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

CAYLA BONDS, individually and on  
behalf of other aggrieved employees  
pursuant to the California Private  
Attorneys General Act;

Plaintiff,

vs.

CITRUS MOTORS ONTARIO, INC.; a  
California corporation; and DOES 1  
through 100, inclusive,

Defendants.

Case No. CIVSB2114893

Honorable David S. Cohn  
Department S26

**DECLARATION OF EDWIN AIWAZIAN IN  
SUPPORT OF MOTION FOR APPROVAL  
OF PRIVATE ATTORNEYS GENERAL  
ACT REPRESENTATIVE ACTION  
SETTLEMENT**

Date: July 12, 2022  
Time: 10:00 a.m.  
Department: S26

Complaint Filed: May 25, 2021  
Trial Date: None Set

**DECLARATION OF EDWIN AIWAZIAN**

I, Edwin Aiwazian, 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 Cayla Bonds (“Plaintiff Bonds”), the named plaintiff in *Cayla Bonds v. Citrus Motors Ontario, Inc.*, San Bernardino County Superior Court Case No. CIVSB2114893 (“Bonds Action”). 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.

**WORK PERFORMED BY PLAINTIFF BOND’S COUNSEL**

2. Plaintiff Bond has satisfied the prerequisites under California Labor Code section 2699.3(a), including, and not limited to, providing the California Labor and Workforce Development Agency (“LWDA”) and the employer with written notice of the specific provisions of the California Labor Code that are alleged to have been violated, including the facts and theories to support the alleged violations, and her intent to pursue civil penalties under the Private Attorneys General Act (“PAGA”), by way of written correspondence on March 18, 2021, which was submitted to the LWDA online (through the LWDA’s website) and sent to Citrus Motors Ontario, Inc. (“Defendant”) by U.S. Certified Mail. The LWDA did not respond to this letter. On May 25, 2021, Plaintiff Bond commenced her PAGA lawsuit, the Bonds Action, which was filed on May 25, 2021.

3. I have been actively engaged in this matter for over a year, as have several other members of Lawyers *for* Justice, PC. Lawyers *for* Justice, PC has actively participated in all phases of the litigation process. The ongoing work has been extensive, demanding, and ultimately successful in achieving a substantial settlement resolution.

4. On March 25, 2021, the lawsuit entitled *Gerardo Velasquez v. Citrus Motors Ontario, Inc.*, San Bernardino County Superior Court Case No. CIVSB2108083 (the “Velasquez Action”) was commenced by Gerardo Velasquez (“Plaintiff Velasquez”), asserting class claims under the California Labor Code and California Business of Professions Code, and an amended complaint was filed on July 6, 2021, adding a cause of action under PAGA.

1           5.     Since joining forces with other plaintiff's counsel who are pursuing the Velasquez  
2     Action, Aegis Law Firm, PC, we have worked closely with that firm to prosecute the matter  
3     (together, Lawyers *for* Justice, PC and Aegis Law Firm, PC are referred to as "Plaintiffs'  
4     Counsel"). Our work with other plaintiff's counsel has been a coordinated and combined effort  
5     ever since the firms joined forces to litigate the cases and prepare for and attend mediation. For  
6     example, the review and analysis of numerous critical documents and a large volume of data  
7     and documents in advance of mediation, involved a group effort, and both firms worked together  
8     to strategize the cases, prepare for and engage in mediation and settlement negotiations, and  
9     draft, review, and revise settlement-related papers.

10           6.     Before commencing the Bonds Action, Lawyers *for* Justice, PC investigated and  
11     researched the facts and circumstances underlying the pertinent issues and applicable law. This  
12     required thorough discussions and interviews with Plaintiff Bonds, and research into the various  
13     legal issues in the Bonds Action, namely, the current state of the law as it applied to off-the-  
14     clock theory, meal and rest periods, representative PAGA claims, wage-and-hour enforcement,  
15     Plaintiff Bond's claims, and potential defenses.

