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JUSTICE LAW CORPORATION
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Attorneys for Plaintiff Ernesto Rivera

[Attorneys for Plaintiff Manuel Villegas on the Subsequent Page]

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

ERNESTO RIVERA, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

FIBER CARE BATHS, INC., a California
corporation; and DOES 1 through 100,
inclusive;

Defendants.

Case No.: CIVSB2114174

[Consolidated with Case No. CIVSB2114736]

Assigned for All Purposes to:
Honorable David Cohn
Department S-26

CLASS ACTION

**DECLARATION OF DOUGLAS HAN IN
SUPPORT OF PLAINTIFFS' MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT, ATTORNEYS'
FEES AND COSTS, AND
ENHANCEMENT AWARDS**

Hearing Date: May 31, 2023
Hearing Time: 10:00 a.m.
Hearing Place: Department S-26

Complaint Filed: May 18, 2021
Trial Date: None Set

1 ARMOND M. JACKSON (SBN 281547)
2 ANDREA M. FERNANDEZ-JACKSON (SBN 295924)
3 ANTHONY S. FILER JR. (SBN 337704)

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8 *Attorneys for Plaintiff Manuel Villegas*

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I, **DOUGLAS HAN**, hereby declare as follows:

1. I am an attorney licensed to practice law in California and founder of Justice Law Corporation, attorneys of record for Plaintiff Ernesto Rivera. Jackson Law APC are the attorneys of record for Plaintiff Manuel Villegas. Ernesto Rivera and Manuel Villegas are known as “Plaintiffs.” The facts set forth in this declaration are within my personal knowledge. If called as a witness, I could and would competently testify as follows.

PRELIMINARY APPROVAL OF SETTLEMENT

2. On January 23, 2023, in Department S-26 of the above-entitled court, Honorable David Cohn preliminarily approved the Joint Stipulation of Settlement and Settlement Agreement (“Settlement Agreement,” “Settlement,” or “Agreement”), provisionally certified the Justice Law Corporation and Jackson Law APC as Class Counsel, conditionally certified the Class, and appointed Plaintiffs as the class representatives for settlement purposes. The Court ordered the mailing of the Court Approved Notice Of Proposed Class Action Settlement And Hearing Date For Final Approval. The Court adopted the notice procedures specified in the Settlement Agreement, which were outlined in the motion for preliminary approval, and ordered they be implemented. In addition, ILYM Group, Inc. was appointed by the Court to serve as the Settlement Administrator to administer the terms of the Settlement Agreement. The Court scheduled the Final Approval Hearing for May 31, 2023.

WORK PERFORMED BY JUSTICE LAW CORPORATION

3. Class Counsel actively engaged in this litigation since it was initially filed. Class Counsel have been in constant communication with one another to ensure the proper handling and resolution of this matter. Prior to the filing and continuing over the duration of this case, Class Counsel conducted a thorough investigation of the factual and legal issues. Pursuant to discovery, exchange of information, and in preparation for early mediation, Class Counsel received, among other things, the following information and evidence to properly evaluate the claims: (a) personnel records; (b) Class Members' demographic information (*i.e.*, information bearing on the Class size); (c) documents pertaining to Defendant Fiber Care Baths, Inc.'s

1 (“Defendant”) relevant policies, practices, and procedures (*i.e.*, breaks, timekeeping and payroll,
2 reimbursement, etc.); and (d) sampling of time and payroll records. Using the information
3 obtained, Class Counsel determined: (i) Class Members’ average hourly rates of pay; (ii)
4 number of current and former Class Members employed during the Class Period; (iii) number of
5 Class Members employed during the Private Attorney General Act of 2004 (“PAGA”) Period;
6 (iv) number of shifts worked by Class Members during the Class Period; (v) number of hours
7 worked during most shifts; (vi) number, length, and timing of breaks taken; and (vii) number of
8 workweeks and pay periods during the Class and PAGA Period.

9 4. Class Counsel analyzed numerous documents produced from Defendant and
10 other sources. Class Counsel also interviewed and obtained statements from putative class
11 members. These interviews enabled Class Counsel to determine the extent and frequency of the
12 alleged violations, as well as learn more about the day-to-day circumstances giving rise to the
13 violations. Collectively, this information served to better prepare Class Counsel for mediation,
14 thereby increasing the likelihood of negotiating an excellent settlement.

15 5. The documents analyzed provided a critical understanding of the nature of the
16 work performed by Class Members and the policies, practices, and procedures maintained. The
17 documents were used in analyzing liability and damages in connection with all phases of the
18 litigation and mediation process. The extensive document and data exchanges allowed Class
19 Counsel to determine the strengths and weaknesses of the Parties’ claims and defenses. Overall,
20 Class Counsel performed an exhaustive investigation into the claims at issue. This included,
21 among other things: (a) determining Plaintiffs’ suitability as the putative class representatives
22 through interviews and analyses of employment documents and related records; (b) evaluating
23 the Parties’ potential claims and applicable defenses; (c) researching wage-and-hour class
24 actions similar to the claims alleged, nature of the positions, and type of employer in the instant
25 case; (d) locating and interviewing putative class members to obtain corroboration for the legal
26 theories developed; (e) assisting and frequently consulting with co-counsel to ensure the proper
27 resolution of both lawsuits; (f) analyzing the labor policies, practices, and procedures in place
28 pursuant to the documents produced; (g) researching class certification and manageability in

1 similar cases; (h) estimating and calculating potential damages for settlement purposes;
2 (i) drafting the mediation briefs and damages analysis; (j) preparing for and participating in
3 mediation; and (k) drafting, updating, and finalizing the Settlement Agreement (and exhibits).

4 6. After the exchange of relevant information and evidence, the Parties remotely
5 participated in mediation. The mediators helped to manage the Parties' expectations and
6 provided a useful, neutral analysis of the issues and risks to both sides. Under the auspices of
7 the mediators Lynn Frank and Marc Feder, the Parties reached a global settlement via a
8 mediator's proposal. At all times, the Parties' negotiations were adversarial and non-collusive.

9 7. Class Counsel seek an attorneys' fees of \$1,246,542 (1/3 of the Gross Settlement
10 Amount). This percentage award is commensurate with the: (a) extraordinary risks undertaken
11 in litigating this lawsuit; (b) immense time, effort, and expense dedicated due to this case's
12 difficulty; (c) skill and determination displayed along with the quality of work; (d) exceptional
13 results achieved; and (e) other cases turned down to devote time and efforts to this matter. This
14 was not a clear-cut case because several factors made this case challenging. These factors
15 include, among others: (i) difficulties in pinning down job responsibilities, wages paid, and
16 breaks taken; (ii) regularly coordinating with co-counsel to ensure the most proper and efficient
17 resolution of this matter before and after negotiating the settlement; (iii) some employees
18 working for Defendant through temporary employment agencies, initially making it challenging
19 to gather the necessary information for the Class List; (iv) myriad of documents that had to be
20 reviewed and analyzed; (v) shifting wage-and-hour laws overlaid by the risks of class
21 certification being denied; and (vi) Defendant's initial resistance to the relief requested.

22 8. I am aware the common and acceptable rate for contingency representation in
23 wage-and-hour class action litigation is normally forty percent (40%) before trial, with the range
24 being from thirty-three and one-third percent (33.3%) up to fifty percent (50%).

25 9. Class Counsel incurred many hours of work in connection with this case that the
26 fee request is also justified under a lodestar analysis. The total hours worked by Justice Law
27 Corporation totals 788.1 hours (157.1 hours for Douglas Han, 220.3 hours for Shunt Tatavos-
28 Gharajeh, 213 hours for Lizette Rodriguez, and 197.7 hours for Phillip Song). Attached hereto

1 as **Exhibit 1** is the Task & Time Chart setting forth the breakdown of time for the requisite
2 tasks performed by Justice Law Corporation. These hours do not include the additional
3 administrative oversight during the payment period, preparation of the final report, and
4 reporting regarding final disbursement.

5 10. Based upon the total of 788.1 hours worked and utilizing reasonable hourly rates
6 commensurate with the attorneys' experience, the base lodestar fees calculation for Justice Law
7 Corporation is \$523,115. The hourly rates are \$850 per hour for myself, \$750 per hour for my
8 associate Shunt Tatavos-Gharajeh, \$450 per hour for my associate Lizette Rodriguez, and \$650
9 per hour for my former associate Phillip Song. These hourly rates are commensurate with our
10 individual backgrounds, background of our firm, and our training and experience in litigating
11 class actions, particularly wage-and-hour matters.

12 11. In support of Justice Law Corporation's hourly rates, attached hereto as **Exhibit**
13 **2** is an excerpt of the 2021 Real Rate Report compiled by Wolters Kluwer that surveyed the
14 hourly rates charged in 2021 by hundreds of attorneys in the Los Angeles County area. For
15 example, the real market rates of Los Angeles County area attorneys who practiced "Litigation"
16 are surveyed at page 17 of the report, which describes the 2021 rates charged by 342 Los
17 Angeles County partners and 433 Los Angeles County associates. For that category, the Third
18 Quartile Los Angeles County rates were \$1,042 per hour for partners and \$806 per hour for
19 associates. Similarly, page 26 of the report describes the 2021 rates charged by 70 Los Angeles
20 County associates with "Fewer Than 3 Years" of experience. For this category, the Third
21 Quartile Los Angeles County rate was \$622 per hour for associates. Page 26 of the report also
22 describes the 2021 rates charges by 128 Los Angeles County associates with "3 to Fewer Than
23 7 Years" of experience. For that category, the Third Quartile Los Angeles County rate was \$821
24 per hour for associates. Likewise, page 32 of the report describes the 2021 rates charged by 173
25 Los Angeles County partners with "Fewer Than 21 Years" of experience. For this category, the
26 Third Quartile Los Angeles County rate was \$1,065 per hour for partners. Finally, our requested
27 hourly rates are in line with the Laffey Matrix, attached hereto as **Exhibit 3**.

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1 12. The attorneys' fees is in line with the awards in similar cases in California and
2 nationwide and shows it is consistent with the market rates. In addition, Justice Law
3 Corporation has been routinely awarded at least thirty-five percent (35%) fee requests or more
4 in similar class action and representative matters throughout California, including San
5 Bernardino County. (See *Kevin McNeil v. Kik International, LLC, et al.*, San Bernardino
6 County Superior Court, Case No. CIVDS1915438 (Consolidated with Case No.
7 CIVDS2023661) final approval granted on August 26, 2022 granting 35% fee request; *Elisala*
8 *Tela v. Metrocell Construction, Inc.*, San Bernardino County Superior Court, Case No.
9 CIVDS1918537, final approval granted on February 15, 2022 granting 35% fee request; *Efrain*
10 *Perez, et al., v. Freedom Medical, Inc.*, San Bernardino County Superior Court, Case No.
11 CIVDS1903517, final approval granted on February 26, 2021 granting 35% fee request; *Tyler*
12 *Arciniega, et al., v. OnY Glo, Inc. dba Mortgage Bankers*, San Bernardino County Superior
13 Court, Case No. CIVDS1901760, final approval granted on January 8, 2021 granting 35% fee
14 request; *John Kula v. Markem-Imaje Corporation*, San Bernardino County Superior Court, Case
15 No. CIVDS1911687, final approval granted on December 23, 2020 granting 35% fee request;
16 *Donna Chavez, et al., v. Munchkin, Inc.*, San Bernardino County Superior Court, Case No.
17 CIVDS1829987, final approval granted on January 6, 2020 granting 35% fee request; *Richard*
18 *Valencia v. Hill Phoenix, Inc.*, San Bernardino County Superior Court, Case No.
19 CIVDS1715125, final approval granted on October 24, 2019 granting 35% fee request; *Dennis*
20 *Carr v. So-Cal Structural Steel Fabrication, Inc.*, San Bernardino County Superior Court, Case
21 No. CIVDS1605828, final approval granted December 5, 2018 granting 35% fee request; *Nabor*
22 *Navarro v. Trans-West Intermodal, Inc.*, San Bernardino County Superior Court, Case No.
23 CIVDS1700850, final approval granted on May 4, 2018 granted 35% fee request; *Dennis Carr,*
24 *et al., v. American Security Products Company*, San Bernardino County Superior Court, Case
25 No. CIVDS1606769, final approval granted on December 28, 2017 granting 35% fee request;
26 *Eduardo De La Torre, et al., v. Acuity Brands Lighting, Inc.*, San Bernardino County Superior
27 Court, Case No. CIVDS1601800, final approval granted on November 29, 2017 granting 35%
28 fee request; *Melba Hynick, et al., v. International City Mortgage, Inc.*, San Bernardino County

1 Superior Court, Case No. CIVDS1502516, final approval granted on January 25, 2017 granting
2 35% fee request; and *Jamie Contreras, et al., v. Stueves's Milk Transport, Inc.*, San Bernardino
3 County Superior Court, Case No. CIVDS1304440, final approval granted on June 26, 2014
4 granting 35% fee request.) Thus, the one (1/3) fee request is well within a reasonable range.

5 13. In line with the settlement, Justice Law Corporation and Jackson Law APC
6 entered a Joint Prosecution Agreement on July 21, 2022. Pursuant to the Joint Prosecution
7 Agreement, the attorneys' fees shall be allocated sixty-five percent (65%) to Justice Law
8 Corporation and thirty-five percent (35%) to Jackson Law APC. Attached hereto as **Exhibit 4** is
9 a true and correct copy of the fully executed Joint Prosecution Agreement.

10 ADEQUACY OF JUSTICE LAW CORPORATION

11 14. In May 2004, I graduated from Pepperdine University School of Law with a Juris
12 Doctor degree. In May 2001, I obtained a Bachelor of Science degree in Political Science with a
13 minor in English from University of Houston.

