, 2021

Trial Date: Not Set

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I, Larry W. Lee, declare as follows:

1. I am an attorney at law, duly licensed to practice before all Courts in the State of California, and am with the law firm Diversity Law Group, counsel of record for Named Plaintiff Jamie Kennedy (“Plaintiff”). I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. The proposed settlement meets the criteria for this Court to grant final approval of this matter on a class-wide basis, as the settlement is fair, adequate, and reasonable.

3. The Joint Stipulation of Class Action Settlement (“Settlement Agreement”) was the product of arm’s length negotiations between highly able and experienced attorneys on both sides who possessed the relevant data and extensive legal research which they had carefully analyzed. Plaintiff’s Counsel engaged in extensive factual investigation before settling. The Parties also participated in a full day of mediation with a highly experienced and well-known mediator, Joel Grossman, Esq.

4. I have spent significant time researching and pursuing the claims that have been alleged in this action. Based on my independent investigations and evaluations, I am of the opinion that the proposed settlement is fair, reasonable, and adequate, and is in the best interests of the Class Members, in light of all known facts and circumstances, and the expenses and risks inherent in litigation. The settlement was negotiated at arm's length and was facilitated by an experienced and neutral mediator. Thus, this settlement should be granted final approval.

5. Any remaining monies from uncashed settlement checks will be redistributed to the designated *cy pres* recipient Legal Aid at Work. I do not have any conflicts of interest with this proposed recipient.

6. My qualifications are as follows: I received my J.D. from Arizona State University College of Law in 2003. During law school, I was a summer associate at the law firm of Brobeck, Phleger & Harrison. I graduated cum laude from Arizona State University College of Law in the top 10% of my class. While I was in law school, I was the Associate Managing Editor of the Arizona State University College of Law, Law Journal. Upon graduation, I

1 practiced law as an associate at the Los Angeles County offices of Ogletree Deakins Nash
2 Smoak & Stewart, P.C., a national employment defense law firm that represents a significant
3 number of Fortune 500 companies.

4 7. My primary practice is employment law. I have handled a number of wage and
5 hour matters including class actions and individual actions, on both plaintiff and defense sides. I
6 have a practice that encompasses cases throughout the State of California, including but not
7 limited to the Los Angeles Superior Courts, the Orange County Superior Courts, the San
8 Francisco County Superior Courts, the San Diego County Superior Courts, and the United States
9 District Courts for the Central, Eastern, Northern, and Southern Districts of California. I have
10 been named as Class Counsel in a number of class actions that have been granted final approval
11 by the Superior Courts of Los Angeles County, Orange County, San Francisco County, Alameda
12 County, Contra Costa County, Monterey County, San Bernardino County, Santa Clara County,
13 Sonoma County, and the United States District Court for the Central, Eastern, and Northern
14 Districts of California, including but not limited to the following class actions: *Chan Lanier v.*
15 *Citigroup, Inc. et al.*, San Francisco Superior Court Case No. CGC-05-445143; *Naqvi v. Acoustic*
16 *Home Loans et al.*, Orange County Superior Court Case No. 05CC00263; *Ortega v. AIG*, Central
17 District of California Case No. CV 06-0196-RSWL (PJWx); *Universal Protection Overtime*
18 *Cases*, Orange County Superior Court, Judicial Council Coordination Proceeding No. 4480; *Tse*
19 *v. Best Buy*, Los Angeles Superior Court Case No. BC392717; *Hernandez v. CVS Corp. et al.*,
20 Judicial Council Coordination Proceeding No. 4539; *Padilla v. Safeway*, San Benito County
21 Superior Court Case No. CU-16-00182; *Valles v. Community Hospital of the Monterey*
22 *Peninsula*, Monterey County Superior Court Case No. 17CV003452; *DirecTv Wage and Hour*
23 *Cases*, Santa Clara Superior Court Judicial Council Coordination Proceeding No. 4850; *Perez v.*
24 *Standard Drywall, Inc.*, Alameda County Superior Court Case No. RG15761142; and *Davis v.*
25 *Nugget Market, Inc.*, Yolo County Superior Court Case No. CV-18-558.

26 8. In addition, I was certified as class counsel by the United States District Court,
27 Central District of California in the cases *Abdullah v. U.S. Security* (Case Number CV 09-09554
28 GHK), *Avilez v. Pinkerton Government Services, Inc.* (Case Number SACV 11-0493-DOC),

1 *Dynabursky v. Allied Barton Security Services* (Case Number SACV 12-02210 JST); and *Pace v.*
2 *Petsmart, Inc.* (Case Number SACV 13-500-DOC); by the Northern District of California in the
3 cases of *Harris v. Vector Marketing Corp.*, (Case Number CV 08 5198 EMC), and *Lemus et al.*
4 *v. H&R Block Enterprises, LLC* (Case Number CV-09-03179-SI); and by the Superior Court of
5 California, Orange County in the cases of *De la Cruz v. Abercrombie & Fitch Co. et al.* (Case
6 Number 30-2007-00036240) and *Wu v. General Nutrition Corporation* (Case Number 30-2012-
7 00593759), all as part of the Courts' orders granting class certification pursuant to Rule 23 of the
8 FRCP and California Code of Civil Procedure § 382. I served as lead counsel on these cases.

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

11 Executed on this 3rd day of January 2023, at Los Angeles, California.

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