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Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE**

SANTIAGO GUTIERREZ, as an individual
and on behalf of all others similarly situated,

Plaintiff,

vs.

M.M.C.L., INC. dba CALIFORNIA
LANDCARE, a California corporation; and
DOES 1 through 100,

Defendants.

Case No. 30-2021-01182371-CU-OE-CXC

*[Case assigned for all purposes to the Hon.
Randall J. Sherman, Dept. CX105]*

**DECLARATION OF PAUL K. HAINES IN
SUPPORT OF PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: June 2, 2023
Time: 10:00 a.m.
Dept.: CX105

Action Filed: February 2, 2021
Trial Date: None Set

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1 to assess the strengths and weaknesses of asserted claims, the likelihood of prevailing at class
2 certification, and potential damages resulting from such claims; drafting mediation briefs;
3 serving as the primary contact to in-house counsel; deposing named plaintiffs and putative class
4 members; deposing retained expert witnesses; and defending the depositions of corporate
5 witnesses. In short, I played an integral role in all aspects of litigation from the inception of a
6 matter through and beyond class certification. I also supervised the work of several junior
7 attorneys who were staffed on the same wage and hour class actions.

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

18 6. In July 2012, I transitioned into litigating wage and hour class actions from the
19 Plaintiff’s side, first as a Partner with the law firm of Boren, Osher & Luftman, LLP, and since
20 February 2016 as a Shareholder of Haines Law Group, APC. Currently, over ninety percent (90%)
21 of my practice is dedicated exclusively to the prosecution of wage and hour class actions, and my
22 law firm is currently responsible for prosecuting over fifty (50) wage and hour class actions filed
23 in both State and Federal courts throughout California. I have been appointed as Class Counsel in
24 over seventy-five (75) wage and hour class action settlements in state and federal courts within
25 California. A few examples of the matters in which I have been appointed as Class Counsel, all
26 of which have been granted final approval, include the following: *Sanchez v. Res-Care, Inc.*, Case
27 No. BC526175, California Superior Court, County of Los Angeles, Honorable John S. Wiley,
28 presiding; *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United

1 States District Court, Central District of California, Honorable Judge John F. Walter, presiding;
2 *Tesla Motors Wage and Hour Litigation*, JCCP 4792, California Superior Court, Santa Clara
3 County, Judge Peter H. Kirwan presiding; *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG,
4 United States District Court, Northern District of California, Honorable Judge Haywood S.
5 Gilliam, Jr. presiding; *Longstreth v. PAQ, Inc., dba Food 4 Less*, Case No. 15CV-0206, California
6 Superior Court, County of San Luis Obispo, Honorable Judge Charles S. Crandall, presiding;
7 *Nunez v. CompuCom Systems, Inc.*, Case No. BC618385, California Superior Court, County of
8 Los Angeles, Honorable Judge John Shepard Wiley, Jr. presiding; *Mansilla v. Haeco Americas*
9 *Line Services, LLC, et al*, Case No. BC615310, Superior Court of California, County of Los
10 Angeles, Honorable Judge Elihu M. Berle presiding; *Khosravi v. Enterprise Rent-A-Car*
11 *Company of Los Angeles*, Case No. 30-2016-00829923-CU-OE-CXC, California Superior Court,
12 County of Orange, Judge Thierry Patrick Colaw, presiding (in which I was approved for an hourly
13 rate of \$600 for work performed in 2016 and 2017); *Nieves v. Ta Chen International, Inc.*, Case
14 No. BC609005, Superior Court of California, County of Los Angeles, Honorable Judge Kenneth
15 R. Freeman presiding (approved at an hourly rate of \$600 for work performed in 2016 and 2017);
16 *Berkel v. Pride Bakeries, LLC*, Case No. 30-2017-00923148-CU-OE-CXC, Superior Court of
17 California, County of Orange, Honorable Judge William Claster presiding; *Ruvalcaba Quiroz v.*
18 *Circle M Contractors, Inc.*, Case No. 30-2016-00885065-CU-OE-CXC, Superior Court of
19 California, County of Orange, Honorable William D. Claster presiding; *Armenta, et al., v.*
20 *California Friends Homes d/b/a Quaker Gardens*, Case No. 30-2016-00883282-CU-OE-CXC,
21 Superior Court of California, County of Orange, Honorable Randall J. Sherman presiding
22 (approving an hourly rate of \$600 for work performed in 2016, 2017 and 2018); *Tina Arellano v.*
23 *Williams Sonoma Stores, Inc.*, Case No. BC693760, Los Angeles County Superior Court,
24 Honorable Daniel J. Buckley, presiding; *William Cuellar v. UMA Enterprises, Inc.*, Case No.
25 BC657146, Los Angeles County Superior Court, Honorable Maren E. Nelson, presiding; *Maria*
26 *C. Garcia, et al. v. Simplified Labor Staffing Solutions, Inc.*, Case No. BC696898, Los Angeles
27 County Superior Court, Honorable Elihu M. Berle, presiding (approving an hourly rate of \$650
28 for work performed in 2018 and 2019); *Arturo Delgado v. Spears Manufacturing Co.*, Case No.