14 15. From January 2004 to May 2004, I served as a Judicial Extern to the Honorable
15 Lourdes G. Baird of the United States District Court for the Central District of California.

16 16. Since its inception, our firm has almost exclusively focused on the prosecution of
17 consumer and employment class actions, involving wage-and-hour claims, unfair business
18 practices, or consumer fraud. Our firm has successfully litigated to conclusion over three
19 hundred (300) wage-and-hour class or representative actions. Currently, we are the attorneys of
20 record in over a dozen employment-related putative class actions in both state and federal courts
21 in California. During this time, in association with other law firms, we have obtained millions of
22 dollars on behalf of thousands of individuals in California.

23 17. Attached hereto **Exhibit 5** are a list of class action and representative matters
24 that have been given final approval.

25 18. Shunt Tatavos-Gharajeh is an Of Counsel at my office. Shunt received his
26 undergraduate degree from University of California, Los Angeles and earned a Juris Doctor
27 degree from Southwestern University School of Law. Shunt was admitted to practice in
28 California in 2010. Shunt is admitted to practice in the Courts of California. The focus of

Shunt's practice is class action wage-and-hour law. Shunt has worked on multiple class action cases and representative actions that have been granted final approval, including *Keles, et al. v. The Art of Shaving – FL, LLC* Alameda County Superior Court, Case No. RG13687151; *Esters et al v. HDB LTD. Limited Partnership* Kern County Superior Court, Case No. S-1500-CV-279879 DRL; *Bridgette Guzman, et al. v. International City Mortgage, Inc.*, San Bernardino County Superior Court, Case No. CIVDS1502516; *Davidson et al. v. Lentz Construction General Engineering Contractor*, Kern County Superior Court, Case No. S-1500-CV-279853 LHB; *Betancourt v. Hugo Boss USA, Inc.*, Los Angeles County Superior Court, Case No. BC506988; *Porras et al. v. DBI Beverage, Inc. et al.*, Santa Clara County Superior Court, Case No. 1-14-CV-266154; *Hartzell et al. v. Truitt Oilfield Maintenance Corporation*, Kern County Superior Court, Case No. S-1500-CV-283011; *Navarro-Salas et al. v. Markstein Beverage Co. et al.*, Sacramento County Superior Court, Case No. 34-2015-00174957-CU-OE-GDS; *David White, et al. v. Pilot Travel Centers, LLC*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2013-0009098; *McKinnon, et al. v. Renovate America, Inc., et al.*, San Diego County Superior Court, Case No. 37-2015-00038150-CU-OE-CTL; *Evelyn Antoine, et al. v. Riverstone Residential CA, Inc., et al.*, Sacramento County Superior Court, Case No. 34-2013-00155974; *Pina v. Zim Industries, Inc.*, Kern County Superior Court, Case No. S-1500-CV-284498 SPC; *Amaya v. Certified Payment Processing et al.*, Sacramento County Superior Court, Case No. 34-2015-00186623-CU-OE-GDS; *Burke v. Petrol Production Supply, Inc.*, Kern County Superior Court, Case No. BCV-15-101092; *Ceron et al v. Hydro Resources-West, Inc.*, Kern County Superior Court, Case No. BCV-15-101461; *Chavana v. Golden Empire Equipment, Inc.*, Kern County Superior Court, Case No. BCV-16-102796; *De La Torre et al. v. Acuity Brands Lighting, Inc.*, San Bernardino County Superior Court, Case No. CIVDS1601800; *Dobbs v. Wood Group PSN, Inc.*, Case No. BCV-16-101078 Kern County Superior Court, Case No. BCV-16-101078-DRL; *Gonzalez et al v. Matagrano, Inc.*, San Francisco County Superior Court, Case No. CGC-16-550494; *Harbabikian et al. v. Williston Financial Group, LLC*, Ventura County Superior Court, Case No. 56-2016-004485186-CU-OE-VTA; *Prince v. Ponder Environmental Services, Inc.*, Kern County Superior Court, Case No. BCV-16-100784; *Ramirez*

1 *v. Crestwood Operations, LLC*, Kern County Superior Court, Case No. BCV-17-100503; *Reyes*
2 *v. Halliburton Energy Services, Inc.*, Kern County Superior Court, Case No. S-1500-CV-
3 280215; *Rodriguez v. B&L Casing Serve, LLC et al.*, Kern County Superior Court, Case No. S-
4 1500-CV-282709; *Marketstar Wage and Hour Cases*, Alameda County Superior Court, Case
5 No. JCCP004820; *Rodriguez et al. v. Delta Sierra Beverage, LLC*, Sacramento County Superior
6 Court, Case No. 34-2017-00206727; *Stuck v. Jerry Melton & Sons Construction, Inc.*, Kern
7 County Superior Court, Case No. BCV-16-101516; *Blevins v. California Commercial Solar,*
8 *Inc.*, Kern County Superior Case, No. BCV-17-100571; *Cisneros et al v. Wilbur-Ellis Company,*
9 *LLC*, Kern County Superior Court, Case No. BCV-17-102836; and *Castro et al. v. General*
10 *Production Service of California, Inc.*, Kern County Superior Court, Case No. BCV-15-101164.
11 Shunt was also certified as class counsel in *Fulmer et al. v. Golden State Drilling, Inc.*, Kern
12 County Superior Court, Case No. S-1500-CV-279707; *Manas et al. v. Kenai Drilling Limited,*
13 *Los Angeles County Superior Court*, Case No. BC546330; and *Nuncio et al. v. MMI Services,*
14 *Inc.*, Kern County Superior Court, Case No. S-1500-CV-282534, cases that were certified after
15 a contested class certification. Shunt is handling several class actions pending in California.

16 19. Lizette Rodriguez is an Associate Attorney at my office. Lizette received her
17 undergraduate degree from Cornell University in Government with a minor in Inequalities
18 Studies. Lizette earned a Juris Doctor degree from Pepperdine University School of Law and
19 was admitted to practice in California in January of 2021. Lizette is admitted to practice in all
20 state courts of California. The focus of Lizette's practice is class action wage-and-hour law,
21 including matters filed under PAGA. Since joining Justice Law Corporation, Lizette has worked
22 on several cases that have been granted final approval, including *Lawson v. ACF Components &*
23 *Fasteners, Inc.*, Alameda County Superior Court, Case No. RG20083855; *Salinas v. Jafra*
24 *Cosmetics International, Inc.*, Los Angeles County Superior Court, Case No. 20STCV04284;
25 *Perez v. Merit Aluminum, Inc.*, Riverside County Superior Court, Case No. RIC 1904580; *Pena*
26 *v. San Joaquin Supply dba Ernest Packaging*, Los Angeles County Superior Court, Case No.
27 19STCV43500; *Ceja v. Silvergate Bank*, San Diego County Superior Court, Case No. 37-2020-
28 0016207-CU-OE-CTL; *Quiusky v. Intevac, Inc.*, Santa Clara County Superior Court, Case No.

20CV368343; *Rodriguez v. HYM Engineering, Inc.*, Los Angeles County Superior Court, Case No. 21STCV24146; *Nepomuceno, et al. v. Portfolio Recovery Associates, LLC*, San Diego County Superior Court, Case No. 37-2021-00006651-CU-OE-CTL (Consolidated with Case No. 37-2021-00006737-CU-OE-CTL); and *Gandionco v. Allergan, Inc., et al.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2022-0003077. Lizette is handling several active class action and representative PAGA matters pending in California, including *Ramirez v. Delta Dental of California*, San Francisco County Superior Court, Case No. CGC-21-589648; *Rivera v. Fiber Care Baths, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2114174; *Weisman v. General Atomics, et al.*, San Diego County Superior Court, Case No. 37-2021-00000331-CU-OE-CTL; *Williams v. Grace & Co., dba Dark Heart Nursery*, Alameda County Superior Court, Case No. RG21108879; *Urango v. Illumina, Inc.*, San Mateo County Superior Court, Case No. 20-CIV-00127; *Fasana v. K-Vac Environmental Services, Inc.*, San Bernardino County Superior Court, Case No. CIVSB2103717; *Nava, et al., v. Countywide Mechanical Systems, Inc.*, San Diego County Superior Court, Case No. 37-2021-00049164-CU-OE-CTL; *Alzaga v. Elders Delivers, LLC*, Riverside County Superior Court, Case No. CVRI2202088; *Alvarado v. IF Copack, LLC, et al.*, Fresno County Superior Court, Case No. 22CECG00921; *Shaffer v. Marques General Engineering, Inc.*, Sacramento County Superior Court, Case No. 34-2022-00315495; *Macias v. First Technology Federal Credit Union d/b/a First Tech Federal Credit Union*, Santa Clara County Superior Court, Case No. 21CV375222; *Alcala v. Ultra Clean Technology Systems and Services, Inc. d/b/a Ultra Clean Technology*, Alameda County Superior Court, Case No. RG21094281; *Briseno v. Three Hand Corporation*, Los Angeles County Superior Court, Case No. 21STCV00443; and *Martin v. Saint Agnes Medical Center*, Fresno County Superior Court, Case No. 21CECG02303.

20. Phillip Song was an Associate Attorney at my office. Phillip received his undergraduate degree in 2006 from the University of Houston, graduating *cum laude* with a Communications B.A. and minor in Accounting. Phillip earned his Juris Doctor degree in 2011 from the University of Houston Law Center. Phillip has been admitted to practice law since 2013 (Texas). Phillip is presently admitted to practice in all state courts of California (admitted

in 2019), and before all federal district courts in California. The focus of Phillip's practice was on class actions, wage-and-hour law, and employment law. Since joining Justice Law Corporation, Phillip worked on numerous class action cases and representative actions that have been granted final approval, including *Paez et al. v. C&R Restaurant Group, LP*, Kern County Superior Court, Case No. BCV-18-103181-SDS; *Baker v. Central Coast Home Health, Inc.*, San Luis Obispo County Superior Court, Case No. 17CV-0219; *Martinez v. Community Playgrounds, Inc.*, Solano County Superior Court, Case No. FCS53879; *Duval v. Pacific States Petroleum, Inc.*, Sacramento County Superior Court, Case No. 34-2018-00231934; *Flores v. Wilmar Oils & Fats (Stockton), LLC*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2018-0012758; *Garcia v. Continental Intermodal Group LP dba CIG Logistics*, Kern County Superior Court, Case No. BCV-19-102776; *Tourchette adv. Finelite, Inc.*, Alameda County Superior Court, Case No. RG19022885; *Touch v. Presidio Components, Inc.*, Kern County Superior Court, Case No. BCV-20-101005; *Johnston v. Environmental Logistics, Inc.*, Kern County Superior Court, Case No. BCV-18-100865-DRL; *Lewis v. Environmental Waste Minimization, Inc.*, Kern County Superior Court, Case No. BCV-19-102248-SDS; *Priess v. Fiore Management LLC dba Canndescent*, Kern County Superior Court, Case No. BCV-20-100930; *Alcantar v. Bay Equity LLC*, Marin County Superior Court, Case No. CIV1903376; *Spier v. Gibbs International, Inc.*, Kern County Superior Court, Case No. BCV-19-101774-DRL; *Borghi v. Goldco Direct LLC dba Goldco Precious Metals*, Ventura County Superior Court, Case No. 56-2019-00533053-CU-OE-VTA; *Williams v. Aetna, Inc., et al.*, Alameda County Superior Court, Case No. RG19004083; *Singh v. Ryzen*, Alameda County Superior Court, Case No. RG19039158; *Hoshaw v. Sutherland Healthcare*, Los Angeles County Superior Court, Case No. 19STCV33165; *Hart v. Zazzle, Inc.*, San Mateo County Superior Court, Case No. 20-CIV-01321; *Stacy v. Branded Group, Inc.* Kern County Superior Court, Case No. BCV-21-100443-BCB; *Angeles v. iKrusher, Inc.*, Los Angeles County Superior Court, Case No. MSC20-01312, *Zuniga v. Central Valley Concrete, Inc.*, Merced County Superior Court, Case No. 20CV-00490; *Gomez v. IHI Power Services Corp.*, Merced County Superior Court, Case No. 20CV-02657; *Martinez v. N.A.F.T.A Distributors*, San Bernardino

County Superior Court, Case No. CIVDS1938970; *Bandril v. Plastikon Industries*, Alameda County Superior Court, Case No. RG19038227; *Williams v. National Construction Rentals, Inc.*, Alameda County Superior Court, Case No. RG20075904; *Pho v. Kruger Foods, Inc.*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2020-0002099; *Collins v. Mobile Medical Examination Services, LLC dba MEDXM*, Orange County Superior Court, Case No. 30-2020-01130693-CU-OE-CXC; *McNeil v. Kik International, LLC, et al.*, San Bernardino County Superior Court, Case No. CIVDS1915438 (Consolidated with Case No. CIVDS2023661); *Weber v. Sunrise Medical (US) LLC*, Merced County Superior Court, Case No. 20CV-01461 (Consolidated with Case No. 20CV-01707); *Flores v. Rivermaid Trading Company*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2020-0008623; *Guzman v. Bentley Mills, Inc.*, Los Angeles County Superior Court, Case No. 20PSCV00789; *Ferrara v. South Coast Winery, Inc.*, Riverside County Superior Court, Case No. CVRI2101920 (Consolidated with Case Nos. CVRI2102449 and MCC2001498); *Silva v. Corodata Corporation, et al.*, San Diego County Superior Court, Case No. 37-2020-00033872-CU-OE-CTL; and *Gomez v. Parker-Hannifin Corporation*, Ventura County Superior Court, Case No. 56-2022-00563952-CU-OE-VTA. Phillip was also handling multiple class action matters, PAGA matters, and FCRA class action matters.

