

**BLUMENTHAL NORDREHAUG
BHOWMIK DE BLOUW LLP**

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KOUL LAW FIRM, APC

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LAW OFFICES OF SAHAG MAJARIAN II

18250 Ventura Blvd.

Tarzana, CA 91356

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Attorneys for Plaintiffs,

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF ORANGE

MANUEL FRANCO and ALFONSO
GUZMAN, on behalf of themselves, on behalf
of all persons similarly situated, and on behalf
of the State of California as a private attorney
general,

Plaintiffs,

vs.

STATES LOGISTICS SERVICES, INC., a
California Corporation, and DOES 1 through
50, inclusive,

Defendants.

Case No.: **30-2022-01239095-CU-OE-CXC**

**DECLARATION OF NAZO
KOULLOUKIAN IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

Judge: Hon. Lon Hurwitz
Dept.: CX103

Action Filed: July 6, 2021
Trial Date: Not set

DECLARATION OF NAZO KOULLOUKIAN IN SUPPORT OF MOTION FOR
FINAL APPROVAL

1 **I, NAZO KOULLOUKIAN, RESPECTFULLY DECLARE AS FOLLOWS:**

2 1. I am now and have been at all times relevant to this Declaration an Active Member
3 of the State Bar of California, Principal and Owner of Koul Law Firm, APC, (“Koul Law Firm”),
4 and Class Counsel of record in these Actions. I make this declaration on the basis of personal
5 firsthand knowledge unless another source of information or belief clearly appears from the
6 context, and as to all such matters I believe them to be true. If called as a witness, I could and
7 would readily and competently testify to all matters stated within.

8 2. I make this declaration in support of Plaintiff’s Motion for Final Approval of Class
9 and Representative Action Settlement Agreement.

10 3. Plaintiff Alfonso Guzman retained my office in 2021 to investigate and bring a
11 lawsuit against his former employer, States Logistics Services, Inc., based on wrongful wage and
12 hour practices and workplace conditions. Plaintiff retained my office and my co-counsel in this
13 action, Law Offices of Sahag Majarian, II.

14 4. On behalf of Mr. Guzman, my office filed a PAGA notice letter on August 17,
15 2021. Mr. Guzman’s PAGA complaint was filed on October 21, 2021, in San Bernardino Superior
16 Court, designated as Case No. CIVSB2130246 and assigned to the Hon. David Cohn.

17 5. Mr. Guzman’s PAGA Complaint alleged that Defendant is liable for: (1) failing to
18 pay for all hours worked, including overtime hours worked; (2) failing to reimburse for required
19 business expenses; (3) failing to provide safe working conditions; (4) failing to provide rest and
20 cool down breaks; (5) failing to provide place of employment that is safe and healthful; (6) failing
21 to pay all wages owed; and (7) failing to provide accurate wage statements and maintain accurate
22 payroll records.

23 6. On January 18, 2023, the Court granted Defendant’s Motion to Compel Plaintiff
24 Guzman’s individual PAGA claims to arbitration and stay the representative PAGA action in the
25 interim. On September 19, 2023, Plaintiff Guzman submitted a Demand for Arbitration to JAMS,
26 asserting one cause of action for violation of the Private Attorneys General Act of 2004, Cal. Labor
27 Code § 2698, et seq.
28

1 7. In November of 2023, my office, and the Law Offices of Sahag Majarian, II,
2 entered into a Joint Prosecution Agreement with Blumenthal Nordrehaug Bhowmik De Blouw
3 LLP. Under the agreement, 50% of attorneys' fees awarded in this matter will be allocated to
4 Blumenthal Nordrehaug Bhowmik De Blouw LLP, 25% to Law Offices of Sahag Majarian, II, and
5 25% to Koul Law Firm, APC. I advised Mr. Guzman of the terms of this agreement over the phone
6 and in writing, and he signified his acceptance in writing.

7 8. On May 14, 2024, I participated in an all-day mediation presided over by Hon.
8 William C. Pate (Ret.), a respected mediator of wage and hour representative and class actions.
9 This mediation involved the Guzman Action, as well as the claims brought by Plaintiff Manuel
10 Franco. Prior to mediation, the Parties engaged in significant investigation and meet and confer
11 efforts to explore the facts and circumstances, and later possible resolution of all claims. The
12 Parties arrived at this settlement through arm's length bargaining following extensive analysis of
13 the records produced. The Parties went into mediation willing to explore the potential for a
14 settlement of the dispute, but each side was committed and prepared to litigate its position through
15 trial and appeal if a settlement had not been reached.

16 9. On July 24, 2024, Plaintiff Franco filed a First Amended Consolidated Class and
17 Representative Action Complaint adding Plaintiff Guzman and consolidating all claims.

18 10. In settlement of this litigation, Defendant has agreed to pay the gross settlement
19 amount of \$1,149,500.00, which I believe is fair, adequate, and reasonable, and a favorable
20 settlement for the affected employees.

21 **Plaintiff Guzman's Role**

22 11. Plaintiff Alfonso Guzman has played a vital and sustained role in the prosecution
23 of this case and has fulfilled his duties as class and PAGA representative with diligence and
24 integrity. I have worked closely with Mr. Guzman since 2021, including during the pre-filing
25 investigation phase. He has consistently made himself available for strategy discussions, document
26 review, case development, and mediation. Mr. Guzman also prepared for and sat for a deposition,
27 which lasted more than three hours and required him to take time off work, at a loss of at least six
28 hours of wages. The billing records attached to this declaration detail numerous phone calls,

1 meetings, and other communications I had with Mr. Guzman throughout this litigation, reflecting
2 his ongoing involvement and dedication to advancing the case. He always picked up or promptly
3 returned my calls, and responded promptly to text messages, consistently showing that this case
4 was a priority in his life for the past 4 years. Although Mr. Guzman did not keep track of his time
5 spent, my time records and recollection indicate that we spent at least 15 hours together in
6 meetings, deposition prep, in deposition, on calls, or communicating by text and email. This is in
7 addition to time he spent looking for documents, reviewing his communication records, and
8 working with my co-counsel.

9 12. Mr. Guzman's contributions were especially important because of his deep
10 familiarity with Defendant's wage and hour policies and working conditions. He provided detailed
11 factual support for key claims, including pre-shift wait time violations, off-the-clock work, failure
12 to reimburse business expenses, and unsafe workplace conditions. He also collected and preserved
13 relevant communications, which assisted counsel in strengthening the case theory and classwide
14 allegations. Mr. Guzman's insights helped shape our litigation strategy and were critical to
15 achieving a favorable settlement for the class and aggrieved employees.