16           7.     Collectively, Plaintiffs' Counsel used the pre-mediation time period to investigate  
17     the veracity, strength, and scope of the claims, and also to prepare their cases for trial. Lawyers  
18     *for* Justice, PC conducted significant investigations, undertook extensive research into legal and  
19     factual issues, and engaged in informal discovery and review and analysis of a large volume of  
20     documents and data. Lawyers *for* Justice, PC interviewed and obtained information from  
21     Plaintiff Bonds and aggrieved employees, reviewed and analyzed documents and data obtained  
22     from Defendant, and considered documents and information obtained from Plaintiff Bonds and  
23     other sources, to evaluate the PAGA claims, including, and not limited to, calculating the  
24     potential monetary recovery under PAGA. Lawyers *for* Justice, PC met and conferred with  
25     Defendant's counsel on numerous occasions, e.g., to discuss issues relating to case management  
26     and production of various documents and data prior to the mediation. Other work performed by  
27     Lawyers *for* Justice, PC included, and was not limited to, case strategy and analysis; drafting  
28     the pleadings; preparing for and appearing for court proceedings; and preparing for and

1 attending mediation and settlement negotiations. Counsel for the parties have also invested time  
2 to research the applicable law, which is constantly evolving as it relates to representative PAGA  
3 actions, wage-and-hour enforcement, arbitration agreements, exemptions, alternative workweek  
4 schedules, Plaintiffs' claims, and Defendant's defenses, as well as facts discovered.

5 8. After conducting significant investigation of the facts and law during the  
6 prosecution of the cases, the parties engaged in extensive settlement negotiations to try to resolve  
7 the matter. These efforts included participating in mediation on October 19, 2021, conducted  
8 by Jill R. Sperber, Esq., a well-respected mediator who is highly-experienced in mediating  
9 wage-and-hour and PAGA representative matters. During mediation, the parties discussed all  
10 aspects of the cases, including the risks and delays of further litigation, the risks to the parties  
11 of proceeding with trial, the law relating to representative PAGA actions, wage-and-hour  
12 enforcement, the evidence produced and analyzed, and the possibility of bifurcation of discovery  
13 and/or trial and appeals, among other things. During all settlement discussions, the parties  
14 conducted their negotiations at arm's length in an adversarial position.

15 9. As set forth more fully in the accompanying Motion, Plaintiffs' Counsel seek  
16 attorneys' fees in the amount of \$241,666.66, which represents one-third (1/3) of the Gross  
17 Settlement Amount, as provided by the Settlement Agreement. This percentage award is  
18 commensurate with: (1) the risk that Plaintiffs' Counsel took in commencing the matter; (2) the  
19 time, effort, and expense that Plaintiffs' Counsel dedicated to the matter; (3) the skill and  
20 determination that Plaintiffs' Counsel have shown; (4) the results that Plaintiffs' Counsel have  
21 achieved throughout the litigation; (5) value of the settlement that Plaintiffs' Counsel have  
22 achieved for the Plaintiffs, the State of California, and PAGA Employees; and (6) the other cases  
23 that Plaintiffs' Counsel have turned down in order to devote their time and efforts to this matter.

24 10. I am aware that the common and acceptable rate for contingency representation in  
25 wage and hour complex actions is normally 40% before trial, with the range being from 33.3%  
26 up to 50%.

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11. While not necessarily required to be demonstrated because the percentage fee sought in this matter is proper, Class Counsel have incurred so many hours of work in connection with prosecuting the cases that the attorneys' fees request is also justified under a lodestar analysis. Attorneys at Lawyers for Justice, PC has spent a total of **250.60 hours** performing work in this matter. Lawyers for Justice, PC's lodestar to date is no less than \$150,360.00, applying a reasonable blended rate of \$600.00 per hour to 250.60 hours of work performed by attorneys at the firm. Attached hereto as "**EXHIBIT 1**" is an Attorney Task and Time Chart for Lawyers for Justice, PC, that sets forth in detail the nature of the legal services provided by attorneys at the firms, and the time incurred performing those services, in this matter. The hours attributable to Lawyers for Justice, PC include work done by myself and several other attorneys. Additionally, Lawyers for Justice, PC also had litigation support personnel actively engaged in assisting with the litigation of this matter.