ENHANCEMENT AWARDS

21. The Settlement provides for the Enhancement Awards of \$10,000 to each Plaintiff (totaling \$20,000) for the time and effort serving as the class representatives. Plaintiffs spent several hours (and days) producing relevant documents and past employment records (*i.e.*, personnel records), as well as providing the facts and evidence necessary to prove the allegations (*i.e.*, description of work experience and work environment). Plaintiffs were accessible whenever needed by Class Counsel and actively tried to obtain and provide as much information as possible to benefit the Class (*i.e.*, giving the names and contact information of putative class members, discussing applicable legal theories, gathering information from putative class members). Plaintiffs even assisted Class Counsel with reviewing the documents produced by Defendant and other sources, developing a strategy to obtain additional documents,

1 determining the importance of the documents produced, and reviewing the operative complaints
2 and pleadings. Furthermore, Plaintiffs prepared for and made themselves available to attend
3 mediation, provided their input on the negotiations, and reviewed and approved the Settlement
4 Agreement (and exhibits). Plaintiffs were made aware of and accepted the risks and sacrifices
5 associated with serving as the class representatives (*i.e.*, risking an adverse judgment for
6 attorneys' fees and costs, losing a potential source of income). Overall, Plaintiffs' contributions
7 were instrumental to the eventual settlement of this matter. Therefore, it is appropriate and just
8 for Plaintiffs to receive the Enhancement Awards, in addition to the Individual Settlement
9 Payments, for their services on behalf of the Class Members.

10 **LITIGATION COSTS AND EXPENSES INCURRED BY**
11 **JUSTICE LAW CORPORATION**

12 22. Justice Law Corporation incurred \$22,598.71 in costs and litigation expenses as
13 reflected in **Exhibit 6**. These costs and expenses were reasonable and necessary to effectively
14 prosecute this case. Class Counsel have borne all the risks and costs of litigation.

15 23. I submit the Settlement reached herein is fair, reasonable, and adequate. I also
16 submit the Settlement is in the best interest of Plaintiffs and Class Members.

17
18 I declare that under the penalty of perjury under the laws of California the foregoing is
19 true and correct. Executed on this 26th day of April 2023 at Pasadena, California.

20 
21 Douglas Han

EXHIBIT 1

RIVERA V. FIBER CARE BATHS, INC.
(SAN BERNARDINO COUNTY SUPERIOR COURT CASE No. CIVSB2114174)
[CONSOLIDATED WITH VILLEGAS V. FIBER CARE BATHS, INC. (LEAD CASE)
(SAN BERNARDINO COUNTY SUPERIOR COURT CASE No. CIVSB2114736)]
ATTORNEY TASK AND TIME CHART

	JUSTICE LAW CORPORATION				
	DH	STG	LR	PS	FIRM TOTAL
Investigation and Research / Due Diligence					
Pre-Lawsuit Investigation of the Key Facts with a Focus on 1) Class Certification Elements, including Adequacy, Typicality, Superiority, and Commonality; 2) Merits of Plaintiff's Claims and the Merits of the Claims of the Putative Class Members; and 3) Potential Damages Exposure of Defendant with respect to the Damages Sustained by Ernesto Rivera	2.5	5.8	1.2	2.3	11.8
Prepare a Discovery Strategy Plan of Action, including Topics of Inquiry Important to Certification, Liability, and Damages	1.4	2.6	4.7	3.8	12.5
Research and Analysis of Potential Defenses Defendants May Raise, Including, <i>de minimis</i> Work, Non-compensable Off-the-clock Work, compliant policies and manageability and arbitration agreements	2	4.3	2.8	3.2	12.3
Pre-Lawsuit Legal Research & Analysis of Latest Off-the-clock, Meal and Rest Breaks, and Certification Decisions in California, including all New Relevant DLSE Materials	2.7	2	4.3	2.8	11.8
Investigation of Defendant, Defendant's Business Relationships, and the Industry in which It Operates and Various Staffing Agencies Which Provided Labor to Defendant	3	2.8	5.2	2.8	13.8
Investigation of Defendant's Organizational and Corporate Structure, and Executive Reporting Structure as It Relates to the Employment and Management of the Putative Class Members	2.4	3.8	2.7	4.5	13.4
Analysis of Competitors within 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	3.4	2.3	4.8	3.2	13.7

Research and Investigation Re: Locations Owned, Managed, or Operated by Defendant in California During the Class Period, Including Differences Between the Various Locations to Determine Whether Those Differences Will Cause Individual Issues to Predominate Over Common Issues	1.2	2.3	1.8	2.1	7.4
Investigation of Defendant's Executives, Officers, and Leadership with a Focus on Involvement in Wage-and-Hour Issues and Establishing Willfulness and Uniformity	2.1	3.4	2.8	3.2	11.5
Research and Investigation Re: Staffing Models, Various Staffing Companies, and Staffing Levels at Defendant's Locations Worked by Putative Class Members Throughout California	3.8	2.3	3.9	4.2	14.2
Comparative Analysis and Cross-Checking of All Available Job Postings by Defendant in Order to Determine Any Variation and Identify Job Duties and Responsibilities That Would be Susceptible to Being Performed Off-the-Clock or During Meal or Rest Breaks	3.1	3.8	3.4	2.1	12.4
Research and Investigation Re: Various Software Programs Defendant Use to Conduct Its Everyday Business, Including Timekeeping Software, with a Focus on What Documents Are Created in the Normal Course of Business Relating to Overtime Worked, Off-the-Clock Time Worked Pre/Post-Shift, and Time Worked During Meal Breaks	2.3	4.7	4.8	2.7	14.5
Research and Investigation Re: Post- <i>Duran vs. U.S. Bank Trial</i> Manageability Issues, including Research Regarding Which Experts to Retain and For What Purpose	7.8	3.4	5.7	3.9	20.8
Research and Analysis of Defendant's Litigation History Involving Wage-and-Hour Issues and Other Related Employment Issues	1.7	3.2	1.9	2	8.8
Research and Investigation Re Defendant's Policies, Practices, and Procedures Relating to Reporting Time, Timekeeping, Meal/Rest Breaks, Overtime Compensation, and Reimbursement of Business-Related Expenses	3.4	2.8	8.2	3.4	17.8
Review and Analysis of Defendant's Written Policies, Practices, and Procedures, Arbitration Agreements, and Related Documents Regarding Timekeeping, Compensation, and Wage-and-Hour Compliance	2.1	4.2	0	3.8	10.1
Review and Analysis of Defendant's Written Policies, Practices, and Procedures and Related Documents Regarding Scheduling, Payment and Calculation of Incentives/Bonuses and Regular Rate Calculation	3.8	4.1	3	3.2	14.1

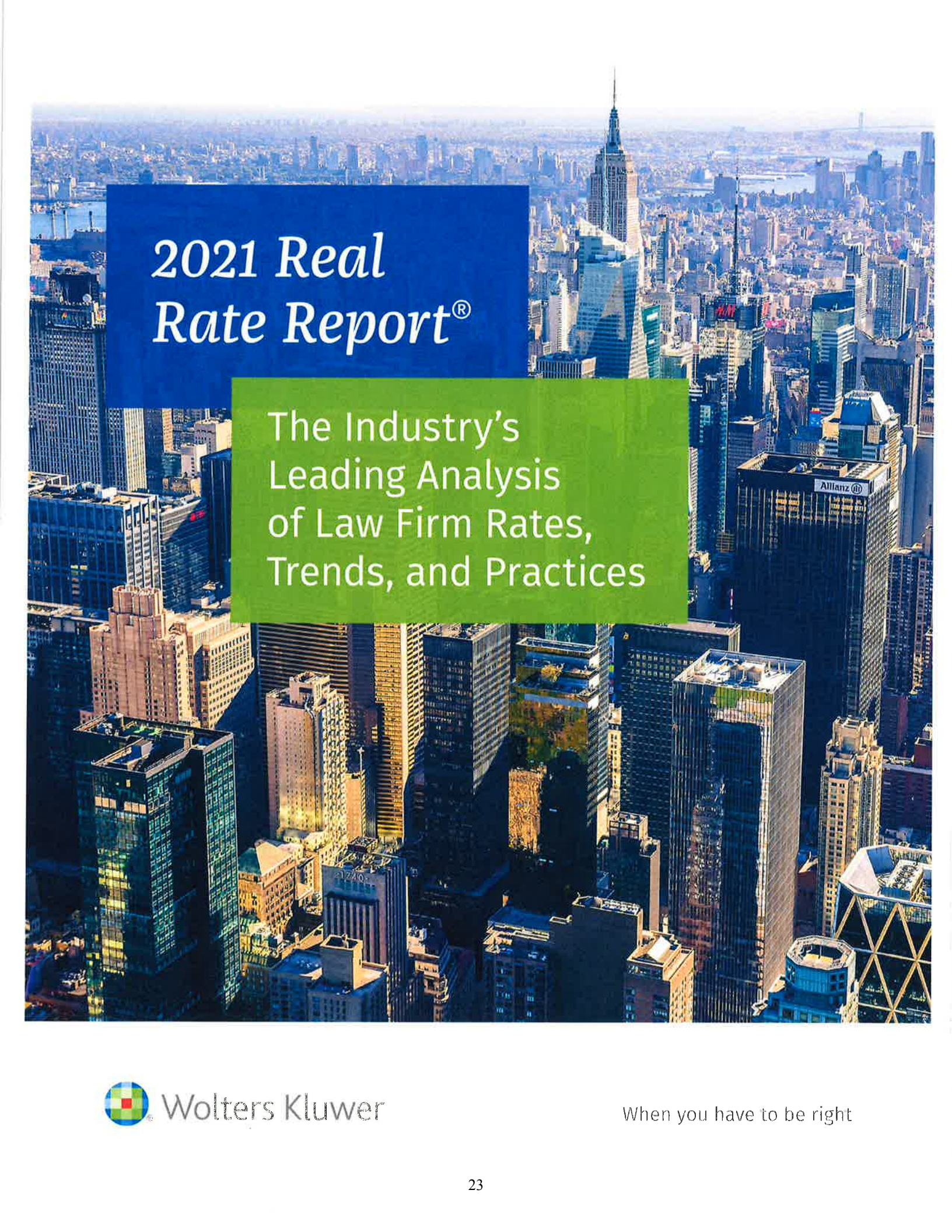
Meet and Communicate with Named Plaintiff Ernesto Rivera throughout the Pendency of the Case	6.2	17.8	14.2	11.2	49.4
Communicate with Putative Class Members, and Conduct Interviews, and Request Authorization for Personnel Records	12.7	31.2	28.4	45.8	118.1
Analysis and Review of Time Records and Corresponding Wage Statements of Putative Class Members with a Focus on Violation Rates for Missed, Short, Late, or Interrupted Meal and Rest Periods, and Whether Any Corresponding Premium Pay Was Issued by Defendant or Regular Rate was Properly Calculated.	4.8	19.4	12.2	22.1	58.5
Pleadings and Court Filings					
Draft Plaintiff Ernesto Rivera's Class Action Complaint for Damages; Legal Research and Analysis of All Claims Involved (Filed 5.28.21)	1	3.4	0.5	0.5	5.4
Review Court's Notice of Filing Fees Due (Filed 5.28.21)	0.1	0.1	0.1	0.1	0.4
Review Court's Initial Case Management Order; Prepare Notice (Filed 6.8.21)	0.2	0.2	0.2	0.2	0.8
Review Court's Complex Litigation Guidelines; Prepare Notice (Filed 6.8.21)	0.2	0.2	0.2	0.1	0.7
Review Defendant Fiber Care Baths, Inc.'s Notice of General Appearance (Filed 8.2.21)	0.1	0.1	0.1	0.1	0.4
Draft Plaintiff's Notice of Posting Jury Fees (Filed 8.11.21)	0.1	0.1	0.1	0.1	0.4
Draft Joint Stipulation and [Proposed] Order to Continue Case Management Conference (Filed 8.20.21)	0.3	0.2	0.2	0.2	0.9
Review Defendant's Substitution of Attorney (Filed 9.9.21)	0.1	0.1	0.1	0.1	0.4
Draft Joint Case Management Statement Regarding the September 16, 2021 Case Management Conference (Filed 9.10.21)	0.5	0.4	0.2	0.2	1.3
Review Clerk's Notice of Continuance (Filed 10.15.21)	0.1	0.1	0.1	0.1	0.4
Draft Joint Case Management Statement Regarding the November 21, 2021 Case Management Conference (Filed 10.27.21)	0.3	0.3	0.1	0.2	0.9