16 13. In addition to the time and effort Mr. Guzman devoted to the case, he also accepted
17 significant personal risk. His name and individual allegations are publicly associated with this
18 lawsuit, exposing him to potential industry blacklisting. He also accepted the risk of individual
19 liability for costs if the case were unsuccessful. Nonetheless, he remained steadfast in his
20 commitment to this action and his responsibility to the class.

21 14. The requested \$10,000 enhancement award is reasonable and well-supported by the
22 factual record. It reflects not only Mr. Guzman's time commitment—estimated at 25 to 30 hours—
23 but also his lost wages, the personal risk he undertook, and the indispensable role he played in
24 obtaining meaningful relief for hundreds of class members. The enhancement represents less than
25 1% of the total settlement value and is consistent with awards approved in similar wage and hour
26 class and PAGA actions in California.

1 **Qualifications**

2 15. I received a B. A. in Communication Studies in 2005 from UCLA. I received my
3 J.D. from University of Maryland School of Law in 2008. I became an Active Member of the
4 State Bar of California in June 2009 and have been an Active Member in good standing
5 continuously since then. I am a current member of the California Employment Lawyers
6 Association (CELA).

7 16. I founded Koul Law Firm in 2017. Prior to starting Koul Law Firm, I first worked
8 in defense-side litigation and was later hired as a Senior Associate at Joseph Farzam Law Firm, a
9 plaintiff-side employment firm.

10 17. During the approximately fifteen years since I began practicing law, I have built
11 my practice to have a heavy emphasis on employment and related litigation. I have been heavily,
12 successfully, and continuously involved in active litigation and trial work, including without
13 limitation, wage and hour class action litigation, employees' rights, civil rights, discrimination,
14 and sexual harassment claims, and other forms of employment litigation.

15 18. My office is qualified to handle this litigation because we are experienced in
16 litigating Labor Code violations in both individual and class actions. I have served as lead counsel
17 in numerous wage and hour class actions, and have successfully negotiated several settlements,
18 including multiple six and seven-figure cases. Of-Counsel to Koul Law Firm, APC, Hilary Silvia,
19 has actively participated in this litigation since the outset. Ms. Silvia has 20 years of practice
20 experience. Ms. Silvia received a B.B.A. in Business Management and a second major in
21 Philosophy from the University of Notre Dame in 2000, and a J.D. from Loyola University,
22 Chicago, in 2003. She became a member of the Illinois State Bar in 2003 (currently inactive) and
23 a member of the California Bar in 2005. She has been practicing plaintiff-side wage and hour class
24 action litigation since 2008 and, in addition to her law practice, she earned tenure as a professor of
25 business law at Calif. State University, Northridge. Ms. Silvia is a published academic author, law
26 and motion specialist, and recognized expert in the wage theft arena.

27 19. I am currently counsel or co-counsel for numerous class and PAGA matters actively
28 pending in state and federal court across the state of California. Below is a representative sample

1 of cases wherein I was recently appointed class counsel for cases certified final approval and/or
2 PAGA counsel for approved PAGA settlements:

- 3 • ESTELA MONTIJO v. CENTRAL VALLEY LABOR (Case No. 18-CV-03456) in
4 Merced County Superior Court: In Montijo, the Court approved final approval of myself
5 as lead class counsel representing a class of approximately 858 employees for wage and
6 hour violations.
- 7 • ELIZABETH PARTIDA v. STATER BROS. MARKETS (Case No. CIVDS1828290) in
8 San Bernardino Superior Court: In Partida, the Court granted preliminary approval on
9 February 4, 2020, for a wage and hour violations on behalf of approximately 1,291 class
10 members.
- 11 • RIGOBERTO SANDOVAL v. NOVITEX ENTERPRISE SOLUTIONS, INC. (Case No.
12 BC702200) in Los Angeles County Superior Court: In Sandoval, the Court approved a
13 representative action for wage and hour violations on behalf of 971 aggrieved employees.
- 14 • FRANCISCO CISNEROS & ARMONDO ORTIZ v. LAZY DOG RESTAURANTS, LLC
15 (Case No. 56-2017-00501824-CU-OE-VTA) in Ventura County Superior Court: In
16 Cisneros, the Court approved a representative action for wage and hour violations on behalf
17 of approximately 6,927 aggrieved employees.
- 18 • EDUARDO MARQUEZ & BEATRIZ MARQUEZ v. THREE SONS, INC. DBA
19 AMERICAN MEAT COMPANIES, ET AL. (Case No. BC701526) in Los Angeles
20 Superior Court: In Marquez, the Court approved final approval of myself as lead class
21 counsel representing a class of approximately 249 employees for wage and hour violations.
- 22 • JOSE ESTRADA v. BURLINGAME INDUSTRIES, ET. AL. (Case No. CIVDS1712815
23 - Consolidated with Case No. CIVDS1805057) in San Bernardino Superior Court: In
24 Estrada, I was lead class counsel representing a class of approximately 740 employees for
25 wage and hour violations.
- 26 • LUIS AVILA v. AL DAHRA ACX, INC., ET. AL. (Case No. BC685992) in Los Angeles
27 Superior Court: In Avila, I was preliminarily approved as lead class counsel representing
28 a class of approximately 280 employees for wage and hour violations.

- ARMANDO M. BARRETO v. ETIVISTA CONCRETE, ET. AL. (Case No. CIVDS1712018) in San Bernardino Superior Court: In Barreto, I was lead class counsel representing a class of approximately 800 employees for wage and hour violations.
- DIAZ/JONES v. THE ENSIGN GROUP, INC. ET. AL. (Case No. 19STCV21041) Los Angeles Superior Court: In Diaz/Jones I was lead class counsel representing a class of approximately 240 employees for wage and hour violations.
- BALDWIN V. FLEXCARE LLC, ET. AL. (Case No. 34-2020-00289550-CU-OE-GDS) in Sacramento Superior Court: In Baldwin, I was appointed class counsel representing class of 4,741 employees for wage and hour violations.
- CASEMENT V. SOLIANT, ET. AL. (KSC Case No. BCV-19-102213) a class action filed on behalf of healthcare workers alleging labor code violations.
- TERRY V. SOLIANT, ET. AL. (LASC Case No. 20STCV34826) a PAGA only action filed on behalf of healthcare workers alleging labor code violations.
- LEWIS V. AUREUS MEDICAL GROUP, INC. (Orange County Case No. 30-2020-01150700-CU-OE-CXC) a class and PAGA action filed on behalf of hourly healthcare workers.
- DOMINGUEZ V. COMMUNITY VETERINARY CLINICS, LLC, ET AL. (LASC Case No. 20STCV34601) a class and PAGA action filed on behalf of 820 hourly employees alleging labor code violations.
- WOEHRLE V. AMN SERVICES, LLC, ET AL. (LASC Case No. 19STCV15213) a class, FLSA collective, and PAGA action filed on behalf of 2,272 California Class Members, 15,226 FLSA collective members, and 8,494 aggrieved employees, all healthcare workers alleging wage and hour violations.
- ORTEGA V. MICHAEL L. MANNA RANCH, INC., (San Joaquin Superior Court Case No. STK-CV-UOE-2021-5442), a class and PAGA action filed on behalf of over 1,000 field laborers alleging wage and hour violations.