12. The work performed in this matter, the background of our firm, as well as the individual backgrounds, training, and experience of the attorneys who worked on this matter, in litigating complex wage-and-hour class and representative actions, support a reasonable hourly rate of compensation at the rate of at least \$600.00 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 \$600.00 per hour for legal services performed, by courts granting approval of wage and hour class action and/or representative action settlement in other 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 an hourly rate of \$936.47; 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 an hourly rate of \$919.57; final approval of the class in *Thereasa Carrozzella v. Basalite Concrete Products, LLC* (Sacramento County Superior Court Case No. 34-2017-00220214-CU-OE-GDS) was granted on February 21, 2020, and the award of attorneys' fees involved an hourly rate of \$766.05; final approval of the class and representative action

1 settlement in *Alice Rutledge, et al. v. Healthport Technologies, LLC* (Alameda County Superior  
2 Court Case No. RG16835813) was granted on June 11, 2019, and the award of attorneys' fees  
3 involved an hourly rate of \$764.82; final approval of the class and representative action  
4 settlement in *Seth Swan v. Pace Supply* (Sonoma County Superior Court Case No. SCV258764)  
5 was granted on February 6, 2019, and the award of attorneys' fees involved an hourly rate of  
6 \$855.96; final approval of the class and representative action settlement in *Stanley Bland, et al.*  
7 *v. Telecare Corporation* (Alameda County Superior Court Case No. RG16811450) was granted  
8 on November 21, 2018, and the award of attorneys' fees involved an hourly rate of \$831.38;  
9 final approval of the class and representative action settlement in *Maryjo Ungerbuhler Anderson*  
10 *v. Boyett Petroleum* (Stanislaus County Superior Court Case No. 2020582) was granted on May  
11 15, 2018, and the award of attorney's fees involved an hourly rate of \$780.77; and final approval  
12 of the class and representative action settlement in *Demetrius Camarillo v. Blue Diamond*  
13 *Growers* (Sacramento County Superior Court Case No. 34-2015-00175871) was granted on  
14 June 30, 2017, and the award of attorneys' fees involved an hourly rate of \$845.64.

### **ADEQUACY OF LAWYERS *for* JUSTICE, PC**

#### ***EDUCATION***

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17 13. In May of 2004, I graduated from *Pepperdine University School of Law* with a  
18 Juris Doctor degree. I have extensive formal training in dispute resolution and negotiation from  
19 the Straus Institute for Dispute Resolution as part of its Masters in Dispute Resolution degree  
20 program. In addition, I have previously served as a *pro bono* mediator for the Los Angeles  
21 County Superior Court. In October of 2000, I obtained a Litigation Paralegal Certificate from  
22 the *UCLA Extension Program*. During the summer of 2000, I studied Legal Writing at *Harvard*  
23 *University*. In April of 1999, I obtained a Bachelor of Arts degree in Communication with a  
24 concentration in Natural Sciences from *Pepperdine University*.

#### ***JUDICIAL EXTERNSHIPS***

25  
26 14. From approximately September 2002 to approximately December 2002, I served  
27 as a Judicial Extern to the Honorable Kim McLane Wardlaw of the *United States Court of*  
28 *Appeals for the Ninth Circuit*. From approximately June 2002 to approximately August 2002, I

1 served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the *California Court of Appeal*  
2 *for the Second Appellate District*.

3 ***LITIGATION AND REPRESENTATIVE AND CLASS ACTION EXPERIENCE***

4 15. In December of 2004, I obtained a license to practice law from the California State  
5 Bar. From approximately December 2004 to approximately August 2008, I was employed by  
6 Girardi & Keese.

7 16. At *Girardi & Keese*, my practice focused on class actions and other complex cases  
8 involving toxic torts and products liability. In addition, I gained substantial experience on cases  
9 involving insurance bad faith, premises liability, and medical negligence. While employed by  
10 *Girardi & Keese*, I argued approximately 100 motions, took or defended approximately 150  
11 depositions, and prepared dozens of expert witnesses for deposition or trial.