Draft Plaintiff's Notice of Continued Case Management Conference (Filed 11.4.21)	0.1	0.1	0.3	0.1	0.6
Draft Joint Case Management Conference Statement Regarding the December 9, 2021 Case Management Conference (Filed 11.23.21)	0.1	0.1	0.3	0.1	0.6
Draft Joint Case Management Conference Statement Regarding the July 18, 2022 Case Management Conference (Filed 7.11.22)	0.2	0.1	0.2	0.1	0.6
Review Court's Order Granting Motion for Preliminary Approval and Consolidation of Cases for Settlement Purposes (Filed 1.23.23)	1.1	0.4	0.5	0.2	2.2
Review Court's Order Granting Plaintiffs' Motion for Final Approval; Prepare Notice of Entry of Order (Anticipated)	0.1	0.1	0.2	0.2	0.6
Appearances					
Prepare for and Attend Case Management Conference (via Remote Appearance on 8.17.21)	0	0	1.5	0	1.5
Prepare for and Hearing Regarding Plaintiff's Motion for Preliminary Approval (via Remote Appearance on 1.23.23)	2	0	0	0	2
Prepare for and Attend Motion for Final Approval Hearing (Anticipated)	2	0	0	0	2
Discovery and Depositions					
Draft Letter to Defense Counsel Re: Request for Personnel File, Pay Stubs and Time Records for Plaintiff Ernesto Rivera	0.8	0	0	0.1	0.9
Review and Analyze Plaintiff Ernesto Rivera's Personnel File, Pay Stubs, and Time Records Produced by Defendant	1.3	2	0	1	4.3
Draft Plaintiff Ernesto Rivera's Form Interrogatories - General (Set One), Requests for Production of Documents (Set One), Requests for Admissions (Set One), and Special Interrogatories (Set One) to Defendant Fiber Care Baths, Inc. (Prepared, but not Propounded)	0.6	2	1	0.5	4.1
Draft Plaintiff Ernesto Rivera Notice of Deposition of Defendant Fiber Care Baths, Inc.'s Person Most Qualified and Requests for Production of Documents (Prepared, but not Served)	0.2	0.1	0.6	0.5	1.4
Mediation and Settlement					

Draft Mediation Information Letter to Defense Counsel	1	0.5	0	0	1.5
Review Analyze Documents and Data produced by Defendant in Response to the Mediation Information Letter, including Sample Time Keeping and Corresponding Pay Records	4.5	8.7	12.9	14.3	40.4
Prepare for Mediation, including Research Merits of Claims, Performing Damages Analysis, Drafting Mediation Brief, and Compiling Mediation Exhibits and Putative Class Members Declarations	5.2	17.2	14.5	8.7	45.6
Prepare for and Attend Mediation with Mediator Lynn Frank (Via Zoom on 5.26.22)	8.5	8.5	8.5	8.5	34
Prepare for and Attend Second Mediation with Mediator Lynn Frank (Via Zoom on 7.21.22)	8.5	8.5	8.5	0	25.5
Negotiate, Draft and Finalize Settlement Agreement Terms with Defense Counsel; Meet and Confer and Revise Settlement Agreement and Class Notice	6.9	3.4	7.1	2.3	19.7
Coordinate Settlement Administration with Settlement Administrator; Ongoing Monitoring of Settlement Administration; Respond to Class Member Inquiries; Communicate with Class Member Re: Deadline and Claims Procedures	3.5	1.6	3.8	3.2	12.1
Letters and Correspondence					
Draft Correspondence to, and Respond to Correspondence from, Telephone conference calls with Defense Counsel throughout the Pendency of the Lawsuit	23.6	33.3	30.2	23.7	110.8
Law and Motion					
Review Co-Counsel's Motion for Preliminary Approval of Class Action Settlement; Declaration of Armond Jackson in Support Thereof; Declaration of Manuel Villegas in Support Thereof; and [Proposed] Order Granting Plaintiff's Motion for Preliminary Approval of Class Action Settlement (Filed 9.27.22)	3.5	1.1	1.6	0	6.2
Prepare Declaration of Douglas Han and Declaration of Ernesto Rivera in Support of Plaintiffs' Motion for Preliminary Approval (Filed on 9.27.22)	3	0.2	1.4	0	4.6
Prepare Motion for Final Approval of Class Action Settlement, Attorneys' Fees, Costs, and Service Payments Briefing and Supporting Documents (Anticipated)	5	1	2	0	8
Total Hour Per Lawyer:	157.1	220.3	213	197.7	-

Total Hours Combined:	788.1
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EXHIBIT 2

An aerial photograph of the New York City skyline, featuring numerous skyscrapers and the Empire State Building prominently in the background. The image is used as a background for the report cover.

2021 Real Rate Report®

The Industry's
Leading Analysis
of Law Firm Rates,
Trends, and Practices



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A Letter to Our Readers

Welcome to the Wolters Kluwer's ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by Wolters Kluwer's ELM Solutions LegalVIEW® data warehouse, the world's largest source of legal performance benchmark data, which has grown to include over \$150 billion in anonymized legal data.

This year, we launched our LegalVIEW Insights Report series, which explores the emerging trends behind the overall legal spend volatility seen in corporate legal departments. The insights reports coupled with the Real Rate Report are great tools to drive actionable decisions.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW® data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer's ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



Barry Ader

Vice President, Product Management and Marketing
Wolters Kluwer's ELM Solutions

Report Use Considerations

2021 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

Some key factors¹ that drive rates²:

Attorney location - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

Litigation complexity - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

Years of experience and reputation - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

Overhead - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

Firm size - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

Rates increase in geographic areas with growing population

Additional analysis was performed to examine the impact of geographic location on law firm hourly rates. This report, like previous ones, shows that large, cosmopolitan legal services markets like New York City, San Francisco, and Los Angeles are associated with higher hourly rates. In addition, our analysis reveals a significant spike in hourly rates in areas of the country

¹ David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

² Source: 2018 RRR. Factor order validated in multiple analyses since 2010

Report Use Considerations

that are currently experiencing high population growth. Significant average rate increases occurred from 2020 to 2021 in many areas, but especially Fresno, California (~15% average rate increase), Greenville, SC (~18%), Miami, FL (~9%), Nashville, TN (~11%), Oklahoma City (~13%), Phoenix, AZ (~10%), and Seattle, WA (~11%) -- all of which have experienced much higher than average population growth in recent years.

The correlation between hourly rates and population growth makes sense. When people and businesses move into an area, it creates a spike in demand for all sorts of goods and services, including legal services. However, it is hard for the supply of legal services to move as quickly as demand because attorneys looking to move into a new geographic area face high switching costs that most will refuse to pay unless they absolutely have to.

First, attorneys looking to take work in a new state have to get licensed there, which takes time and effort and is a distraction that can reduce their current income in the form of the number of hours they are able to bill to clients. Second, despite the rise in remote working, many attorneys looking to establish practices in a new geographic location may have to establish at least some physical presence there, find a new office, new lodging, and potentially uproot their entire family. Third, even if the switching costs of licensure, physically moving, etc. are paid, attorneys may fear yet another switching cost in the form of attrition of their existing clients from their original geographic locale, who may view them as no longer investing in their knowledge of the legal problems and legal solutions that are specific to the original locale.

³ Source: 2020 RRR. Factor order validated in multiple analyses since 2010

Section I: High-Level Data Cuts

Cities

By Matter Type

2021 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Kansas City MO	Non-Litigation	Associate	95	\$250	\$320	\$385	\$323	\$288	\$278
		Partner	14	\$285	\$350	\$484	\$402	\$445	\$413
Las Vegas NV	Non-Litigation	Partner	19	\$250	\$300	\$445	\$375	\$421	\$480
		Associate	12	\$238	\$323	\$377	\$320	\$282	\$280
Little Rock AR	Non-Litigation	Partner	12	\$215	\$215	\$300	\$267	\$290	\$274
Los Angeles CA	Litigation	Partner	342	\$475	\$715	\$1,042	\$759	\$708	\$694
		Associate	433	\$402	\$602	\$806	\$610	\$583	\$535
Los Angeles CA	Non-Litigation	Partner	559	\$600	\$880	\$1,160	\$894	\$872	\$816
		Associate	761	\$480	\$685	\$895	\$696	\$665	\$620
Louisville KY	Litigation	Partner	18	\$265	\$356	\$405	\$344	\$353	\$338
		Associate	16	\$178	\$200	\$278	\$225	\$227	\$214
Louisville KY	Non-Litigation	Associate	12	\$208	\$215	\$249	\$224	\$230	\$197
		Partner	15	\$244	\$389	\$529	\$421	\$424	\$430
Madison WI	Non-Litigation	Partner	15	\$244	\$389	\$529	\$421	\$424	\$430
Memphis TN	Litigation	Partner	16	\$290	\$415	\$425	\$364	\$355	\$347
		Associate	20	\$298	\$340	\$369	\$345	\$346	\$334
Miami FL	Litigation	Partner	100	\$282	\$475	\$614	\$465	\$473	\$453
		Associate	100	\$282	\$475	\$614	\$465	\$473	\$453

Section I: High-Level Data Cuts

Cities

By Years of Experience

2021 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Jackson MS	7 or More Years	22	\$55	\$55	\$183	\$124	\$125	\$183
Kansas City MO	3 to Fewer Than 7 Years	26	\$252	\$310	\$349	\$306	\$294	\$292
	7 or More Years	28	\$295	\$325	\$370	\$325	\$283	\$282
Los Angeles CA	Fewer Than 3 Years	70	\$494	\$533	\$622	\$543	\$511	\$413
	3 to Fewer Than 7 Years	128	\$533	\$709	\$821	\$673	\$582	\$510
	7 or More Years	164	\$412	\$565	\$841	\$629	\$604	\$576
Miami FL	3 to Fewer Than 7 Years	14	\$277	\$340	\$408	\$364	\$323	\$323
	7 or More Years	30	\$310	\$475	\$540	\$431	\$429	\$374
Minneapolis MN	3 to Fewer Than 7 Years	23	\$330	\$351	\$462	\$394	\$388	\$355
	7 or More Years	26	\$326	\$448	\$580	\$441	\$397	\$384
Nashville TN	7 or More Years	13	\$245	\$283	\$325	\$287	\$271	\$253
New Orleans LA	3 to Fewer Than 7 Years	13	\$235	\$238	\$280	\$251	\$260	\$248
	7 or More Years	13	\$260	\$340	\$364	\$324	\$326	\$276
New York NY	Fewer Than 3 Years	160	\$440	\$590	\$775	\$629	\$560	\$513
	3 to Fewer Than 7 Years	237	\$412	\$670	\$875	\$681	\$625	\$559

Section I: High-Level Data Cuts

Cities

By Years of Experience

2021 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Los Angeles CA	Fewer Than 21 Years	173	\$550	\$855	\$1,065	\$815	\$724	\$703
	21 or More Years	332	\$527	\$725	\$1,145	\$844	\$818	\$758
Memphis TN	Fewer Than 21 Years	11	\$283	\$300	\$340	\$317	\$324	\$309
	21 or More Years	17	\$365	\$415	\$425	\$391	\$379	\$370
Miami FL	Fewer Than 21 Years	44	\$408	\$540	\$583	\$503	\$484	\$485
	21 or More Years	99	\$414	\$550	\$750	\$569	\$564	\$532
Milwaukee WI	Fewer Than 21 Years	14	\$306	\$358	\$433	\$373	\$355	\$323
	21 or More Years	26	\$375	\$470	\$545	\$535	\$530	\$431
Minneapolis MN	Fewer Than 21 Years	41	\$400	\$520	\$604	\$513	\$515	\$478
	21 or More Years	82	\$450	\$659	\$789	\$619	\$591	\$579
Nashville TN	Fewer Than 21 Years	27	\$375	\$464	\$495	\$436	\$413	\$374
	21 or More Years	49	\$420	\$470	\$536	\$481	\$472	\$433
New Orleans LA	Fewer Than 21 Years	24	\$275	\$305	\$390	\$346	\$361	\$337
	21 or More Years	40	\$295	\$332	\$412	\$352	\$373	\$369
New York NY	Fewer Than 21 Years	456	\$656	\$1,044	\$1,407	\$1,033	\$987	\$938

Section I: High-Level Data Cuts

Cities

By Role

2021 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Little Rock AR	Partner	16	\$215	\$250	\$300	\$272	\$287	\$282
Los Angeles CA	Partner	786	\$536	\$822	\$1,101	\$843	\$808	\$766
	Associate	1,110	\$450	\$653	\$860	\$664	\$636	\$587
Louisville KY	Partner	25	\$278	\$355	\$400	\$348	\$363	\$348
	Associate	25	\$180	\$210	\$264	\$224	\$228	\$210
Madison WI	Partner	15	\$241	\$389	\$536	\$419	\$435	\$440
Memphis TN	Partner	30	\$290	\$351	\$415	\$354	\$351	\$342
Miami FL	Partner	226	\$360	\$530	\$675	\$525	\$524	\$516
	Associate	149	\$265	\$361	\$475	\$375	\$381	\$365
Milwaukee WI	Partner	52	\$316	\$390	\$476	\$452	\$450	\$387
	Associate	36	\$270	\$305	\$358	\$316	\$305	\$269
Minneapolis MN	Partner	175	\$419	\$595	\$711	\$578	\$544	\$531
	Associate	137	\$295	\$406	\$521	\$405	\$377	\$376
Nashville TN	Partner	108	\$375	\$468	\$535	\$463	\$457	\$414
	Associate	73	\$252	\$311	\$338	\$305	\$283	\$257

EXHIBIT 3

LAFFEY MATRIX

History

Case Law

See the Matrix

Contact us

Home

			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
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
			\$4				

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)

* $\frac{1}{2}$ Years Out of Law School $\frac{1}{2}$ is calculated from June 1 of each year, when most law students graduate. $\frac{1}{2}$ 1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $\frac{1}{2}$ 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 $\frac{1}{2}$ 1-3" from June 1, 1996 until May 31, 1999, would move into tier $\frac{1}{2}$ 4-7" on June 1, 1999, and tier $\frac{1}{2}$ 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 4

JOINT PROSECUTION AGREEMENT

The Law Firms of:

(1) JUSTICE LAW CORPORATION (“JUSTICE”), counsel for Plaintiff in the case of *Ernesto Rivera v. Fiber Care Baths, Inc.*, San Bernardino County Superior Court Case No. CIVSB2114174; **and**, (2) JACKSON APC (“JACKSON”), counsel for Plaintiff in the case of *Manuel Villegas v. Fiber Care Baths, Inc.*, San Bernardino County Superior Court Case No. CIVSB2114736, **as well as**, (collectively the, “Attorneys”), enter into this Joint Prosecution Agreement (“Agreement”) in connection with these cases (the “Actions”).