- 1 • THOMAS v. PLATINUM EMPIRE GROUP, INC. (Case No. 21-CIV-00277) in San
- 2 Mateo Superior Court, a class and PAGA action filed on behalf of 1,400 hourly healthcare
- 3 workers.
- 4 • BROWN v. TEMPUS, LLC (Case No. 22STCV27967) in Los Angeles Superior Court, a
- 5 PAGA action filed on behalf of 1,500 healthcare workers.
- 6 • MCCRARY v. SCOOT EDUCATION, INC. (Case No. 22STCV29832) in Los Angeles
- 7 Superior Court, a PAGA action filed on behalf of 3,400 hourly education workers.
- 8 • MEJIA v. THE ANTI-RECIDIVISM COALITION (Case No. 22STCV333021) in Los
- 9 Angeles Superior Court, a class and PAGA action on behalf of 248 hourly workers.
- 10 • ZARAZUA v. INDUSTRIAL CLERICAL RECRUITERS, INC., et al., (Case No.
- 11 CIVSB2126751) San Bernardino Superior Court, a class and PAGA action on behalf of
- 12 6,353 workers.

13 20. As a result of my prior experience as class counsel in other class actions, I am fully
14 aware of the responsibilities I would owe as Class Counsel to the Class. I am not aware of any
15 conflict of interest between myself, on the one hand, and Plaintiffs or any other Class Member or
16 Aggrieved Employee on the other hand, which would interfere with my duties as Class Counsel
17 or impede my representation of the proposed class. I have no conflicts with any class members,
18 aggrieved employees, or the settlement administrator ILYM Group, Inc. Further, I am not aware
19 of any other currently pending actions or lawsuits that would be affected by this settlement.

20 **Attorneys' Fees and Costs**

21 21. My office has incurred **\$3,360.71** in out-of-pocket expenses to date. I understand
22 and took the risk that, if this case did not result in a settlement or successful verdict at trial, I would
23 not have recouped the costs incurred in connection with this case. A true and correct copy of my
24 firm's expense summary and supporting documents are attached as **Exhibit 1**.

25 22. I keep and maintain contemporaneous time records as reflected in **Exhibit 2**. Since
26 I began representing Mr. Guzman four years ago, I have served as lead counsel in his action and
27 spent at least **119.8** hours advancing this case. My current billing rate is \$750 per hour as managing
28 partner of Koul Law Firm, APC, and based on my experience of over fifteen years practicing in

1 areas, including wage and hour class action litigation, employees' rights, civil rights,
2 discrimination, sexual harassment claims, and other forms of employment litigation. This does not
3 include time spent by paralegals or legal assistants.

4 23. Of-Counsel to Koul Law Firm, Hilary Silvia, invested **42.7** hours in this action. As
5 discussed above, Ms. Silvia has over 20 years of practice experience and a billable rate of
6 \$800/hour. Ms. Silvia's maintains contemporaneous time records, a true and correct copy of which
7 are attached as **Exhibit 3**.

8 24. Koul Law Firm, APC's lodestar is reflected below:

9

Koul Law Firm Attorney	Attorney Hours	Rate	Lodestar
Nazo Koulloukian	119.8	\$750	\$89,850
Hilary Silvia	42.7	\$800	\$34,160
Total			\$124,010

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15 25. I believe is fair, adequate, and reasonable, and a favorable settlement for the
16 affected employees. I respectfully request that this Court grant final approval of the proposed
17 settlement.

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

20 Executed on June 24, 2025, at Los Angeles, California.

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Nazo Koulloukian

EXHIBIT 1

KOUL LAW FIRM - Cost Sheet for Franco/Guzman v. States Logistics Services, et al.

A. KOUL LAW FIRM's Costs

1. Filing Fees and Service of Process (Bosco, JAMS, and OneLegal)
 - a. Filing Fee = \$591.45 + \$1,100.00 + \$122.11 + \$40.00 + \$109.95 + \$411.96 + \$22.87 + \$22.87 = \$2,421.21
2. Courtcall - \$72.00
3. LWDA Filing - \$75.00
4. Deposition Transcript for Plaintiff from The Sullivan Group of Court Reporters - \$792.50

TOTAL COSTS: \$3,360.71



2158 W. 190th Street
Torrance, CA 90504
Phone: (888) 882-6878
Fax: (888) 883-2946
CourtCall.com

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INVOICE / RECEIPT

01/19/2023 07:14 AM

All amounts below are in **U.S. Dollars**

COURTCALL ID: 11646254
CASE NUMBER/NAME: 11-CIVSB2130246 / Alfonso Guzman vs. States Logisitics Services, Inc.
CUSTOMER REF. NUMBER: CIVSB2130246 Paga
PROCEEDING: Motion
DATE OF HEARING: Wednesday, January 18th, 2023 at 9:50 AM PT
FIRM NAME: Koul Law Firm
ATTORNEY/PARTY APPEARING: Nazo L. Koulloukian
TELEPHONE: (213) 325-3032
FAX/EMAIL:
BASIC FEE/LATE FEE: \$72.00
AMOUNT PAID: \$72.00
PAYMENT NOW DUE: \$0.00

Payment Details

Method	Type	Amount	Reference	Date/Time
Credit	Charge	\$72.00	Visa ending in 7160	1/19/2023 7:14:11AM

If the 'Payment Now Due' indicated above is zero, no payment is due and this receipt is for your records only; otherwise, the amount indicated is now due.

If there is an amount due, please remit your payment upon receipt of this notice. If you have already sent payment please contact our Accounting Department as our records do not reflect receipt of payment at the time this notice was sent. IF PAYMENT IS NOT RECEIVED, FUTURE SERVICE MAY BE DENIED AND/OR THE COURT MAY BE ADVISED OF YOUR REFUSAL TO PAY.

PAYMENT BY CREDIT CARD or COURTCALL DEBIT ACCOUNT: Payment can be made online by registering and logging in at www.courtcall.com or by calling (888) 882-6878 and selecting option '5' for the Accounting Department. Please have your CourtCall Debit Account number or complete credit card billing address in addition to the credit card number, expiration date and cardholder's full name available when making payment.