BC709665, Los Angeles County Superior Court, Honorable Maren E. Nelson, presiding (approving an hourly rate of \$650 for work performed in 2018, 2019, and 2020); *Lucia Kang, et al., v. Extra Space Management, Inc.*, Case No. 30-2018-00997364-CU-OE-CXC, Orange County Superior Court, Honorable William Claster, presiding; *Ramon Soto v. L I Metal Systems*, Case No. 37-2017-00009607-CU-OE-CTL, San Diego County Superior Court, Honorable Timothy Taylor, presiding (approving an hourly rate of \$650 for work performed in 2017-2020); *Michael Fishback v. Paragon Framing, Inc.*, Case No. CIVDS1906610, San Bernardino County Superior Court, Honorable David Cohn, presiding (approving an hourly rate of \$650 for work performed in 2019 and 2020); *Carlos Perez v. Moss Bros. Auto Group, Inc., et al.*, Case No. RIC1709905, Riverside County Superior Court, Honorable Sunshine S. Sykes, presiding (approving an hourly rate of \$650 for work performed in 2017-2019); *Francisco Garcia v. Searing Industries, Inc.*, Case No. CIVDS1932477, San Bernardino County Superior Court, Honorable David Cohn, presiding (approving an hourly rate of \$650 for work performed in 2019 and 2020); *David Hasler, et al. v. Anheuser-Busch, LLC*, Case No. 19STCV00802, Los Angeles County Superior Court, Honorable Daniel J. Buckley, presiding; *Angel Ochoa v. Fonseca Construction, Inc.*, Case No. CIVDS1928625, San Bernardino County Superior Court, Honorable David Cohn, presiding (approving an hourly rate of \$650 for work performed in 2019 to 2021); *William Chang v. Avcorp Composite Fabrication, Inc.*, Case No. BC715159, Los Angeles County Superior Court, Honorable Amy D. Hogue, presiding (approving an hourly rate of \$650 for work performed in 2018 to 2021); *David Alvarado, et al. v. J.G. Boswell Company*, Case No. 19STCV19033, Los Angeles County Superior Court, Honorable Daniel J. Buckley, presiding (approving an hourly rate of \$650 for work performed in 2019 to 2021); *Alejandra Parra v. Sixty Collective, LLC*, Case No. 19STCV01016, Los Angeles County Superior Court, Honorable Carolyn B. Kuhl, presiding (approving an hourly rate of \$650 for work performed in 2019-2022); *Veronica Gonzalez v. Precision Hospitality & Development, LLC*, Case No. 30-2020-01127597-CU-OE-CXC, Orange County Superior Court, Honorable Randall J. Sherman, presiding (approving an hourly rate of \$650 for work performed in 2020-2021); *Gaudencio Arroyo Reynoso, et al. v. Cream of the Crop Ag Service, Inc.*, Case No. VCU278847, Tulare County

1 Superior Court, Honorable Bret D. Hillman, presiding (approving an hourly rate of \$650 for work
2 performed in 2019 to 2022); *David Montalvo v. Warehouse Services No. 4 LLC*, Case No.
3 CIVDS1931568, San Bernardino County Superior Court, Honorable David Cohn, presiding
4 (approving an hourly rate of \$650 for work performed in 2019-2022); *Steve Qawas v. Socal*
5 *Framing, Inc.*, Case No RIC1902588, Riverside County Superior Court, Honorable Sunshine S.
6 Sykes, presiding (approving an hourly rate of \$675 for work performed in 2019-2022); *Jessica*
7 *Burrola v. Trademark Cosmetics, Inc.*, Case No. RIC2002311, Riverside County Superior Court,
8 Honorable Sunshine S. Sykes, presiding (approving an hourly rate of \$675 for work performed in
9 2020-2022); *Elmy Calderon v. Personnel Staffing Group, LLC*, Case No. VCU278910, Tulare
10 County Superior Court, Honorable David C. Mathias, presiding (approving an hourly rate of \$675
11 for work performed in 2019-2022); *Santos Orellana v. Smarte Carte, Inc.*, Case No.
12 20STCV08890, Los Angeles County Superior Court, Honorable Yvette M. Palazuelos, presiding
13 (approving an hourly rate of \$675 for work performed in 2020-2022); *Luis Montanez v. MEI*
14 *Rigging & Crating, LLC, et al.*, Case No. 21STCV04062, Los Angeles County Superior Court,
15 Honorable Carolyn B. Kuhl, presiding (approving an hourly rate of \$675 for work performed in
16 2021-2022); *Ketema Nelson v. Santini Foods, Inc.*, Case No. RG21090890, Alameda County
17 Superior Court, Honorable Evelio Grillo, presiding (approving an hourly rate of \$675 for work
18 performed in 2021-2022); and *Edward Salgado v. S.R. Bray LLC, dba Power Plus!, et al.*, Case
19 No. 30-2020-01172134-CU-OE-CXC, Orange County Superior Court, Honorable Lon F.
20 Hurwitz, presiding (approving an hourly rate of \$750 for work performed in 2020-2023).