The purpose of this Joint Prosecution Agreement (“Agreement”) is to memorialize the rights and responsibilities with respect to (a) the conduct of the work necessary for the investigation, litigation and settlement negotiation of the Action, (b) the payment of costs and expenses, and (c) the recovery of costs and expenses and attorney’s fees.

1. Relationship of Attorneys

Attorneys will jointly litigate the Action and process any Settlement, with the understanding that they are Co-Lead Counsel. Together, the Attorneys shall be responsible for directing the course and conduct of the Action. The Attorneys agree to confer with each other on decision-making. The Attorneys agree to work cooperatively and to keep each other apprised of all developments in the Action, including communication with the clients, the Court, and opposing counsel. JUSTICE will take the lead in preparing for and handling mediation and negotiations for July 21, 2022 and will confer with JACKSON for settlement. If the case settles on July 21, 2022, JACKSON will be responsible for settlement approval procedures with the Court.

2. Professional Negligence

Attorneys assume no liability for each other’s professional negligence.

3. Payment of Costs and Expenses.

Attorneys shall pay their own internal costs related to word processing, transportation and hotels, postage and delivery, internal photocopying, computer research, telephone charges and similar internal expenses.

Attorneys shall be responsible for the payment of external costs and expenses of the Litigation incurred after the signing of this agreement, including but not limited to filing fees, reporter fees, service of process fees, consultant and expert witness fees, expert travel costs, document production and other discovery costs, and class notice costs, in accordance with the percentage fee shares described below in Section 4(b).

4. Recovery of Attorneys’ fees, Investigation, Litigation, Costs and Expenses.

a. Out-of-pocket costs and expenses as described in Section 2 above shall first be reimbursed to the party to the Agreement who paid them.

b. In the event there is a recovery in this case, either by settlement, judgment, arbitration award, or otherwise, and award of any type of damages or other monetary relief and/or an award of attorneys' fees, Attorneys shall recover fees after reimbursing such costs and expenses. Fees shall be allocated between Attorneys as follows:

- i. 65% to JUSTICE; and
- ii. 35% to JACKSON.

5. Scope of Agreement.

This Agreement applies to the investigation, negotiation or litigation of the Action. Should other claims or litigation ensue against the Company, a separate agreement regarding association of counsel would be required.

6. Dispute Resolution

In the event of a dispute regarding this Agreement, the parties agree to mediate. If mediation is unsuccessful the parties agree to binding arbitration with either JAMS or Judicate West.

ACCEPTED and AGREED to:

I have read the foregoing and agree to abide by the terms of this Joint Prosecution Agreement. I am authorized to execute this Agreement on behalf of my firm or organization.

JUSTICE LAW CORPORATION

Date: July 21, 2022

By: 
Douglas Han

JACKSON APC

Date: July 20, 2022

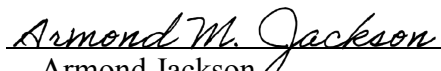
By: 
Armond Jackson

EXHIBIT A TO “JOINT PROSECUTION AGREEMENT”
Rules of Professional Conduct of the State Bar of California, Rule 1.5.1(a)(2)
Client Consent

I, Ernesto Rivera, state as follows:

1. I have been advised in writing that the attorneys identified above have entered into a proposed “Joint Prosecution Agreement.” I understand that the attorneys will divide any attorney’s fees awarded by the court as stated above.
2. My attorney has answered any and all questions that I have about the proposed fee division. I understand the proposed fee division fully.
3. I hereby consent to the proposed fee division.

07/20/2022

Dated: _____

Ernesto Rivera

Signature: Ernesto Rivera

EXHIBIT B TO “JOINT PROSECUTION AGREEMENT”
Rules of Professional Conduct of the State Bar of California, Rule 1.5.1(a)(2)
Client Consent

I, Manuel Villegas, state as follows:

1. I have been advised in writing that the attorneys identified above have entered into a proposed “Joint Prosecution Agreement.” I understand that the attorneys will divide any attorney’s fees awarded by the court as stated above.
2. My attorney has answered any and all questions that I have about the proposed fee division. I understand the proposed fee division fully.
3. I hereby consent to the proposed fee division.

Dated: July 20, 2022

Manuel Villegas
Signature: Manuel Villegas

EXHIBIT 5

Cases	Court	Case Number	Judge
Jamie Contreras v. Stueves's Milk Transport, Inc.	San Bernardino County Superior Court	CIVDS1304440	David Cohn
Art Kelly et al. v. Barker Management, Inc.	Los Angeles County Superior Court	BC506120	Kenneth Freeman
Patrick Arellano v. Tolt, LLC; Tolt Service Group, Inc.	Los Angeles County Superior Court	BC512644	Amy Hogue
Derya Keles et al. v. The Art of Shaving-FL, LLC	Alameda County Superior Court	RG13687151	Wynne Carville
Marc Newman v. Hyder & Company	San Diego County Superior Court	37-2013-00051617-CU-OE-CTL	John Meyer
Abigail Stahl v. Fred Leeds Properties, Inc.	Los Angeles County Superior Court	BC509716	John Wiley, Jr.
Johnny Esters et al. v. HBD LTD, Limited Partnership	Kern County Superior Court	S-1500-CV-279879 DRL	David Lampe
Brian Davidson et al. v. Lentz Construction General Engineering Contractor, Inc.	Kern County Superior Court	S-1500-CV-279842-LHB	Lorna Brumfield
Lindsay Griffiths v. Paper Source, Inc.	Los Angeles County Superior Court	BC506121	William Highberger
Gabriel Betancourt v. Hugo Boss USA	Los Angeles County Superior Court	BC506988	Kenneth Freeman
Stephen McDougle et al. v. Ensign Drilling Company (California), Inc.	Kern County Superior Court	S-1500-CV-279842-LHB	Lorna Brumfield
Cody Pierce v. Progress Rail Services Corporation	Kern County Superior Court	S-1500-CV-282596	David Lampe
Michael Weston et al. v. Helmerich & Payne International Drilling Co.	Kern County Superior Court	1500 CV279549	David Lampe
Rod Rodriguez v. B&L Casing Service, LLC	Kern County Superior Court	S-1500-CV-282709-DRL	David Lampe
Jose Duval et al. v. DBI Beverage, Inc.	Santa Clara County Superior Court	1-14-CV-266154	Peter Kirwan
Pamela Van Goey v. Pro's Choice Beauty Care, Inc.	Los Angeles County Superior Court	BC545400	John Wiley, Jr.
Michael Peterson v. T-J Roofing Co., Inc (Baker Roofing)	San Joaquin County Superior Court	39-2014-00316043-CU-OE-STK	Barbara Kronlund
Ilya Zaydenburg et al. v. Crocs Retail, Inc.	Los Angeles County Superior Court	BC554214	John Wiley, Jr.
Jeff Hartzell et al. v. Truitt Oil Field Maintenance Corporation	Kern County Superior Court	S-1500-CV-283011-DRL	David Lampe
Nickolus Blevins v. Watkins Construction Co., Inc.	Kern County Superior Court	S-1500-CV-283079-LHB	Lorna Brumfield
Jennifer Ailey et al. v. Restoration Hardware, Inc.	Los Angeles County Superior Court	JCCP4794	William Highberger
Mario Navarro-Sales et al. v. Markstein Beverage Co.	Sacramento County Superior Court	34-2015-00174957	Alan Perkins
Jason Novak v. Midlands Management Corporation; Midlands Claim Administrators	Los Angeles County Superior Court	BC56702	Ann Jones
Oscar Pina v. Zim Industries, Inc. dba Bakersfield Well & Pump	Kern County Superior Court	S-1500-CV-284498-SPC	Sidney Chapin
David W. White et al. v. Pilot Travel Centers LLC	San Joaquin County Superior Court	39-2013-00301569-CU-OE-STK	Linda Lofthus
Kristin Hollinger et al. v. Safety Management Systems, LLC	Kern County Superior Court	S-1500-CV-284499-DRL	David Lampe
Michelle Ross et al. v. Southern State Insurance (Alsmadi)	Los Angeles County Superior Court	BC507217	Kenneth Freeman
Simone Blattler et al. v. Kate Spade & Company	Los Angeles County Superior Court	BC521256	Kenneth Freeman
Melba Hynick v. AmeriFirst Financial, Inc.	Los Angeles County Superior Court	BC573246	Lisa Hart Cole
Evelyn Antoine v. Rivertone Residential CA, Inc. dba Riverstone Residential Group	Sacramento County Superior Court	34-2013-00155974	Alan Perkins
Lesly Chavez et al. v. East West Bank	San Francisco County Superior Court	CJC-13-004839	Curtis Karnow
John Kim v. Hanmi Bank	Los Angeles County Superior Court	BC534578	Elihu Berle
Nickolous Blevins v. Republic Refrigeration, Inc.	Los Angeles County Superior Court	BC579924	Elihu Berle
Melba Hynick et al. v. International City Mortgage, Inc.	San Bernardino County Superior Court	CIVDS1502516	Keith Davis
Jose Contreas v. Towne Center Property Management, Inc.	Los Angeles County Superior Court	BC513621	Ann Jones
Cody Pierce et al. v. Robert Heely Construction, LP	Kern County Superior Court	S-1500-CV-282474-LHB	Lorna Brumfield
Terry Tauchman v. Outerwall, Inc. aka Coinstar, Inc.	Sacramento County Superior Court	34-2013-00154815	Alan Perkins
Sherrie Ward et al. v. Amazon Processing, LLC dba Appstar Financial	San Diego County Superior Court	37-2015-00012522-CU-OE-CTL	Timothy Taylor
Karen McKinnon et al. v. Renovate America, Inc.	San Diego County Superior Court	37-2015-00038150-CU-OE-CTL	John Meyer
Mark Aceves et al. v. Cambro Manufacturing Company	Orange County Superior Court	30-2015-00810013-CU-OE-CXC	Glenda Sanders
Kevin Marking v. Randy's Trucking, Inc.	Kern County Superior Court	BCV-15-100180-TSC	Thomas Clark
Daniel Saiyasit et al. v. Saccani Distributing Company	Sacramento County Superior Court	34-2015-00187440	Raymond Cadei
Michael Emerson et al. v. Ganahl Lumber Company	Orange County Superior Court	30-2014-00747750-CU-OE-CXC	Kim Dunning
Jose Salas v. Clean Harbor Environmental Services, Inc.	Kern County Superior Court	BCV-15-100187DRL	David Lampe
Edwin Murillo v. W.A. Thompson, Inc	Kern County Superior Court	BCV-16-101994	Sidney Chapin
Tyrone Windham et al. v. T.F. Louderback, Inc. dba Bay Area Beverage Company	Contra Costa County Superior Court	CIVMSC16-00861	Barry Goode
Derrick Lankford v. Roseburg Forest Products Co.	Los Angeles County Superior Court	BC603618	Ann Jones
Alejandro Hernandez v. Crest Beverage, LLC	San Diego County Superior Court	37-2015-00039163-CU-OE-CTL	Katherine Bacal
Martin Gonzalez v. Matagrano Inc.	San Francisco County Superior Court	CGC-16-550494	Curtis Karnow
Malachi Smith et al. v. Marketstar Corporation	Alameda County Superior Court	JCCP004820	George Hernandez
Justin Dougherty v. Redbox Automated Retail, LLC	Los Angeles County Superior Court	BC544841	Maren Nelson
Edgardo Madrigal et al. v. Couch Distributing Company, Inc.	Santa Cruz County Superior Court	15-CV-00439	Paul Burdick
Rodney Hoffman v. Blattner Energy Inc.	United States District Court of Central California	ED CV 14-2195-DMG (DTBx)	Dolly Gee
Ruben Amaya v. Apex Merchant Group, LLC dba Express Processing	Sacramento County Superior Court	34-2015-00186623-CU-OE-GDS	Steven Rodda
Eduardo De La Torre et al. v. Acuity Brands Lighting, Inc.	San Bernardino County Superior Court	CIVDS1601800	Donna Gunnell Garza
Carlos Ramirez v. Mashburn Transportation Services, Inc.	Kern County Superior Court	BCV-15-100591-SPC	Stephen Schuett
Dennis Carr et al. v. American Security Products Company	San Bernardino County Superior Court	CIVDS1606769	Wilfred Schneider, Jr.
Shane Burke v. Petrol Production Supply, Inc.	Kern County Superior Court	BCV-15-101092-SPC	Stephen Schuett
Sam John et al. v. Rival Well Services Incorporated	Kern County Superior Court	BCV-15-100504-SPC	Stephen Schuett
Tanya Orosco v. Visionary Home Builders of California	Sacramento County Superior Court	34-2017-00210368-CU-OE-GDS	Christopher Krueger
Eric Savage et al. v. Regus Management Group, LLC	Los Angeles County Superior Court	BC498401	Elihu Berle
Adalberto Chavana v. Golden Empire Equipment, Inc.	Kern County Superior Court	BCV-16-102796-DRL	David Lampe