PLEASE DETACH AND RETURN THE PORTION BELOW IF PAYING BY CHECK OR MONEY ORDER

PAYMENT BY CHECK OR MONEY ORDER: If a balance is due detach and mail this payment section with your check, payable to: **CourtCall LLC, 2158 W. 190th Street, Torrance, CA 90504.** Please write the CourtCall ID number in the memo section of your check. Please note: CourtCall does not accept personal checks.

COURTCALL ID: 11646254
CASE NAME/NUMBER: 11-CIVSB2130246 / Alfonso Guzman vs. States Logisitics Services, Inc.
CUSTOMER REF. NUMBER: CIVSB2130246 Paga
PROCEEDING: Motion
DATE OF HEARING: Wednesday, January 18th, 2023 at 9:50 AM PT
FIRM NAME: Koul Law Firm
ATTORNEY/PARTY APPEARING: Nazo L. Koulloukian
TELEPHONE: (213) 325-3032

From: billpay@paymentus.com
Sent: Tuesday, September 19, 2023 5:04 PM
To: ivette@koullaw.com
Subject: Payment Information for JAMS, Inc.



Payment Information for JAMS, Inc.

Dear Nazo Koulloukian ,

We are pleased to confirm your payment with JAMS, Inc. Below is the summary of your payment transaction. Your payment has been received and will be reflected in your account. Thank you for your continued relationship with JAMS, Inc.

JAMS reference number: **5220004189**

Confirmation number: **1133377233**

Invoice number: (if applicable)

Payment date: **Sep 19, 2023**

Payment amount: **400.00**

Processing fee: **11.96**

Total amount charged: **411.96**

Total invoice amount: (if applicable)

Contact Information

First name: **Nazo**

Last name: **Koulloukian**

Daytime phone number: **(213)325-3032**

Email: **ivette@koullaw.com**

Account Information

Payment type: **Arbitration Form**

Zip code: **90010**

Payment method: **Credit Card**

Date due: **Upon Receipt**

Payment Method Information

Card type: **Visa**

Card number: *******7160**

Card holder name: **Nazo Koulloukian**



1400 North McDowell Blvd. Suite 300
Petaluma, CA 94954
1-800-938-8815 ext. 1
TIN: 85-4343705

Bill To
Koul Law Firm 3435 Wilshire Blvd Suite 1710 Los Angeles CA 90010

Credit Card Sale

Date	2/10/2025
Customer	0151200
Credit Sale	06792867
Amount Due	\$0.00

One Legal Order Number	24479803
Contact	Nadia Chavez
Attorney Name	Nazo Koulloukian
Billing Code	91205
Case Title	** PAGA COMPLEX CASE**Guzman-v-State Logistics Services, Inc. et al
Case Number	CIVSB2130246
Court	Superior Court of California, San Bernardino County
Court Transaction Number	17871765
Documents	Notice of Change of Address Filed

STATUTORY DISBURSEMENTS*	AMOUNT
Court Technology Access Fee	\$4.95
eCheck Fee++	\$0.25
SUBTOTAL	\$5.20

ONE LEGAL FEES	AMOUNT
eFiling Charge	\$16.95
Convenience Fee‡	\$0.72
SUBTOTAL	\$17.67

FEES SUMMARY	AMOUNT
Disbursements	\$5.20
One Legal Fees	\$17.67
TOTAL CHARGED	\$22.87

Past due balance may be charged a late payment fee and/or a late charge of up to 1.5% per month (18% per annum).

* These mandatory fees are charged by the court or required by statute and are not One Legal service fees. One Legal disburses these fees on your behalf.

++ When it is most cost effective, One Legal disburses fees on your behalf via eCheck. We pass these savings directly on to you. Learn more at www.onelegal.com/echeck.

‡ When paying invoices by credit card, a convenience fee will be assessed in accordance with applicable law and Terms of Service accepted at time of order. To

avoid these fees, you can choose to pay via ACH.



1400 North McDowell Blvd. Suite 300
Petaluma, CA 94954
1-800-938-8815 ext. 1
TIN: 85-4343705

Bill To
Koul Law Firm 3435 Wilshire Blvd Suite 1710 Los Angeles CA 90010

Credit Card Sale

Date	2/7/2025
Customer	0151200
Credit Sale	06789472
Amount Due	\$0.00

One Legal Order Number	24483751
Contact	Nadia Chavez
Attorney Name	Nazo Koulloukian
Billing Code	91205
Case Title	** PAGA COMPLEX CASE**Guzman-v-State Logistics Services, Inc. et al
Case Number	CIVSB2130246
Court	Superior Court of California, San Bernardino County
Court Transaction Number	17877487
Documents	Declaration Filed

STATUTORY DISBURSEMENTS*	AMOUNT
Court Technology Access Fee	\$4.95
eCheck Fee++	\$0.25
SUBTOTAL	\$5.20

ONE LEGAL FEES	AMOUNT
eFiling Charge	\$16.95
Convenience Fee‡	\$0.72
SUBTOTAL	\$17.67

FEES SUMMARY	AMOUNT
Disbursements	\$5.20
One Legal Fees	\$17.67
TOTAL CHARGED	\$22.87

Past due balance may be charged a late payment fee and/or a late charge of up to 1.5% per month (18% per annum).

* These mandatory fees are charged by the court or required by statute and are not One Legal service fees. One Legal disburses these fees on your behalf.

++ When it is most cost effective, One Legal disburses fees on your behalf via eCheck. We pass these savings directly on to you. Learn more at www.onelegal.com/echeck.

‡ When paying invoices by credit card, a convenience fee will be assessed in accordance with applicable law and Terms of Service accepted at time of order. To

avoid these fees, you can choose to pay via ACH.

Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509
(877) 353-8281
accounting@boscolegal.org

INVOICE: 6262839
Issued: Oct 21, 2021
Sent to: Nazo Koulloukian

Koul Law Firm
Nazo Koulloukian
3435 Wilshire Blvd. Suite 1710
Los Angeles, CA 90010

PAY TO:
Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509

PAID

Case:	Plaintiff / Petitioner: Guzman
Job: 6262839	Defendant / Respondent: States Logistics Services

Item	Description	Cost	Quantity	Tax	Total
Service Fee Re: Court		\$54.95	1		\$54.95
Rush Fee Re: Court		\$50.00	1		\$50.00
Document Preparation	Pages	\$0.25	32		\$8.00
Fees Advanced	Ck #15582	\$435.00	1		\$435.00
Fees Advanced Charge		\$43.50	1		\$43.50

Payment	Description	Amount Paid
Oct 21, 2021	CC	(\$591.45)

File and Conform:	Subtotal: \$591.45
	Tax: \$0.00
Summons	Total: \$591.45
Complaint	Amount Paid: (\$591.45)
Civil Case Cover Sheet	Balance Due: \$0.00
Certificate of Assignment	
Send to Process Once Processed	
Court: San Bernardino County Superior Court - Central District	
Completed on: 10/21/2021	
Thank you for your business. Please pay the balance due upon receipt.	
Tax ID#: 33-0334973	

Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509
(877) 353-8281
accounting@boscolegal.org

INVOICE: 6447856
Issued: Dec 10, 2021

Koul Law Firm
Nazo Koulloukian
3435 Wilshire Blvd. Suite 1710
Los Angeles, CA 90010

PAY TO:
Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509

PAID

Case:	Plaintiff / Petitioner: Guzman
Job: 6447856 (6262839)	Defendant / Respondent: States Logistics Services

Item	Description	Cost	Quantity	Tax	Total
Fees Advanced		\$1,000.00	1		\$1,000.00
Fees Advanced Charge		\$100.00	1		\$100.00

Payment	Description	Amount Paid
Dec 10, 2021	CC	(\$1,100.00)

File and Conform:	Subtotal: \$1,100.00
	Tax: \$0.00
Summons	Total: \$1,100.00
Complaint	Amount Paid: (\$1,100.00)
Civil Case Cover Sheet	Balance Due: \$0.00
Certificate of Assignment	
Send to Process Once Processed	
Court: San Bernardino County Superior Court - Central District	
Completed on: 12/10/2021	
Thank you for your business. Please pay the balance due upon receipt.	
Tax ID#: 33-0334973	

Bosco Legal Services, Inc. • 4651 Brookhollow Circle, Ste. C, Riverside, CA 92509

Call: (877) 353-8281 • Fax: (951) 353-8286 • Email: accounting@boscolegal.org • Visit: www.BoscoLegal.org

Bosco Legal Services, Inc.

4651 Brookhollow Circle, Ste. C
Riverside, CA 92509
(877) 353-8281
accounting@boscolegal.org

INVOICE: 6447879

Issued: Dec 10, 2021
Sent to: Nazo Koulloukian

Koul Law Firm

Nazo Koulloukian
3435 Wilshire Blvd. Suite 1710
Los Angeles, CA 90010

PAY TO:

Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509

PAID

Case: CIVSB 2130246 Job: 6447879	Plaintiff / Petitioner: Alfonso Guzman, an individual, on behalf of themselves, all aggrieved employees, and the State of California as a Private Attorneys General Defendant / Respondent: States Logistics Services, Inc., a California Corporation, et al.
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Item	Description	Cost	Quantity	Tax	Total
Service Fee Re: Process	5650 Dolly Ave. Buena Park, CA 90621	\$89.95	1		\$89.95
Document Preparation	Pages	\$0.25	60		\$15.00
Sub Service Fee - Declaration & Mailing		\$15.00	1		\$15.00
Postage		\$2.16	1		\$2.16

Payment	Description	Amount Paid
Dec 10, 2021	CC	(\$97.45)
Dec 15, 2021	CC	(\$24.66)

Serve: States Logistics Services, Inc., a California Corporation
Summons; Complaint; Civil Case Cover Sheet; Certificate of Assignment; ADR
Court: San Bernardino County Superior Court - Central District

Completed on: 12/10/2021

Thank you for your business. Please pay the balance due upon receipt.

Tax ID#: 33-0334973

Subtotal: \$122.11

Tax: \$0.00

Total: \$122.11

Amount Paid: (\$122.11)

Balance Due: \$0.00



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Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509
(877) 353-8281
accounting@boscolegal.org

INVOICE: 6472013
Issued: Dec 17, 2021
Sent to: Nazo Koulloukian

Koul Law Firm
Nazo Koulloukian
3435 Wilshire Blvd. Suite 1710
Los Angeles, CA 90010

PAY TO:
Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509

PAID

Case: CIVSB 2130246 Job: 6472013	Plaintiff / Petitioner: Alfonso Guzman, an individual, on behalf of themselves, all aggrieved employees, and the State of California as a Private Attorneys General Defendant / Respondent: States Logistics Services, Inc., a California Corporation, et al.
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Item	Description	Cost	Quantity	Tax	Total
Service Fee Re: Court		\$40.00	1		\$40.00

Payment	Description	Amount Paid
Dec 17, 2021	CC	(\$40.00)

File and Conform:	Subtotal: \$40.00
	Tax: \$0.00
States Logistics Services Inc.	Total: \$40.00
Court: San Bernardino County Superior Court - Central District	Amount Paid: (\$40.00)
Completed on: 12/17/2021	Balance Due: \$0.00
Thank you for your business. Please pay the balance due upon receipt.	
Tax ID#: 33-0334973	



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Bosco Legal Services, Inc.

4651 Brookhollow Circle, Ste. C
Riverside, CA 92509
(877) 353-8281
accounting@boscolegal.org

INVOICE: 8176767

Issued: Jan 4, 2023
Sent to: Jackeline Hernandez

Koul Law Firm

Nazo Koulloukian
3435 Wilshire Blvd. Suite 1710
Los Angeles, CA 90010

PAY TO:

Bosco Legal Services, Inc.
4651 Brookhollow Circle, Ste. C
Riverside, CA 92509

PAID

Case: CIVSB 2130246 Job: 8176767	Plaintiff / Petitioner: Alfonso Guzman, an individual, on behalf of themselves, all aggrieved employees, and the State of California as a Private Attorneys General Defendant / Respondent: States Logistics Services, Inc., a California Corporation, et al.
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Item	Description	Cost	Quantity	Tax	Total
Service Fee Re: Court		\$59.95	1		\$59.95
Rush Fee Re: Court		\$50.00	1		\$50.00

Payment	Description	Amount Paid
Jan 4, 2023	CC	(\$109.95)

File and conform in Dept. S26.	Subtotal:	\$109.95
	Tax:	\$0.00
-Opposition	Total:	\$109.95
Court: San Bernardino County Superior Court - Central District	Amount Paid:	(\$109.95)
Completed on: 1/4/2022	Balance Due:	\$0.00
Thank you for your business. Please pay the balance due upon receipt.		



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INVOICE

1 of 1

The Sullivan Group of Court Reporters, Inc.
P.O. Box 14419
Long Beach, CA 90853
T: 562-888-6488 F: (323) 938-8750

Accounts Payable
Koul Law Firm
3435 Wilshire Boulevard, Suite 1170
Los Angeles, CA 90010

Invoice No.	Invoice Date	Job No.
128071	5/13/2024	135530
Job Date	Case No.	
4/4/2024	5220004189	
Case Name		
GUZMAN V. STATES LOGISTICS SERVICES, INC.		
Payment Terms		
Net 30		

One Certified Copy of the Transcript of:

ALFONSO GUZMAN

Transcript

Production and Processing

1.00 Pages 707.50

1.00 85.00

TOTAL DUE >>> \$792.50

AFTER 6/27/2024 PAY \$871.75

Ordered by : Mr. Nazo Koulloukian
Koul Law Firm
3435 Wilshire Boulevard, Suite 1170
Los Angeles, CA 90010

Invoices are due upon receipt. Should we require a third party collection agency to collect the outstanding balance a 25% collection fee will apply.