12 17. Since its inception, in or around October of 2008, our firm has almost exclusively  
13 focused on the prosecution of consumer and employment class actions, involving wage-and-  
14 hour claims, race discrimination, unfair business practices or consumer fraud. Currently, we are  
15 the attorneys of record in over a dozen employment-related putative class actions in both state  
16 and federal courts in the State of California. Our firm has successfully litigated cases involving  
17 the executive, administrative, and other overtime exemptions to the State of California and  
18 federal overtime compensation requirements. During this relatively short time, in association  
19 with other law firms, we have recovered millions of dollars on behalf of thousands of individuals  
20 in California.

21 ***EXAMPLES OF RESULTS IN WAGE-AND-HOUR CLASS AND PAGA***

22 ***REPRESENTATIVE ACTION CASES***

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

25 a) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
26 wage-and-hour class action against a major property management company involving  
27 allegations of misclassification of various “manager” positions. On September 20, 2010, the  
28

1 court granted final approval of the class action settlement. The Los Angeles County Superior  
2 Court Case Number is BC400414.

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

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

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

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

23 f) LFJ, in association with co-counsel therein, represented the plaintiff in a  
24 wage-and-hour class and PAGA representative action against a national wholesale distributor  
25 of plumbing and builder supplies, involving allegations of misclassification of multiple salaried  
26 “manager” positions. On May 22, 2014, the court granted final approval of the class and PAGA  
27 representative action settlement. The Sacramento County Superior Court Case Number is 34-  
28 2012-00136285.

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

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

11          i)     LFJ, in association with co-counsel therein, represented the plaintiff in a  
12 wage-and-hour class and PAGA action involving allegations of misclassification of the salaried  
13 residential “Property Manager” position. On September 17, 2015, the court granted plaintiff’s  
14 motion for class certification. On October 20, 2017, the court granted final approval of the class  
15 and PAGA representative action settlement. The Los Angeles County Superior Court Case  
16 Number is BC474784.

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

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

27          l)     LFJ, in association with co-counsel therein, represented the plaintiffs in a  
28 wage-and-hour class action against a national retailer of apparel, accessories, and home

products, involving allegations of misclassification of the “Department Manager” position. On August 12, 2016, the court granted the plaintiffs’ motion for class certification in part and certified a class. On August 6, 2019, the court granted final approval of the class action settlement. The Alameda County Superior Court Case Number is RG13680477.

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

n) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a full-service bank, on behalf of non-exempt employees. On November 18, 2016, the court granted final approval of the class and PAGA representative action settlement. The San Francisco County Superior Court Case Number is CJC-13-004839 and the Judicial Council Coordination Proceeding Number is 4839.

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

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

q) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a consumer packaging company, on behalf of non-exempt employees. On March 10, 2017, the court granted final approval of the

1 class and PAGA representative action settlement. The Los Angeles County Superior Court Case  
2 Number is BC590429.

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

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

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

18 u) LFJ represented the plaintiff in a wage-and-hour class and PAGA  
19 representative action against a food company on behalf of non-exempt employees. On June 30,  
20 2017, the court granted final approval of the class and PAGA representative action settlement.  
21 The Sacramento County Superior Court Case Number is 34-2015-00175871.

22 v) LFJ represented the plaintiffs in a wage-and-hour class and PAGA  
23 representative action against a chocolate company on behalf of non-exempt employees. On July  
24 19, 2017, the court granted final approval of the class and PAGA representative action  
25 settlement. The Alameda County Superior Court Case Number is RG15764300.

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

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

10 y) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
11 wage-and-hour class and PAGA representative action against a bank on behalf of non-exempt  
12 employees. On December 11, 2017, the court entered an order granting final approval of the  
13 class and PAGA representative action settlement. The Los Angeles County Superior Court Case  
14 Number is BC569646.

15 z) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
16 wage-and-hour class and PAGA representative action against a property management company  
17 on behalf of hourly-paid and non-exempt employees. On January 4, 2018, the court entered an  
18 order granting final approval of the class and PAGA representative action settlement. The Los  
19 Angeles County Superior Court Case Number is JCCP4819 and the Judicial Council  
20 Coordination Proceeding Number is 4819.