Cases	Court	Case Number	Judge
Jeff Prince v. Ponder Environmental Services, Inc.	Kern County Superior Court	BCV-16-100784-DRL	David Lampe
Fernando Mondragon et al. v. Oldenkamp Trucking, Inc.	Kern County Superior Court	BCV-16-102399	Stephen Schuett
John Steele et al. v. Delta Sierra Beverage, LLC	Sacramento County Superior Court	34-2017-00206727	Alan Perkins
Nabor Navarro v. Trans-West Intermodal, Inc.	San Bernardino County Superior Court	CIVDS1700850	Brian McCarville
David Dobbs v. Wood Group PSN, Inc.	Kern County Superior Court	BCV-16-101078-DRL	David Lampe
Keith Lacy v. Azuma Foods International, Inc., USA	Alameda County Superior Court	RG16827402	Winifred Smith
Julio Ceron et al. v. Hyrdro Resources-West, Inc.	Kern County Superior Court	BCV-15-101461	Stephen Schuett
Antonio Calderon v. BKB Construction, LP	Kern County Superior Court	BCV-17-102154-DRL	David Lampe
Silvia Harbabikian et al. v. Williston Financial Group, LLC	Ventura County Superior Court	56-2016-00485186-CU-OE-VTA	Kent Kellegrew
Alex Vega et al. v. Advance Beverage Co., Inc.	Kern County Superior Court	BCV-16-100848-DRL	David Lampe
Emmanuel Villarin v. BHFC Operating LLC dba Bottega Louie	Los Angeles County Superior Court	BC616136	Carolyn Kuhl
Milton Krisher et al. v. General Production Service of California, Inc.	Kern County Superior Court	BCV-15-100795	David Lampe
Steve Stuck v. Jerry Melton & Sons Construction, Inc.	Kern County Superior Court	BCV-16-101516-DRL	David Lampe
Caryn Rafferty et al. v. Academy Mortgage Corporation	Sacramento County Superior Court	34-2016-00191285-CU-OE-GDS	David Brown
Carrie Baker v. Central Coast Home Health	San Luis Obispo County Superior Court	17CV-0219	Tana Coates
Jamar Farmer v. Cooks Collision, Inc.	Napa County Superior Court	17CV000969	Diane Price
Alvin Hayes et al. v. Advanced Drainage Systems, Inc.	Kern County Superior Court	BCV-17-101019	Stephen Schuett
Carlos Ramirez v. Crestwood Operations LLC	Kern County Superior Court	BCV-17-100503	David Lampe
Belen Torrez v. Freedom Mortgage Corporation	San Bernardino County Superior Court	CIVDS1709351	David Cohn
Nickolous Blevins v. California Commercial Solar, Inc.	Kern County Superior Court	BCV-17-199571	Stephen Schuett
Ricardo Ortega et al. v. Nestle Waters North America, Inc.	Los Angeles County Superior Court	BC623610	Carolyn Kuhl
Marco Reyes v. Halliburton Energy Services, Inc.	Kern County Superior Court	S-1500-CV-280215-SDS	Stephen Schuett
Dennis Carr v. So-Cal Structural Steel Fabrication, Inc.	San Bernardino County Superior Court	CIVDS1605828	Thomas Garza
Dois Sides et al. v. S.A. Camp Pump Company	Kern County Superior Court	BCV-16-100219-DRL	David Lampe
Javier Cisneros et al. v. Wilbur-Ellis Company LLC	Kern County Superior Court	BCV-17-102836-DRL	David Lampe
Landon Fulmer, Jr. et al. v. Golden State Drilling, Inc.	Kern County Superior Court	S-1500-CV0279707-SDS	Stephen Schuett
Alejandro Hernandez v. NUCO2 Management, LLC	Kern County Superior Court	BCV-17-102571-SDS	Stephen Schuett
Carlos McCollum et al. v. Delta Tech Service, Inc.	Solano County Superior Court	FCS049504	Scott Daniels
Juan Garcia et al. v. Straub Distributing Company, LTD	Kern County Superior Court	BCV-18-100377-DRL	David Lampe
Hal Weinshank et al. v. Freedom Mortgage Corporation	Sacramento County Superior Court	34-2018-00229068	David Brown
Carl Morel et al. v. Aseptic Solutions USA Ventures, LLC	Riverside County Superior Court	RIC1711383	Craig Riemer
Bridgette Guzman v. CrossCountry Mortgage, Inc.	San Diego County Superior Court	37-2017-00050474-CU-OE-CTL	Richard Whitney
Jose Castillo v. Gabriel I. Cruz dba GIC Transport Inc.	Kern County Superior Court	BCV-17-101807-DRL	Thomas Clark
Maximo Garcia et al. v. Glide Rite	Los Angeles County Superior Court	BC665485	William Highberger
Marie Hernandez v. Starbucks Corporation dba Teavana	Ventura County Superior Court	56-2017-00497449-CU-OE-VTA	Matthew Guasco
Talia Turner et al. v. Alliance Residential, LLC	Sacramento County Superior Court	34-2016-00199504-CU-OE-GDS	Alan Perkins
Genio Chuen v. 911 Mobile Mechanic, LLC	Orange County Superior Court	30-2017-00943421-CU-OE-CXC	Glenda Sanders
Elbern Gentry v. Eugene Burger Management Corporation	Sacramento County Superior Court	34-2015-00182515-CU-OE-GDS	David Brown
Daniel Lee v. Westside Habitats, LLC	Los Angeles County Superior Court	BC702296	Elihu Berle
Victor Felix v. Remedial Transportation Services, Inc.	Kern County Superior Court	BCV-18-102595	David R. Lampe
Amy Lustig v. Skyline Financial Corporation	Los Angeles County Superior Court	JCCP4929	Daniel Buckley
Maurice Bunche et al. v. Mettler-Toledo Rainin, LLC	Alameda County Superior Court	RG18899279	Winifred Smith
Richard Valencia v. Hill Phoenix, Inc.	San Bernardino County Superior Court	CIVDS1715125	David Cohn
Annie Ayala v. Cherry Creek Mortgage Co., Inc.	San Bernardino County Superior Court	CIVDS1813616	David Cohn
Melissa Paez v. C&R Restaurant Group, LP	Kern County Superior Court	BCV-18-103171	Stephen Schuett
Johnie Honeycutt et al. v. California Sierra Express, Inc.	Sarremonto County Superior Court	34-2017-00210723	David Brown
Jimmy Alexander v. Republic Services, Inc.	Kern County Superior Court	BCV-18-102520-DRL	David Lampe
Jose Garcia v. Hronis, Inc	Kern County Superior Court	BCV-18-101510	David Lampe
Carlos Koreisz et al. v. On Q Financial, Inc	Ventura County Superior Court	56-2018-00511 126-CU-OE-VTA	Mark Borrell
Jason Manas et al. v. Kenai Drilling Limited	Los Angeles County Superior Court	BC546330	Daniel Buckley
Michelle Xiong et al. v. Hilltop Ranch, Inc.	Merced County Superior Court	18CV-01340	Brian McCabe
David Bibb v. Gazelle Transportation, LLC	Kern County Superior Court	BCV-18-103172-DRL	David Lampe
Israel Balderama v. Steeler, Inc.	Kern County Superior Court	BCV-18-102314-DRL	David Lampe
Donna Chavez v. Munchkin, Inc.	San Bernardino County Superior Court	CIVDS1829987	John Tomberlin
Julio Rodriguez v. Square-H Brands, Inc	Los Angeles County Superior Court	BC719423	Elihu Berle
Jose Godinez et al. v. Lazer Spot, Inc.	Kern County Superior Court	BCV-17-102721	Thomas Clark
Ratcliffe v. Gold Star Mortgage Financial Group	Orange County Superior Court	30-2017-00918768-CU-OE-CXC	Peter Wilson
Jose Duval v. Pacific States Petroleum, Inc.	Sacramento County Superior Court	34-2018-00231934, 34-2018-243085	David Brown
Karen Morgan v. Childtime Childcare, Inc. (Federal)	United States District Court of Central California	8:17-cv-01641 AG (KESx)	Andrew Guilford
Alejandro Amador v. RMJV, LP dba Fresh Creative Foods	San Diego County Superior Court	37 -2018-00045893-CU-OE-NC	Jacqueline Stern
Georgeta Beldiman v. Universal Hospital Services, Inc.	Kern County Superior Court	BCV-18-102235-SDS	Stephen Schuett
Juan Sanchez v. Leon Krous Drilling, Inc.	Los Angeles County Superior Court	BC705069	William Highberger
Araz Parseghian et al. v. Homestreet Bank	Sacramento County Superior Court	34-2018-00241855-CU-OE-GDS	David Brown
Jose Garcia v. Pacific Coast Supply, LLC	Sacramento County Superior Court	30-2019-00247748-CU-OE-GDS	David Brown
Carl Powell et al. v. West Coast Casing, LLC	Kern County Superior Court	BCV-15-100277-DRL	David R. Lampe
Daniel Flores v. Wilmar Oils & Fats (Stockton), LLC	San Joaquin County Superior Court	STK-CV-UOE-2018-0012758	Barbara Kronlund

Cases	Court	Case Number	Judge
Jordan Dahlberg et al. v. Fresno Beverage Company dba Valley Wide Beverage	Tulare County Superior Court	VCU279083	Bret Hillman
Kamada McDaniel v. Royal Cup, Inc.	Alameda County Superior Court	RG19001661	Brad Seligman
Steven Franklin v. Synergy One Lending, Inc.	Kern County Superior Court	BCV-20-100178-SDS	Stephen Schuett
Jorge Proctor v. Helena Agri Enterprises, LLC	San Diego County Superior Court	37-2018-00057894-CU-OE-CTL	Joel Wohlfel
Mariano Martinez v. Community Playgrounds, Inc.	Solano County Superior Court	FCS053879	Bradley Nelson
Fabian Mayorag v. Sturgeon Services International, Inc.	Los Angeles County Superior Court	BC509717	Ann I. Jones
Christine Arman v. Circor Aerospace, Inc.	Riverside County Superior Court	RIC1613578	Sunshine Sykes
Liam Meyers et al v. Power Machinery Center	Kern County Superior Court	BCV-19-100897-DRL	David R. Lampe
Imelda De Vega v. Baxter Healthcare Corporation	Merced County Superior Court	20CV-00782	Brian McCabe
Mario R. Guerrero et al. v. Plaza Home Mortgage, Inc.	Imperial County Superior Court	ECU001150	L. Brooks Anderholt
Marcel Harrington et al. v. Arlon Graphics, LLC	Orange County Superior Court	30-2018-00970444-CU-OE-CXC	Peter Wilson
Daishun Luckett v. King's Hawaiian Bakery West, Inc. et al.	Los Angeles County Superior Court	19TRCV00761	Gary Y. Tanaka
Harry Noriesta v. Konica Minolta Business Solutions U.S.A., Inc.	United States District Court of Central California	EDCV 19-620-JGB (KKx)	Jesus G. Bernal
Rance Lewis v. Environmental Waste Minimization, Inc.	Kern County Superior Court	BCV-19-102248-SDS	Stephen Schuett
Juan Olivas et al. v. VCI Construction, LLC	Kern County Superior Court	BCV-20-100512-SDS	Stephen Schuett
Jonathan McAllister et al. v. La Tortilla Factory, Inc.	Sonoma County Superior Court	SCV-263220	Gary Nadler
Luis Ross et al. v. Cardinal Financial Company L.P.	Orange County Superior Court	30-2018-00998757-CU-OE-CXC	William Claster
Mansour Nije v. Lucira Health, Inc. f/k/a Diassess, Inc.	Alameda County Superior Court	RG20055890	Julia A. Spain
Byron Woods et al. v. Johanson Dielectrics, Inc.	Los Angeles County Superior Court	19STC11487	Maren Nelson
Harry Noriesta v. Konica Minolta Business Solutions U.S.A., Inc.	Merced County Superior Court	20CV-01183	Brian McCabe
Guy Beaudoin et al. v. Weststar Transportation, Inc.	Kern County Superior Court	BCV-18-101045	David R. Lampe
Josh Spier et al. v. Gibbs International, Inc.	Kern County Superior Court	BCV-19-101774-DRL	David R. Lampe
Raynisha Buntun et al. v. 1st Class Staffing et al.	San Joaquin County Superior Court	STK-CV-UOE-2018-15239	George J. Abdallah
Thomas Cuen v. Patriot Enviornmental Services, Inc.	Kern County Superior Court	BCV-18-102851	David R. Lampe
Sovann Touch v. Presidio Components	Kern County Superior Court	BCV-20-101005	David R. Lampe
Justin Janis et al. v. United Rentals (North America), Inc.	Kern County Suprior Court	BCV-19-102692	David R. Lampe
Jeff Borghi v. Goldco Direct LLC dba Goldco Precious Metals	Ventura County Superior Court	56-2019-00533053-CU-OE-VTA	Jeffery G. Bennet
John Kula v. Markem-Imaje Corporation	San Bernardino County Suprior Court	CIVDS1911687	Bryan F. Foster
Joseph Garza v. CIG Logistics (Continental Intermodal Group)	Kern County Superior Court	BCV-19-102776-SDS	Stephen Schuett
Robin Arnold v. Guranteed Rate, Inc.	Ventura County Superior Court	56-2019-00523081-CU-OE-VTA	Jeffery G. Bennet
Tyler Arciniega et al. v. Ony Glo, Inc. dba Mortgage Bankers	San Bernardino County Suprior Court	CIVDS1901760	Brian S. McCarville
Erica Corona et al. v. Property West, Inc.	San Diego County Superior Court	37-2017-00028103-CU-OE-CTL	Ronald F. Frazier
AnnMarie Albanex v. Bank of Hope	Los Angeles County Superior Court	19STCV30577	Rafael A. Onkeko
Ernesto Perez v. Tri-Star Deying and Finishing, Inc.	Los Angeles County Superior Court	BC649292	Carolyn Kuhl
Kelly Lomeland v. Consolidated Fire Protection	Orange County Superior Court	30-2019-01056877-CU-OE-CXC	Glenda Sanders
Edward Cardenas v. Point Mortgage Corporation	San Diego County Superior Court	37-2018-00036627-CU-OE-CTL	Ronald F. Frazier
Patricial Alcantar et al v. Bay Equity, LLC	Marin County Superior Court	CIV1903376	James Chou
Efrain Perez v. Freedom Medical, Inc.	San Bernardino County Superior Court	CIVDS1903517	Bryan F. Foster
Justin Tourchette v. Finelite, Inc.	Alameda County Superior Court	RG19022885	Frank Roesch
Nathan Priess v. Fiore Management, LLC	Kern County Superior Court	BCV-20-100930-DRL	David R. Lampe
Paul Svinth v. Wastequip Manufacturing Company, LLC	Kern County Superior Court	BCV-17-102143-DRL	David R. Lampe
Marisol Coronado v. Adventist Health Medical Center Tehachapi et al.	Kern County Superior Court	BCV-19-102644	David R. Lampe
Beverly Saolom v. Pulmonox Corporation	San Mateo County Superior Court	19-CIV-05070	Nancy Fineman
Rodney Bianco et al. v. Fujitsu America, Inc.	Los Angeles County Superior Court	18STCV00254	Daniel Buckley
Mark Barnes v. American Financial Network	Orange County Superior Court	30-2017-00921175-CU-OE-CXC	William Claster
Alejandro Pichardon v. American Financial Network	Orange County Superior Court	30-2016-00880472-CU-OE-CXC	William Claster
Edgar Sanchez v. Sunpower Corporation	Kern County Superior Court	BCV-18-102563-SDS	Stephen Schuett
Keith Lacy v. Agro Merchants Oakland, LLC	Alameda County Superior Court	RG18909127	Brad Seligman
Joseph B. Williams v. Good Health, Inc. et al.	Los Angeles County Superior Court	19STCV14944	Elihu M. Berle
Matthew Tucker v. BYD Coach & Bus, LLC	Los Angeles County Superior Court	BC698921	Amy Hogue
Jamie Garcia v. Argo Chemical, Inc.	Kern County Superior Court	BCV-18-102162	David R. Lampe
Cindy Johnson et al. v. Summit Funding, Inc.	Sacramento County Superior Court	34-2018-00237292	Shama H. Mesiwala
Paul Zavala v. Donaghy Sales, LLC	Kern County Superior Court	BCV-20-102005	David R. Lampe
Luis Pelayo v. Rancho Foods, Inc.	Los Angeles County Superior Court	20NWCV00359	Raul Sahagun
Joy Mathis v. Wintrust Mortgage a division of Barrington Bank & Trust Company N.A.	Los Angeles County Superior Court	18STCV01136	Amy Hogue
Antonesha Hoshaw v. Sutherland Healthcare Global Solutions	Los Angeles County Superior Court	19STCV33165	Carolyn Kuhl
Jose Duval v. Dawson Oil Company	Sacramento County Superior Court	34-2020-00276862-CU-OE-GDS	Shama H. Mesiwala
Robin Edwards et al. v. Heartland Payment Systems, Inc.	Los Angeles County Superior Court	BC606083	Daniel Buckley
Cesar Martinez v. Blue Dot Safes Corporation	Los Angeles County Superior Court	19PSCV00618	Gloria White-Brown
Sasha Ellis v. UDR LP et al.	Orange County Superior Court	30-2018-01022710-CU-OE-CXC	William Claster
Steven DelCorso v. Westland Technologies, Inc.	Stanislaus County Superior Court	CV-20-002807	John R. Mayne
Victor Duron et al. v. Super Care, Inc.	Los Angeles County Superior Court	19STCV1479	Kenneth Freeman
Jenay Clayton et al. v. Land Home Financial Services, Inc.	Sacramento County Superior Court	34-2019-00258005-CU-OE-GDS	Shama H. Mesiwala
Priscilla Ramirez v. Amphastar Pharmaceuticals, Inc.	San Bernardino County Superior Court	CIVDSZO11327	David Cohn
Gina Davidson v. Augusta Financial, Inc.	Los Angeles County Superior Court	20CHCV00420	Melvin Sandvig