We accept Visa and Mastercard. If you would like to make a credit card payment, please use this link;
<https://sullivangroup.securepayments.cardpointe.com/pay?total=0.00>

For billing questions please email; billing@sullivancourtreporters.com

Tax ID: 46-1046134

Please detach bottom portion and return with payment.

Accounts Payable
Koul Law Firm
3435 Wilshire Boulevard, Suite 1170
Los Angeles, CA 90010

Invoice No. : 128071
Invoice Date : 5/13/2024
Total Due : \$792.50
AFTER 6/27/2024 PAY \$871.75

Remit To: **The Sullivan Group of Court Reporters, Inc.**
P.O. Box 14419
Long Beach, CA 90853

Job No. : 135530
BU ID : OC
Case No. : 5220004189
Case Name : GUZMAN V. STATES LOGISTICS SERVICES, INC.

Subject: Thank you for submission of your PAGA Case.
Date: Tuesday, August 17, 2021 at 2:21:06 PM Pacific Daylight Time
From: noreply@salesforce.com on behalf of LWDA DO NOT REPLY
To: nazo@koullaw.com

8/17/2021

LWDA Case No. LWDA-CM-841713-21
Law Firm : Koul Law Firm
Plaintiff Name : Alfonso Guzman
Employer: States Logistics Services, Inc.
Filing Fee : \$75.00
IFP Claimed : No

Item submitted: Initial PAGA Notice

Thank you for your submission to the Labor and Workforce Development Agency. Please make a note of the LWDA Case No. above as you may need this number for future reference when filing any subsequent documents for this Case.

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: http://labor.ca.gov/Private_Attorneys_General_Act.htm

EXHIBIT 2

KOUL LAW FIRM

Time Sheet for Nazo Koulloukian for Alphonso Guzman v. States Logistics Services, Inc., et al.

ACTIVITY CODES

01 - Analysis and evaluation of	06 - Court appearance re	11 - Miscellaneous	16 - Prepare letter to	21 - Review letter from	26 - Telephone call to
02 - Attend	07 - Deposition of	12 - Preparation for	17 - Prepare opinion letter to	22 - Revise	27 - Telephone conference with
03 - Attend deposition of	08 - Document inspection	13 - Preparation of	18 - Prepare status report	23 - Settlement negotiations with	28 - Travel to
04 - Arrange services of	09 - Factual investigation re	14 - Preparation for trial, incl:	19 - Review	24 - Take depositions of	29 - Trial of
05 - Conferences with	10 - Legal research re	15 - Prepare and file	20 - Review file	25 - Telephone call from	30- Propounded Discovery
					31- Responded to Discovery

Client and Matter	Date	Hours	Costs	Activity Code #	Activity Description
Alphonso Guzman v. States Logistics Services, Inc.	7/6/2021	1.3		16, 21, 27	Discuss claims and strategy; Review case file
Alphonso Guzman v. States Logistics Services, Inc.	7/8/2021	3.1		16, 19, 20, 21	Travel to and from Meeting to discuss case; Analyze client file, develop theory of case, confer and evaluate strategy
Alphonso Guzman v. States Logistics Services, Inc.	7/13/2021	1.7		16, 19, 20, 21	Analyze client file, develop theory of case, confer and evaluate strategy
Alphonso Guzman v. States Logistics Services, Inc.	8/17/2021	2.9		13, 16, 19, 21	Further analysis of client file; assist in finalizing and further filing PAGA letter; Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	10/21/2021	3.3		13, 16, 19, 21	Review PAGA complaint, add extra claims and prepare all summons, civil case cover sheet, etc. ready for filing Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	12/13/2021	0.6		16, 21	Review and analysis of conformed copies of Complaint and Case Management Conference documents
Alphonso Guzman v. States Logistics Services, Inc.	1/28/2022	1.4		16, 19, 21	Email to and from Opposing Counsel; Review of Answer to Complaint; Confer regarding strategy and next steps

Alphonso Guzman v. States Logistics Services, Inc.	2/21/2022	0.4		16, 21	Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	3/14/2022	0.1		19	Review of conformed POS
Alphonso Guzman v. States Logistics Services, Inc.	4/21/2022	2.1		13, 16, 19, 21	Email to and from Co-Counsel; Assist and finalize Request for Production, Set One and Special Interrogatories, Set One; Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	5/11/2022	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/17/2022	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/22/2022	0.3		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	5/23/2022	0.4		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	5/24/2022	1.2		16, 21, 27	Email to and from Opposing Counsel; Teleconference regarding the same; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	7/25/2022	0.2		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	7/26/2022	0.4		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	7/27/2022	0.6		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	7/28/2022	0.7		13, 16, 19, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	7/29/2022	0.3		16, 21	Email to and from Opposing Counsel;

Alphonso Guzman v. States Logistics Services, Inc.	8/5/2022	1.3		16, 21	Email to and from Opposing Counsel; Review of Arbitration Agreement; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	9/9/2022	1.7		13, 16, 19, 21	Email to and from Opposing Counsel; Review and analysis of Motion to Compel Arbitration and all Corresponding Pleadings
Alphonso Guzman v. States Logistics Services, Inc.	12/28/2022	0.4		16, 21	Email to and from Co-Counsel; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	1/4/2023	2.4		13, 16, 19, 21	Email to and from Co-Counsel; Finalize Opposition to Motion Compel Arbitration and Corresponding Declarations and Pleadings; Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/10/2023	0.9		16, 19, 21	Email to and from Opposing Counsel; Review and Analysis of Reply to Opposition to Motion Compel Arbitration
Alphonso Guzman v. States Logistics Services, Inc.	1/17/2023	0.4		16, 19, 21	Email to and from Opposing Counsel; Review of Notice of Remote Appearance
Alphonso Guzman v. States Logistics Services, Inc.	1/18/2023	1.9		2, 13, 16, 21	Email to and from Opposing Counsel; Prepare for and Attend Motion to Compel Arbitration: Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	2/14/2023	0.4		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	9/11/2023	0.3		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	9/18/2023	0.2		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	9/19/2023	1.6		13, 16, 19, 21	Email to and from Opposing Counsel: Preparation of Arbitration Demand
Alphonso Guzman v. States Logistics Services, Inc.	9/20/2023	0.2		16, 21	Email to and from Opposing Counsel;