21 aa) LFJ, in association with co-counsel therein, represented the plaintiffs in a  
22 wage-and-hour class and PAGA representative action against a global provider of flexible office  
23 space solutions. On February 15, 2018, the court entered an order granting final approval of the  
24 class and PAGA representative action settlement. The Los Angeles County Superior Court Case  
25 Number is BC498401.

26 bb) LFJ, in association with co-counsel therein, represents the plaintiff in a  
27 wage-and-hour class action against a container manufacturer, on behalf of non-exempt  
28 employees. On October 15, 2018, the court granted the plaintiff's motion for class certification.

The Tulare County Superior Court Case Number is VCU264528.

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

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

ee) LFJ, in association with co-counsel therein, represents the plaintiff in a wage-and-hour class action against a parking company on behalf of non-exempt employees. On September 3, 2019, the court granted the plaintiff's motion for class certification and certified a class. The Santa Clara County Superior Court Case Number is 16CV292208 and the Judicial Council Coordination Proceeding Number is 4886.

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

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

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1                   hh) LfJ, in association with co-counsel therein, on behalf of the plaintiff and  
2 respondent in a PAGA representative action, successfully opposed in the trial court, and briefed  
3 and argued an appeal with respect to the employer's motion to compel arbitration, resulting in a  
4 notable decision from the California Supreme Court clarifying the law and finding, in part, that  
5 employer arbitration agreements are unenforceable where they block a PAGA claim from  
6 proceeding, *ZB, N.A. v. Superior Court* (2019) 8 Cal.5th 175. On February 21, 2020, the court  
7 granted approval of the PAGA representative action settlement. The San Diego County Superior  
8 Court Case Number is 34-2015-00175330.

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

14                   jj) LfJ, in association with co-counsel therein, represents the plaintiff in a  
15 wage-and-hour class and PAGA representative action against a large national drug testing  
16 laboratory on behalf of non-exempt employees. On February 21, 2020, the court granted the  
17 plaintiff's motion for class certification and certified a class. The San Diego County Superior  
18 Court Case Number is 37-2018-00019611-CU-OE-CTL.

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

25                   ll) LfJ, in association with co-counsel therein, represents the plaintiffs in a  
26 wage-and-hour class action against manufacturer and supplier of power products and services  
27 on behalf of non-exempt employees. On July 31, 2020, the court granted in part the plaintiffs'  
28 motion for class certification and certified a class. The San Diego County Superior Court Case

Number is 37-2015-00025968-CU-OE-CTL.

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

nn) LFJ represents the plaintiff in a wage-and-hour class action against an iconic lifestyle accessories brand and retailer on behalf of non-exempt employees. On March 15, 2022, the court granted the plaintiff's motion for class certification in part and certified a class. The San Francisco Superior Court Case Number is CGC-16-550794.

### **LITIGATION COSTS AND EXPENSES INCURRED**

#### **BY LAWYERS FOR JUSTICE, PC**

19. To date, Plaintiffs' Counsel have borne all the risks and costs of litigation and will not receive any compensation until recovery is obtained by Plaintiffs, the State of California, and PAGA Employees. Lawyers for Justice, PC has incurred **\$10,705.56** in litigation costs and expenses as reflected in the Case Cost Detail attached hereto as "**EXHIBIT 2.**" These expenses were reasonable and necessary to reach the outcome in this matter and obtain the Settlement.

#### **GENERAL RELEASE FEES TO PLAINTIFFS**

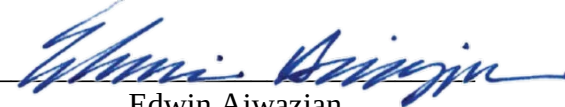
20. In recognition of their efforts and work in this matter, the Settlement provides for General Release Fees to Plaintiffs in the amounts of \$10,000.00 each (totaling \$20,000.00) to be paid out of the Gross Settlement Amount. The requested General Release Fees to the Plaintiffs are fair and appropriate. By initiating and pursuing the Bonds Action, Plaintiff Bonds stepped into the shoes of the State of California and undertook the responsibilities of serving in a representative capacity. Plaintiff Bonds has spent a substantial amount of time and effort gathering and producing relevant documents and information, providing the facts and evidence necessary to attempt to prove the allegations, and discussing her employment with her counsel. Plaintiff Bonds was available whenever her counsel needed her and actively tried to obtain information that would facilitate the pursuit of the litigation. Accordingly, it is appropriate and just for Plaintiff Bonds to receive a General Release Fee, in addition to the Individual Settlement

1 Payment to which she will be entitled as a PAGA Employee, for her service on behalf of the  
2 State of California and other PAGA Employees.