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

- 23 • *Medeiros v. Vortex Financial Management Inc.*, Case No. 30-2013-00644741-CU-OE-
24 CXC, California Superior Court, County of Orange, Honorable Judge Gail A. Andler,
25 presiding (certifying a class of employees who were misclassified as independent
26 contractors);

- 1 • *Javine v. San Luis Ambulance Service, Inc.*, Case No. CV13-07480 BRO (SSx), United
2 States District Court, Central District of California, Honorable Judge Beverly Reid
3 O’Connell, presiding (conditionally certifying an unpaid FLSA overtime wage class);
- 4 • *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United States
5 District Court, Central District of California, Honorable Judge John F. Walter, presiding
6 (certifying a rest period violation class and conditionally certifying a FLSA unpaid
7 overtime wage class);
- 8 • *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District Court,
9 Northern District of California, Honorable Judge Haywood S. Gilliam, Jr., presiding
10 (conditionally certifying an unpaid FLSA overtime wage class);
- 11 • *Vega v. Weatherford U.S., Limited Partnership*, Case No. CV14-1790-JLT, United States
12 District Court, Eastern District of California, Honorable Jennifer L. Thurston, presiding
13 (conditionally certifying an unpaid FLSA overtime wage class);
- 14 • *Galvan v. AMVAC Chemical Corporation*, Case No. 30-2014-00716103-CU-OE-CXC,
15 California Superior Court, County of Orange, Honorable Judge William Claster,
16 presiding (certifying unpaid overtime wage class and waiting time penalty class);
- 17 • *Camacho v. Residential Fire Systems, Inc.*, Case No. 30-2015-775372-CU-OE-CXC,
18 California Superior Court, County of Orange, Honorable Glenda Sanders, presiding
19 (certifying piece rate pay plan classes, expense reimbursement class, wage statement
20 class, and waiting time penalties class);
- 21 • *Ontiveros v. Safelite Fulfillment, Inc., et al*, Case No. CV 15-7118-DMG (RAOx), United
22 States District Court, Central District of California, Honorable Dolly M. Gee presiding
23 (certifying six classes of employees for rest period violations, wage statement violations,
24 meal period violations, and overtime and double-time violations);
- 25 • *Vasquez v. Kraft Heinz Foods Company*, Case No. 16-cv-2749-WQH-BLM, United
26 States District Court, Southern District of California, Honorable William Q. Hayes
27 presiding (certifying classes for automatic meal period deductions, manual time
28 deductions, late meal periods, and derivative wage statement and waiting time penalties);

- *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);
- *Barbara J. Bowlin-Burdick v. Life Care Centers of America, Inc.*, Case No. BC657139, Los Angeles County Superior Court, Honorable Maren E. Nelson, presiding (certifying classes for late meal period violations, on-premises rest period violations, wage statement violations, and waiting time violations);
- *Staublein v. Wells Fargo Bank, National Association*, Case No. CIVDS1712267, San Bernardino Superior Court, Honorable David Cohn presiding (certifying a wage statement class); and
- *Danica N. Keich, et al. v. U.S. Healthworks, Inc., et al.*, Case No. 37-2017-00015343-CU-OE-CTL, San Diego County Superior Court, Honorable Eddie C. Sturgeon, presiding (certifying classes for rest period violations, meal period violations, on-call pay violations, wage statement violations, and waiting time violations).

8. In April 2019, I served as trial counsel for the Plaintiff in the matter of *Calhoun v. Aqua Tech Water Management Inc.*, Case No. BS169815, Los Angeles County Superior Court, Honorable Theresa M. Traber presiding, which was an individual wage-and-hour case that resulted in a six-figure verdict in favor of Plaintiff.

9. In every year from 2015 through 2017, Thomson Reuters recognized me as a Top Young Attorney in Southern California in the annual Rising Stars 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 every year from 2018 through 2023, 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.

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1 10. As counsel for Plaintiff, I have been closely involved in all aspects of this
2 litigation since its inception. The details of the work completed by Class Counsel in this case are
3 set forth in the declaration of Matthew K. Moen, filed concurrently herewith.

4 I declare under penalty of perjury under the laws of California and the United States that
5 the foregoing is true and correct. Executed on May 10, 2023, at El Segundo, California.

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7 Paul K. Haines