Alphonso Guzman v. States Logistics Services, Inc.	9/22/2023	0.3		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	9/25/2023	1.4		16, 19, 21, 27	Teleconference with Co-Counsel; Teleconference with Client; Review of Request to Mediate; Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	9/27/2023	0.6		13, 16, 19, 21	Email to and from JAMS; Meeting to Confer Strategy
Alphonso Guzman v. States Logistics Services, Inc.	9/28/2023	0.2		16, 21	Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	10/3/2023	0.7		16, 21	Email to and from JAMS; Review and Analysis of Respondent's Answer to Claimant's Complaint in Arbitration
Alphonso Guzman v. States Logistics Services, Inc.	10/10/2023	0.3		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	10/11/2023	0.2		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	10/13/2023	0.6		16, 21	Email to and from Opposing Counsel and JAMS
Alphonso Guzman v. States Logistics Services, Inc.	10/16/2023	0.4		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	10/19/2023	0.3		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	10/20/2023	0.8		16, 21	Email to and from Opposing Counsel and JAMS
Alphonso Guzman v. States Logistics Services, Inc.	10/26/2023	0.3		16, 19, 21	Email to and from JAMS and Review of Appointment of Arbitrator
Alphonso Guzman v. States Logistics Services, Inc.	11/3/2023	0.8		16, 21, 27	Email to and from Opposing Counsel; Teleconference with Co-Counsel; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/6/2023	0.4		16, 21, 27	Teleconference with Co-Counsel; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/7/2023	1.4		16, 21, 27	Email to and from Opposing Counsel; Teleconference with Co-Counsel; Email to and from Co-Counsel;

Alphonso Guzman v. States Logistics Services, Inc.	11/8/2023	0.3		16, 21, 27	Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/10/2023	0.9		16, 21, 27	Teleconference with Co-Counsel; Teleconference with Client; Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	11/13/2023	0.3		16, 21	Email to and from Opposing Counsel and JAMS;
Alphonso Guzman v. States Logistics Services, Inc.	11/14/2023	1.3		16, 19, 21	Email to and from Opposing Counsel and JAMS; Meeting regarding strategy; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/15/2023	0.6		13, 19, 27	Teleconference with Co-Counsel; Meeting to confer strategy
Alphonso Guzman v. States Logistics Services, Inc.	11/16/2023	1.6		13, 19, 27	Teleconference with Co-Counsel; Meeting to confer strategy; Teleconference with Client; Finalize and Execute JPA; Email to and from Opposing Counsel and JAMS; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/17/2023	0.8		16, 21	Email to and from JAMS; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/20/2023	0.6		16, 19, 21, 27	Email to and from Opposing Counsel and JAMS; Meeting regarding strategy; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	11/21/2023	0.3		16, 21	Email to and from JAMS; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/27/2023	0.4		16, 21	Email to and from JAMS; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	11/28/2023	0.8		16, 21	Email to and from JAMS; Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	12/6/2023	0.4		16, 21	Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	1/5/2024	0.4		16, 21	Email to and from Opposing Counsel and Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	1/8/2024	0.4		16, 19, 21	Review and Analysis of Notice of Ownership Letters; Email to and from Opposing Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	1/10/2024	0.2		16, 19, 21	Email to and from Opposing Counsel;

Alphonso Guzman v. States Logistics Services, Inc.	1/11/2024	0.9		16, 19, 21	Email to and from Co-Counsel and JAMS; Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/12/2024	0.3		16, 21	Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/14/2024	0.3		16, 21	Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	1/16/2024	1.2		16, 21, 27	Email to and from Opposing Counsel; Teleconference regarding the same; Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/17/2024	0.2		16, 21	Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	1/23/2024	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/30/2024	0.3		16, 21	Email to and from Arbitrator and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/31/2024	0.3		16, 21	Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	2/1/2024	0.4		16, 21	Email to and from Arbitrator and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	2/8/2024	0.2		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	2/9/2024	0.6		16, 21	Email to and from Opposing Counsel; Email to and from Arbitrator
Alphonso Guzman v. States Logistics Services, Inc.	2/12/2024	0.6		16, 19, 21	Email to and from JAMS; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	2/14/2024	0.3		16, 21	Email to and from Opposing Counsel; Email to and from Arbitrator
Alphonso Guzman v. States Logistics Services, Inc.	2/15/2024	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	2/20/2024	0.7		16, 19, 21	Email to and from Opposing Counsel; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	2/22/2024	1.3		16, 19, 21, 27	Email to and from Opposing Counsel; Review of Deposition Notice of Plaintiff; Teleconference with Client

Alphonso Guzman v. States Logistics Services, Inc.	2/27/2024	0.3		16, 21	Email to and from Opposing Counsel; Email to and from Arbitrator
Alphonso Guzman v. States Logistics Services, Inc.	3/4/2024	0.4		16, 19, 21	Email to and from Opposing Counsel and JAMS; Review of Notice of Arb Conference
Alphonso Guzman v. States Logistics Services, Inc.	3/6/2024	0.6		16, 19, 21	Email to and from Opposing Counsel and JAMS; Review of Memorandum of Conference Call
Alphonso Guzman v. States Logistics Services, Inc.	3/8/2024	0.4		16, 21	Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	3/11/2023	0.3		16, 21	Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	3/13/2023	0.9		16, 21, 27	Teleconference with Client; Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	3/15/2024	1.3		13, 16, 19, 21	Email to and from opposing counsel; Preparation of Notice of Objection to Deposition of Plaintiff
Alphonso Guzman v. States Logistics Services, Inc.	3/18/2024	0.6		16, 21, 27	Email to and from Co-Counsel; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	3/19/2024	0.9		16, 19, 21	Email to and from Opposing Counsel; Confer regarding strategy; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	3/26/2024	0.3		27	Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	3/20/2024	1.6		13, 16, 19, 21	Email to and from opposing counsel; Prepare and Finalize Joint Report
Alphonso Guzman v. States Logistics Services, Inc.	3/26/2024	0.6		16, 21	Email to and from opposing counsel; Review minute order from the Court
Alphonso Guzman v. States Logistics Services, Inc.	4/1/2024	0.1		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	4/3/2024	1.8		16, 21	Review file and attend Deposition Prep with Client via ZOOM; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	4/4/2024	4.3		2, 13, 16, 19, 21, 27	Prepare for and Attend Deposition of Client; Confer regarding strategy; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	4/12/2024	0.3		16, 21	Email to and from Deposition Company; Confer regarding strategy