Cases	Court	Case Number	Judge
Bob Vilitchai v. Ametek Programmable Power, Inc. et al.	San Diego County Superior Court	37-2015-00025968-CU-OE-CTL	Gregory W. Pollack
Carleton Hargrove v. San Diego County Credit Union (PAGA)	San Diego County Superior Court	37-2019-00049944-CU-OE-CTL	Joel R. Wohlfeil
Diego Ayala et al. v. J.C. Ford Company	Kern County Superior Court	BCV-20-102948-DRL	David R. Lampe
Francisco Munoz v. Bon Suisse, Inc.	San Diego County Superior Court	37-2018-00031675-CU-OE-CTL	Kenneth J. Medel
Frank Fernandez v. Confluent Medical Technologies, Inc.	Alameda County Superior Court	RG19012821	Brad Seligman
Monique Gonzalez v. Murad, LLC	Los Angeles County Superior Court	19STCV28937	Yvette M. Palazuelos
Elizabeth Stacy v. Branded Group, Inc.	Kern County Superior Court	BCV-21-100443-BCB	Bernard C. Barmann
Brittney Hart v. Zazzle, Inc.	San Mateo County Superior Court	20-CIV-01321	Nancy L. Fineman
Eric Williams v. Aetna, Inc. et al.	Alameda County Superior Court	RG19004083	Stephen Kaus
Lavelle Marshall v. Impossible Foods, Inc.	Alameda County Superior Court	RG20052303	Brad Seligman
Alphonso Rivera, et al. v. Love Automotive Group, Inc.	Kern County Superior Court	BCV-18-102730	David R. Lampe
Ron Ferguson adv. Alpha Petroleum Transport, Inc et al.	Kern County Superior Court	BCV-18-101446-BCB	Bernard C. Barmann
Lisa Ramirez et al. v. CareFusion Resources, LCC et al.	San Diego County Superior Court	37-2018-0058078-CU-OE-CTL	Ronald F. Frazier
Kevin Lor v. Antech Diagnostics, Inc (PAGA)	Sacramento County Superior Court	34-2020-00282790	Shama H. Mesiwala
Ashley Simms v. John Stewart Company	Alameda County Superior Court	HG19028122	Paul D. Herbert
Nestor Bulle v. Killion Industries, Inc	San Diego County Superior Court	37-2020-00018510-CU-OE-CTL	Timothy B. Taylor
Vanessa Samaniego v. Sanmina Corporation	Kern County Superior Court	BCV-20-102817	Bernard C. Barmann
Daniel Sonico v. Ji Medical, Inc. adv. Ramat	Alameda County Superior Court	RG20062766	Evelio Grillo
Christina Signh v. Ryzen Solutions	Alameda County Superior Court	RG19039158	Frank Roesch
Joseph Fox v. Crunch, LLC	Sacramento County Superior Court	34-2020-00276101-CU-OE-GDS	Richard K. Sueyoshi
Alexander Hernandez v. Saint Gobain Performance Plastics Corporation	Orange County Superior Court	30-2020-01142388-CU-OE-CXC	Randall J. Sherman
Randall Cowen v. Everett Financial, Inc dba Supreme Lending	Sacramento County Superior Court	34-2018-00247289-CU-OE-GDS	Shama H. Mesiwala
Jerome Oswald v. L.A. Turbine	Los Angeles County Superior Court	20STCV33496	Carolyn B. Kuhl
Dyron Dorsey v. Kruger Foods, Inc.	San Joaquin County Superior Court	STK-CV-UOE-2020-0002099	Erin Guy Castillo
Garner adv. Inter-State Oil Company adv. Garner	AAA	1-21-0003-6413	Kenneth H. Yoon
Alyssa Webb-Bruner v. RA Medical Systems, Inc.	San Diego County Superior Court	37-2019-00066232-CU-OE-CTL	James A. Mangione
Janine Salinas v. Change Healthcare Technology Enabled Services, LLC	Ventura County Superior Court	56-2020-00539300	Mark Borrell
John Hernandez et al. v. Triangle Distributing Co.	Los Angeles County Superior Court	20STCV13172	Maren Nelson
Rason Williams v. National Construction Rentals, Inc	Alameda County Superior Court	RG20075904	Brad Seligman
Gina Massenzo v. Bachem Americas, Inc.	Los Angeles County Superior Court	20TRCV00591	Gary Y. Tanaka
Itxel Toribio v. ITT Aerospace Controls, LLC	Los Angeles County Superior Court	19STCV17469	Kenneth R. Freeman
Lanzell Smith Jr. v. American Campus Communitates, Inc.	Sacramento County Superior Court	34-2020-00280934	Shama H. Mesiwala
Randy Munoz v. Osram Sylvania Inc., et al.	Sacramento County Superior Court	34-2020-00284677	Judith S. Craddick
Arlene Bandril et al. v. Plastikon Industries	Alameda County Superior Court	RG19038227	Brad Seligman
Kijana Wicker v. ASC Profiles LLC (PAGA)	Sacramento County Superior Court	34-2019-00270803-CU-OE-GDS	Judith S. Craddick
Janet Ugale et al. v. Allen Distribution, LP	San Joaquin County Superior Court	STK-CV-UOE-2020-0005807	Barbara Kronlund
Angela Burmavan v. Weck Analytical Environmental Services, Inc.	Los Angeles County Superior Court	20STCV30871	William F. Highberger
Rick Beltran v. Stremicks Heritage Foods, LLC	Orange County Superior Court	30-2019-01043445-CU-OE-CXC	Peter Wilson
Luis Searls v. Central Valley Eggs LLC	Kern County Superior Court	BCV-20-101910-JEB	J. Eric Bradshaw
Elisala Tela v. Metrocell Constrution, Inc. (PAGA)	San Bernardino County Superior Court	CIVDS1918537	David Cohn
Nina Brooks v. Action Property Management, Inc. (PAGA)	Los Angeles County Superior Court	BC562417	Daniel J. Buckley
Joshua Mendoza v. Savage Services Corporation	Los Angeles County Superior Court	18STCV04798	Daniel J. Buckley
Eddie Fulinara v. Genmark Diagnostics, Inc.	San Diego County Superior Court	37-2019-00000877-CU-OE-CTL	Ronald F. Frazier
Janine Salinas v. Jafra Cosmetics International, Inc.	Los Angeles County Superior Court	20STCV04284	Carolyn Kuhl
Joseph Hernandez v. Buttonwillow Warehouse Company, Inc.	Kern County Superior Court	BCV-19-100202-BCB	Bernard C. Barmann
Zulema Diaz v. Roxbury Surgery Center, LLC, et al.	Los Angeles County Superior Court	20STCV46531	Mel Red Recana
Daniel Rodriguez v. Means Engineering, Inc.	San Diego County Superior Court	37-2020-00024397-CU-OE-CTL	Katherine Bacal
Erika Martinez v. N.A.F.T.A Distributors	San Bernardino County Superior Court	CIVDS1938970	David Cohn
Juan Gomez v. IHI Power Services Corp.	Merced County Superior Court	20CV-02657	Brian McCabe
Jose Zuniga v. Central Valley Concrete, Inc.	Merced County Superior Court	20CV-00490	Brian McCabe
Brian Perez, et al. v. Merit Aluminum, Inc.	Riverside County Superior Court	RIC1904580	Sunshine S. Sykes
Jacob Schumacher, et al. v. Georgia Pacific Corrugated LLC	Central District Federal Court	CV 19-8632-DMG (AFMx)	Dolly M. Gee
Gerald Angeles, et al., v. iKrusher, Inc.	Contra Costa County Superior Court	MSC20-01312	Edward Weil
Robert Enriquez v. MCE Corporation	Contra Costa County Superior Court	MSC20-01744	Edward Weil
Buck Walsh, et al., v. Tandem Diabetes Care, Inc.	San Diego County Superior Court	A281153-48	Joan M. Lewis
Michane Greene v. Information Resources, Inc. d/b/a Scanscape	San Bernardino County Superior Court	CIVSB2024620	David Cohn
Francesca Burke, et al., v. Old Republic Home Protection Company, Inc., et al.	Contra Costa County Superior Court	MSC20-02203	Edward G. Weil
Shonie Shoemaker v. Broken Arrow Communications, Inc.	Merced County Superior Court	21CV-03517	Brian McCabe
David Pena v. San Joaquin Supply dba Ernest Packaging	Los Angeles County Superior Court	19STCV43500	Amy D. Hogue
Blain Smith, et al. v. KS Industries, L.P.	Kern County Superior Court	S-1500-CV-284188-BCB Consolidated with BCV-21-101300	Bernard C. Barmann
Daniel Ybanez v. Navy Federal Credit Union	San Diego County Superior Court	37-2019-00016815-CU-OE-CTL	Gregory W. Pollack
Amanda Cunningham v. Cottonwood H.C., Inc. dba Cottonwood Post-Acute Rehab	Yolo County Superior Court	CV2021-1375	Daniel M. Wolk
Devon Zabalza v. Customized Distribution Services, Inc.	San Bernardino County Superior Court	CIVDSI931371	David Cohn
Adedeji Adejobi v. Nulaid Foods, Inc. et al.	San Joaquin County Superior Court	STK-CV-UOE-2020-0008625	Barbara Kronlund