3 21. I submit that the Settlement fulfills the purpose of the PAGA statute, is within the  
4 accepted range of recoveries for this type of litigation, is fair, reasonable, and adequate, and in  
5 the best interests of Plaintiffs, the State of California, and PAGA Employees given the  
6 substantial monetary benefits provided for by the Settlement, the strengths and weaknesses of  
7 the cases, and the inherent delay, costs, risks, and uncertainty associated with continued  
8 litigation.

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 this 17 day of June 2022, at Glendale, California.

12   
13 Edwin Aiwanian

# **EXHIBIT 1**

***BONDS V. CITRUS MOTORS ONTARIO, INC.***  
**(SAN BERNARDINO SUPERIOR COURT CASE NO. CIVSB2114893)**

**ATTORNEY TASK AND TIME CHART**

| <b>TASK</b>                                                                                                                                                                                                                                                                        | <b>LAWYERS <i>for</i> JUSTICE, PC</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| <b>Investigation and Research / Due Diligence</b>                                                                                                                                                                                                                                  |                                       |
| Pre-Lawsuit Investigation of the Key Facts with a Focus on the Merits of Plaintiff Cayla Bond's ("Plaintiff") Claims and the Merits of the Claims of the State of California with Respect to Aggrieved Employees                                                                   | 8.20                                  |
| Pre-Lawsuit Investigation of Potential Civil Penalties Exposure of Defendant Citrus Motors Ontario, Inc. ("Defendant") with Respect to Plaintiff and the Aggrieved Employees                                                                                                       | 7.50                                  |
| Based on the Facts Discovered During Pre-Lawsuit Investigation, Conducted Pre-Lawsuit Legal Research and Analysis of Latest Off-the-Clock, Meal and Rest Breaks, and Private Attorneys General Act ("PAGA") Decisions in California, Including all New and Relevant DLSE Materials | 7.30                                  |
| Investigation of Defendant, Defendant's Business Relationships, and the Industry in Which Defendant Operates                                                                                                                                                                       | 3.40                                  |
| Investigation of Defendant's Organizational and Corporate Structure, and Executive Reporting Structure as They Relate to the Employment and Management of the Aggrieved Employees                                                                                                  | 2.90                                  |
| Investigation of Defendant's Executives, Officers, and Leadership with a Focus on Involvement in Wage-and-Hour Issues and Establishing Willfulness and Uniformity                                                                                                                  | 3.20                                  |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| 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                                                                                                                                                                                                                                                                                                              | 3.50  |
| Research and Investigation Re: Locations Owned, Managed, Operated, and/or Serviced by Defendant in California, Including Differences Between the Various Locations to Determine Whether Those Differences Will Cause Individual Issues to Predominate Over Common Issues                                                                                                                                                                                                                                                                                         | 4.50  |
| Research and Investigation Re: Workforce, Staffing Models, and Staffing Levels at Locations Throughout California Where Aggrieved Employees Worked                                                                                                                                                                                                                                                                                                                                                                                                               | 3.10  |
| Research and Investigation Re: Defendant's Policies, Practices, and Procedures Relating to Arbitration/Alternative Dispute Resolution, Timekeeping, Meal/Rest Breaks, On-Premises Breaks, Meal/Rest Premiums, Sales Employees, Customer Service, Opening and Closing Procedures, Alternative Workweek Schedules and Election, Overtime Compensation, Non-Discretionary Commission/Bonus/Incentive/Performance Pay, Short Shift Pay, Deductions from Pay, Dress Code/Uniforms, Footwear, Tools/Supplies/Equipment, and Reimbursement of Business-Related Expenses | 13.70 |
| Research and Investigation Re: Various Software Programs and Other Technology Defendant Uses to Conduct Everyday Business, Including CRM, POS, Scheduling, Inventory, Timekeeping, and Security 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, and During Meal Breaks                                                                                                                                                   | 3.10  |
| Research and Analysis of Potential Defenses Defendant May Raise, Including <i>De Minimis</i> Work, Non-Compensable Off-the-Clock Work, Exemptions, Waiver, Arbitration Agreements, and Compliant Policies                                                                                                                                                                                                                                                                                                                                                        | 6.20  |

|                                                                                                                                                                                                                             |       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Research and Investigation Regarding Trial Manageability Issues, Including Research Regarding Which Experts to Retain and For What Purpose                                                                                  | 5.50  |
| Research and Analysis of Defendant's Litigation History Involving Wage-and-Hour Issues and Other Related Employment Issues                                                                                                  | 2.20  |
| Prepare a Discovery Strategy Plan of Action, including Topics of Inquiry Important to Liability and Civil Penalties                                                                                                         | 4.50  |
| Meet and Communicate with Plaintiff Cayla Bonds Throughout the Pendency of the Case                                                                                                                                         | 51.50 |
| Meet and Communicate with Aggrieved Employees and Conduct Interviews                                                                                                                                                        | 14.50 |
| <b>Pleadings and Court Filings</b>                                                                                                                                                                                          |       |
| Research and Draft Plaintiff's Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq. and Legal Research and Analysis of All Allegations Involved (filed on May 25, 2021) | 7.60  |
| Review Court's Initial Case Management Conference Order (filed June 10, 2021)                                                                                                                                               | 0.20  |
| Draft Plaintiff's Notice of Posting Jury Fees (filed on August 10, 2021)                                                                                                                                                    | 0.10  |
| Meet and Confer with Defense Counsel, and Draft Joint Initial Case Management Report (filed on August 19, 2021)                                                                                                             | 1.50  |
| Review Court's Minute Order (filed on August 25, 2021)                                                                                                                                                                      | 0.10  |
| Draft Plaintiff's Notice Regarding August 25, 2021 Case Management Conference (filed on August 27, 2021)                                                                                                                    | 0.20  |
| Review Defendant's Notice of General Appearance (filed on September 2, 2021)                                                                                                                                                | 0.10  |

|                                                                                                                                                                                  |      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Review Court's Minute Order (filed on November 23, 2021)                                                                                                                         | 0.10 |
| Meet and Confer with Defense Counsel, and Draft Joint Further Case Management Conference Statement (filed on February 8, 2022)                                                   | 0.90 |
| Review Court's Minute Order (filed on February 22, 2022)                                                                                                                         | 0.10 |
| Meet and Confer with Defense Counsel, and Draft Joint Further Case Management Conference Statement (filed on April 14, 2022)                                                     | 0.80 |
| <b>Appearances</b>                                                                                                                                                               |      |
| Prepare for and Telephonically Attend Complex Case Management Conference (August 25, 2021)                                                                                       | 0.40 |
| Prepare for and Telephonically Attend Further Case Management Conference (November 23, 2021)                                                                                     | 0.50 |
| Prepare for and Telephonically Attend Further Case Management Conference (February 22, 2022)                                                                                     | 0.50 |
| Prepare for and Telephonically Attend Further Case Management Conference (April 21, 2022)                                                                                        | 0.90 |
| Prepare for and Telephonically Attend Hearing on Plaintiffs' Motion for Approval of Private Attorneys General Act Representative Action Settlement (July 12, 2022) (Anticipated) | 1.50 |
| <b>Discovery and Deposition</b>                                                                                                                                                  |      |
| Draft Letter to Defendant Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Cayla Bonds (served on November 18, 2020)                                    | 1.50 |