Cases	Court	Case Number	Judge
Robert Enriquez v. Global Modular, Inc.	Merced County Superior Court	20CV-03162	Brian McCabe
Nguyen Ngo, et al. v. Medimpact Healthcare Systems, Inc.	San Diego County Superior Court	37-2020-00015657-CU-OE-CTL	Keri Katz
Liduvina Jurado v. Gallo Cattle Company	Merced County Superior Court	18CV-01342	Brian McCabe
Aharon Spry, et al. v. Prime Lube, Inc, et al.	San Bernardino County Superior Court	CIVDS2018738	David Cohn
Gorge Monjaraz v. H & U, Inc. d/b/a Sun Noodle California, LLC	Los Angeles County Superior Court	20MCV00285	Thomas D. Long
Eileen Velasquez, et al. v. Hi-Temp Insulation, Inc.	Merced County Superior Court	21CV-02505	Brian McCabe
Steven Jefferson v. McCormack Baron Management, Inc.	San Francisco County Superior Court	CGC-20-588162	Richard B. Ulmer Jr.
Mario Ceja v. Silvergate Bank	San Diego County Superior Court	37-2020-0016207-CU-OE-CTL	Ronald F. Frazier
Allen Morgan v. Wehah Farm, Inc dba Lundberg Family Farms	Butte County Superior Court	20CV02554	Stephen E. Benson
Sean Hammond, et al. v. Paul Durham Electric, Inc. fka Harold E. Nutter & Son, Inc.	Sacramento County Superior Court	34-2020-00291142-CU-OE-GDS	Christopher Krueger
Fateema Brown v. Fair Oaks Estates, Inc.	Sacramento County Superior Court	34-2020-00278787	Richard Sueyoshi
Charisma Coleman, et al. v. H&E Equipment Services, Inc. et al.	Alameda County Superior Court	RG20069157	Brad Seligman
Daria Regester, et al. v. The Jackson Laboratory dba The Jackson Laboratory, West	Sacramento County Superior Court	34-2021-00310014-CU-OE-GDS	Christopher E. Kreugar
Theresa Romandia v. Mattson Technology, Inc.	Alameda County Superior Court	RG20053121	Brad Seligman
Christopher Luque, et al. v. Glovis America, Inc.	Ventura County Superior Court	56-2021-00550720-CU-OE-VTA	Jeffrey G. Bennett
Earl Rhodes, et al. v. Cavotec Dabico US Inc., et al.	Orange County Superior Court	30-2021-01177305-CU-OE-CXC	Peter Wilson
Stacey Collins v. Mobile Medical Examination Services, LLC dba MEDXM, et al.	Orange County Superior Court	30-2020-01130693-CU-OE-CXC	Glenda Sanders
Alexandra Pelgrift v. The 21st Amendment Brewery Cafe	San Francisco County Superior Court	CGC-20-585227	Ethan P. Schulman
Kevin McNeil, et al. v. KIK International, LLC., et al.	San Bernardino County Superior Court	CIVDS1915438	Bryan F. Foster
Jose Lozano v. Peterson Brothers Consutruction, Inc.	Merced County Superior Court	22CV-00103	Brian McCabe
Sterling Skinner v. MoreFlavor, Inc.	Alameda County Superior Court	RG20084231	Brad Seligman
Tom Tesene v. Serrato- McDermott, Inc. dba Allied Auto Stores	Alameda County Superior Court	RG21090589	Brad Seligman
Joseph Jimenez v. Makita USA, Inc.	Los Angeles County Superior Court	20STCV21732	Lawrence P. Riff
Tiffany Gaston, et al. v. Onrad, Inc.	Riverside County Superior Court	RIC2004221	Craig Riemer
Brittany Dam v. Rubber-Cal, Inc.	Orange County Superior Court	30-2020-01176087-CU-OE-CXC	Peter Wilson
Justin Avalos v. Indio Products, Inc.	Los Angeles County Superior Court	20STCV40470	Elihu M. Berle
Gene Weber v. Sunrise Medical (US) LLC	Merced County Superior Court	20CV-01461	Brian McCabe
Roberto Flores v. Rivermaid Trading Company	San Joaquin County Superior Court	STK-CV-UOE-2020-0008623	Jayne Lee
Tom Tesene v. Bossard, Inc.	Alameda County Superior Court	RG21088612	Frank Roesch
Jose Rivera, et al. v. Acco Brands Corporation, et al.	San Bernardino County Superior Court	CIVDS2020490	David Cohn
Katrina Trester, et al. v. Delicato Vineyards	San Benito County Superior Court	CU-22-00016	J. Omar Rodriguez
Beverly Salom, et al. v. Lumentum Operations LLC, et al.	Santa Clara County Superior Court	19CV354198	Sunil R. Kulkarni
Alfredo Salas v. Golden Specialty Foods, LLC	Merced County Superior Court	22CV-00393	Brian McCabe
Alan Childs, et al. v. Dal Chem, Inc. dba Alexis Oil Company	Riverside County Superior Court	CVRI2100684	Craig Riemer
Wesley v. Premier Equipment Rental, Inc.	Kern County Superior Court	BCV-20-101-858-BCB	Bernard C. Barmann
Jamesha Burns v. A.M. Castle & Co.	Los Angeles County Superior Court	20STCV45602	Carolyn B. Khul
Luis Miranda v. New Pride Tire, Inc. et al.	Alameda County Superior Court	RG20063513	Stephen Kaus
Marion Schwarz, et al. v. TriWest Healthcare Alliance Corp.	Sacramento County Superior Court	34-2019-00272292-CU-OE-GDS	Jill H. Talley
Robin Quiusky v. Intevac, Inc.	Santa Clara County Superior Court	20CV368343	Sunil R. Kulkarni
Andrew McEathron, et al. v. Ahern Rentals, Inc.	Alameda County Superior Court	RG17867366	Stephen Kaus
Alejandro Munoz v. Sierra Circuits, Inc. et al.	Santa Clara County Superior Court	21CV386080	Sunil R. Kulkarni
Marco Rodriguez v. HYM Engineering, Inc.	Los Angeles County Superior Court	21STCV24146	Carolyn B. Kuhl
Sarah Gomez, et al. v. Townsend Industries, Inc.	Kern County Superior Court	BCV-19-100608	Bernard C. Barmann
Neil Fraser, et al. v. Valley Power Systems, Inc. et al.	Los Angeles County Superior Court	20STCV00279	Carolyn B. Kuhl
Janine Nelson v. Captek Softgel International, Inc.	Los Angeles County Superior Court	20STCV21184	Elihu M. Berle
Matthew Cordova v. Jakks Pacific, Inc.	Los Angeles County Superior Court	22PSCV00149	Salvatorre Sirna
Jimmy Arroyo v. Bentley Mills, Inc.	Los Angeles County Superior Court	20PSCV00789	Salvatorre Sirna
Jasfer Nepomuceno, et al. v. Portfolio Recovery Associates, LLC	San Diego County Superior Court	37-2021-00006651-CU-OE-CTL	Richard S. Whitney
Douglas Nguyen v. Brenner-Fiedler & Associates, Inc.	Riverside County Superior Court	CVRI2100690	Craig Riemer
Ruth Ferrara, et al. v. South Coast Winery, Inc. et al.	Riverside County Superior Court	CVRI2101920	Harold W. Hopp
Leroy Rost v. Lehigh Hanson, Inc. et al.	San Luis Obispo County Superior Court	20CV-0225	Tana L. Coates
Marilou Ower, et al. v. Omni Family Health	Kern County Superior Court	BCV-19-101512	J. Eric Bradshaw
Suleni Itzep, et al. v. Axonics Modulation Technologies, Inc.	Orange County Superior Court	30-2020-01140962-CU-OE-CXC	Lon F. Hurwitz
Damian Crockett, et al. v. Custom Bilt Holdings, LLC	Sacramento County Superior Court	34-2020-00285868-CU-OE-GDS	Jill H. Talley
Earl Gandionco v. Allergan, Inc. et al.	San Joaquin County Superior Court	STK-CV-UOE-2022-0003077	Robert T. Waters
Shawn Lawson v. ACF Components & Fastners, Inc.	Alameda County Superior Court	RG20083855	Frank Roesch
Adrian Escobedo v. Ameripec, Inc.	Orange County Superior Court	30-2020-01170846-CU-OE-CXC	Peter Wilson
Rina Beltran, et al. v. San Diego County Credit Union	San Diego County Superior Court	37-2019-00015722-CU-OE-CTL	Kenneth J. Medel
Martin Moreno, et al. v. Waiter.com, Inc.	Santa Clara County Superior Court	20CV369926	Theodore C. Zayner
Veronica Silva v. Corodata Corporation, et al.	San Diego County Superior Court	37-2020-00033872-CU-OE-CTL	Timothy Taylor
Zaid Hassan, et al. v. Westpac Labs, Inc.	San Diego County Superior Court	37-2021-0008722-CU-OE-CTL	James A. Mangione
Carlos Marroquin v. Pacific Spice Company, Inc.	Los Angeles County Superior Court	21STCV03659	Lawrence P. Riff
Marvin King v. Irwin International, Inc. dba Aircraft Spruce and Specialty, Co.	Riverside County Superior Court	CVRI2100045	Harold W. Hopp

Cases	Court	Case Number	Judge
Kris Brehm, et al. v. Platinum Living Services, Inc. dba Oakwood Village	Placer County Superior Court	S-CV-0046296 Consolidated with S-CV-0046676	Michael Jones
Steven Hammer v. Daylight Foods, Inc., et al.	Santa Clara County Superior Court	21SC378146	Sunil R. Kulkarni
Eric Shadinger v. Wesco Distribution, Inc.	Sacramento County Superior Court	34-2021-00298583-CU-OE-GDS	Jill H. Talley
Jarid Gomez, et al. v. Parker-Hannifin Corporation	Ventura County Superior Court	56-2022-00563952-CU-OE-VTA	Benjamin Coats
Alyssa Mendoza, et al. Olde Thompson, LLC, et al.	Ventura County Superior Court	56-2021-00554385-CU-OE-VTA	Benjamin Coats
Ramon Cordova v. Ramko Injection, Inc.	Riverside County Superior Court	CVSW2001409	Craig Riemer
AnnMarie Albanez v. OCMBC, Inc. dba Loanstream Mortgage	Orange County Superior Court	30-2019-01078636-CU-OE-CXC	Lon F. Hurwitz
Paul Blevins v. Markstein Beverage Co. of Sacramento	San Joaquin County Superior Court	STK-CV-UOE-2022-0011667	Robert T. Waters
Oscar Benitez, et al. v. Medtronic, Inc., et al.	Orange County Superior Court	30-2019-01069185-CU-OE-CXC	Peter Wilson
Jesus Piedra, et al. v. Chem Mark of Long Beach, Inc.	Los Angeles Superior Court	21STCV06005	Yvette M. Palazuelos
Andre Markham v. CCL Tube Inc.	Los Angeles Superior Court	20STCV40725	Elihu M. Berle
Ana Vargas, et al. v. Spates Fabricators, Inc.	Riverside County Superior Court	CVRI2100462	Harold W. Hopp
Eric Wade v. Steel Unlimited, Inc.	Riverside County Superior Court	CVRI2103751	Harold W. Hopp
Cheryl Black, et al. v. Seabreeze Management Company, Inc. et al.	Kern County Superior Court	BCV-20-101627	Bernard Barmann, Jr.
Adam Loera, et al. v. TruGreen, Inc., et al.	San Joaquin County Superior Court	STK-CV-UOE-2022-0005745	Barbara Kronlund

EXHIBIT 6

JUSTICE LAW CORPORATION CASE COST DETAIL
Fiber Care Baths, Inc. adv. Rivera

<u>Date</u>	<u>Payee</u>	<u>Expense Description</u>	<u>Amount</u>
5/10/21	United States Postal Service	Mailing Correspondence	\$ 37.20
5/14/21	SignNow	Attorney Services	\$ 5.00
5/17/21	United States Postal Service	Mailing Correspondence	\$ 8.16
5/28/21	OneLegal	Filing & Filing Fee	\$ 573.95
6/4/21	OneLegal	Service of Process	\$ 203.07
6/7/21	OneLegal	Initial Filing Fee	\$ 1,029.50
6/8/21	United States Postal Service	Service of Process	\$ 2.85
7/7/21	OneLegal	Filing	\$ 30.89
8/2/21	San Bernardino County Superior Court	Document Retrieval	\$ 15.50
8/11/21	United States Postal Service	Service of Process	\$ 3.10
8/11/21	San Bernardino County Superior Court	Jury Fees	\$ 150.00
8/12/21	United States Postal Service	Service of Process	\$ 1.55
9/10/21	United States Postal Service	Service of Process	\$ 4.16
10/26/21	United States Postal Service	Service of Process	\$ 1.55
11/23/21	United States Postal Service	Service of Process	\$ 4.71
12/3/21	United States Postal Service	Service of Process	\$ 3.16
12/6/21	SignNow	Attorney Services	\$ 15.00
12/15/21	United States Postal Service	Mailing Correspondence	\$ 8.53
12/17/21	SignNow	Attorney Services	\$ 5.00
1/24/22	United States Postal Service	Mailing Correspondence	\$ 1.55
4/15/22	Lynn S. Frank	Mediation Fees	\$ 9,000.00
4/15/22	General Logistics Systems	Mailing Correspondence	\$ 13.06
6/9/22	Lynn S. Frank	Mediation Fees	\$ 6,000.00
6/9/22	General Logistics Systems	Mailing Correspondence	\$ 14.29
7/20/22	SignNow	Attorney Services	\$ 5.00
9/8/22	SignNow	Attorney Services	\$ 5.00
9/29/22	CourtCall	Court Hearing	\$ 94.00
9/29/22	United States Postal Service	Service of Process	\$ 3.20
1/18/23	CourtCall	Court Hearing	\$ 72.00
1/19/23	United States Postal Service	Service of Process	\$ 1.60
1/24/23	United States Postal Service	Service of Process	\$ 4.18
1/25/23	ValPro Attorney Services	Filing & Filing Fee	\$ 209.95
5/31/2023	CourtCall	Court Hearing (Anticipatory)	\$ 72.00
Total Cost			\$ 22,598.71