|                                                                                                                                                                                                                                           |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Draft Follow-Up Letter to Defendant Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Cayla Bonds (served on February 2, 2021)                                                                                    | 1.20  |
| Review and Analyze Documents Produced by Defendant in Response to Request for Personnel Files, Pay Stubs, and Time Records for Plaintiff Cayla Bonds (served on February 11, 2021)                                                        | 5.50  |
| <b>Letters and Correspondence</b>                                                                                                                                                                                                         |       |
| Research and Draft Notice to California Labor and Workforce Development Agency re: Claims of Plaintiff Cayla Bonds for Penalties Under California Labor Code section 2698, <i>et seq.</i> (served on March 18, 2021)                      | 4.20  |
| Meet and Confer, Draft Correspondence to, and Respond to Correspondence from, Defense Counsel                                                                                                                                             | 12.50 |
| <b>Mediation/Settlement</b>                                                                                                                                                                                                               |       |
| Review and Analyze Pre-Mediation Documents Produced by Defendant, Evaluate PAGA Claims, and Calculate PAGA Civil Penalties (served on September 24, 2021, September 27, 2021, September 28, 2021, October 8, 2021, and October 14, 2021)  | 26.80 |
| Prepare for Mediation Session, Drafting the Mediation Brief and Compiling the Mediation Exhibits in Support of Plaintiff's Mediation Brief, Preparing PowerPoint Presentation, and Conferring with Expert (submitted on October 13, 2021) | 15.50 |
| Attend Mediation Session (October 19, 2021; Zoom Video Conference)                                                                                                                                                                        | 10.50 |
| Review, Revise, Negotiate, and Finalize Private Attorneys General Act Settlement Agreement and Release and Cover Letter (fully executed on January 26, 2022)                                                                              | 4.10  |
|                                                                                                                                                                                                                                           |       |

| <b>Law and Motion</b>                                                                                                                                                                                                                                                |        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Research, Draft, Revise, and Review Plaintiffs' Motion for Approval of Private Attorneys General Act Representative Action Settlement, Declaration of Edwin Aiwarzian in Support Thereof, and Declaration of Cayla Bonds in Support Thereof (filed on June 17, 2022) | 8.50   |
| <b>Total Hours:</b>                                                                                                                                                                                                                                                  | 250.60 |

## **EXHIBIT 2**

**LAWYERS for JUSTICE PC CASE COST DETAIL**  
**Bonds v. Citrus Motors Ontario, Inc.**

| <u>Date</u>   | <u>Payee</u>                  | <u>Expense Description</u>           | <u>Amount</u>    |
|---------------|-------------------------------|--------------------------------------|------------------|
| 11/18/2020    | U.S. Postmaster               | Postage Fee                          | 13.95            |
| 5/25/2021     | Legal Document Server, Inc.   | Attorney Service                     | 200.23           |
| 5/25/2021     | San Bernardino Superior Court | Filing Fee                           | 435.00           |
| 5/25/2021     | San Bernardino Superior Court | Complex Fee                          | 1,000.00         |
| 6/17/2021     | ProLegal                      | Attorney Service                     | 156.13           |
| 8/6/2021      | Legal Document Server, Inc.   | Attorney Service                     | 130.00           |
| 8/10/2021     | Legal Document Server, Inc.   | Attorney Service                     | 135.25           |
| 8/10/2021     | San Bernardino Superior Court | Jury Fee                             | 150.00           |
| 8/19/2021     | Legal Document Server, Inc.   | Attorney Service                     | 130.00           |
| 8/26/2021     | CourtCall, LLC                | Attorney Service                     | 94.00            |
| 8/27/2021     | Legal Document Server, Inc.   | Attorney Service                     | 130.00           |
| 10/19/2021    | Robert A. Parris              | Damages Consulting Expert            | 4,200.00         |
| 11/24/2021    | CourtCall, LLC                | Attorney Service                     | 282.00           |
| 12/1/2021     | Codici                        | Analysis of Sampling of Time Records | 3,300.00         |
| 2/8/2022      | Legal Document Server, Inc.   | Attorney Service                     | 130.00           |
| 2/23/2022     | CourtCall, LLC                | Attorney Service                     | 94.00            |
| 4/14/2022     | Legal Document Server, Inc.   | Attorney Service                     | 125.00           |
| <b>Total:</b> |                               |                                      | <b>10,705.56</b> |