Alphonso Guzman v. States Logistics Services, Inc.	4/23/2024	0.1		19	Email from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	4/24/2024	0.3		19, 21	Email from JAMS; Review of Notice of Continued Arbitration Management Conference
Alphonso Guzman v. States Logistics Services, Inc.	4/29/2024	0.2		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	4/30/2024	0.2		19, 21	Email from JAMS; Review of Correspondence
Alphonso Guzman v. States Logistics Services, Inc.	5/1/2024	0.3		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/2/2024	0.2		16, 21	Email from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/6/2024	0.2		16, 21	Email from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	5/7/2024	0.9		16, 19, 21	Email to and from Co-Counsel and Opposing Counsel; Initial review of informal document production of time and payroll records from Defendant in Advance of Mediation; Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	5/8/2024	1.2		13, 19, 21	Confer regarding strategy for Mediation; Email from Co-Counsel; Email from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	5/9/2024	0.3		13, 19, 21	Email to and from JAMS
Alphonso Guzman v. States Logistics Services, Inc.	5/10/2024	1.9		16, 19, 21, 27	Receipt, Review, and Analysis of Plaintiff's Deposition Transcript; Email to and from JAMS; Email to and from Co-Counsel; Teleconference and Email to Client
Alphonso Guzman v. States Logistics Services, Inc.	5/12/2024	0.4		21, 27	Email from client; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	5/14/2024	8.2		16, 21	Email to and from Co-Counsel; Prepare for and Attend Mediation with Judge William Pate
Alphonso Guzman v. States Logistics Services, Inc.	5/17/2024	0.3		16, 21	Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/20/2024	0.1		16, 21, 27	Email to and from Co-Counsel

Alphonso Guzman v. States Logistics Services, Inc.	5/21/2024	0.8		16, 19, 21	Review draft of MOU; Email to and from Co-Counsel; Review Status Conference Memo
Alphonso Guzman v. States Logistics Services, Inc.	5/23/2024	0.1		16, 21, 27	Email from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/24/2024	0.2		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/28/2024	0.1		21	Email from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/29/2024	0.2		16, 21, 27	Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	5/31/2024	0.7		27	Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	6/4/2024	0.3		16, 21	Email to and from Arbitrator
Alphonso Guzman v. States Logistics Services, Inc.	6/7/2024	0.5		16, 21, 27	Email to and from Co-Counsel; Teleconference with Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	6/11/2024	0.6		13, 16, 19, 21	Email to and from Co-Counsel; Review and analysis of Draft of Settlement Agreement
Alphonso Guzman v. States Logistics Services, Inc.	6/12/2024	0.4		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	6/13/2024	0.7		16, 21	Email to and from Co-Counsel; Review and analysis of Joint Stipulation for Leave to File Plaintiff's First Amended Consolidated Class and Representative Action Complaint; Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	6/14/2024	0.4		16, 21, 27	Email to and from Co-Counsel; Teleconference with Client;
Alphonso Guzman v. States Logistics Services, Inc.	6/17/2024	0.7		16, 21, 27	Email to and from Co-Counsel; Review and revise individual settlement agreement; Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	6/19/2024	0.7		16, 21, 27	Email to and from Co-Counsel; Teleconference with Client; Review of Plaintiffs' Draft Stipulation for leave to file the First Amended Class and Representative Action Complaint
Alphonso Guzman v. States Logistics Services, Inc.	6/25/2024	0.7		16, 21, 27	Email to and from Co-Counsel; Teleconference with Co-Counsel; Email to and from Opposing Counsel

Alphonso Guzman v. States Logistics Services, Inc.	6/27/2024	0.2		16, 21	Email to and from Co- Counsel; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	6/28/2024	0.3		16, 21	Email to and from Co- Counsel; Confer regarding strategy
Alphonso Guzman v. States Logistics Services, Inc.	7/1/2024	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	7/2/2024	0.4		16, 21	Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	7/5/2024	0.6		16, 21, 27	Email to and from Co-Counsel; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	7/8/2024	0.4		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	7/12/2024	0.3		16, 21, 27	Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	7/24/2024	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	7/26/2024	0.6		16, 21	Email to and from Opposing Counsel; Review of Notice of Ruling
Alphonso Guzman v. States Logistics Services, Inc.	7/29/2024	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	7/31/2024	0.4		16, 21, 27	Email to and from JAMS; Review of Settlement Status Memo; Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	7/30/2024	1.1		16, 21	Email to and from Opposing Counsel; Teleconference with Client; Review signed Settlement Agreement
Alphonso Guzman v. States Logistics Services, Inc.	8/2/2024	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	8/7/2024	0.3		16, 21	Email to and from Opposing Counsel and Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	8/14/2024	0.4		16, 21	Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	8/19/2024	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	8/20/2024	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	8/26/2024	0.1		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	8/27/2024	0.2		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	8/28/2024	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/3/2024	0.2		16, 21	Email to and from Opposing Counsel and Co-Counsel

Alphonso Guzman v. States Logistics Services, Inc.	9/5/2024	0.7		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/9/2024	0.4		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/11/2024	1.3		16, 21, 27	Teleconference with Client to Execute Settlement Agreement; Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/12/2024	0.1		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/16/2024	0.3		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/18/2024	0.4		16, 21	Review of individual settlement agreement
Alphonso Guzman v. States Logistics Services, Inc.	9/19/2024	0.2		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/26/2024	0.2		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	9/30/2024	0.1		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	10/1/2024	0.4		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	10/14/2024	0.4		16, 21	Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	10/15/2024	1.3		16, 19, 21, 27	Teleconference with Client; Review finalized Declaration of Plaintiff ISO Preliminary Approval; Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	10/16/2024	0.9		16, 19, 21	Email to and from Opposing Counsel; Review Motion for Preliminary Approval and all Corresponding Documents
Alphonso Guzman v. States Logistics Services, Inc.	10/17/2024	0.2		16, 21	Email to and from Co-Counsel;
Alphonso Guzman v. States Logistics Services, Inc.	1/10/2025	0.6		16, 19, 21	Review finalized Declaration of Nazo Koulloukian re Order to Show Cause re: Why Counsel for Plaintiff Alfonso Guzman Should Not Be Sanctioned \$300.00 for Their Failure to Appear at Trial Setting Conference; Email to and from Co-Counsel and Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/17/2025	0.6		16, 21	Email to and from Opposing Counsel; Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	1/21/2025	0.4		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	2/10/2025	0.2		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	2/13/2025	0.4		16, 21	Email to and from Opposing Counsel and Co-Counsel

Alphonso Guzman v. States Logistics Services, Inc.	2/20/2025	0.8		19, 27	Teleconference with Client; Review of Revised Settlement Agreement
Alphonso Guzman v. States Logistics Services, Inc.	3/7/2025	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	3/10/2025	0.2		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	3/17/2025	0.2		16, 21	Email to and from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	3/19/2025	0.3		16, 21	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	3/26/2025	0.2		16, 21	Email to and from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	3/28/2025	0.1		16, 21	Email to and from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	4/8/2025	0.1		16, 21	Email to and from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	4/21/2025	0.1		21	Email from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	4/29/2025	0.1		21	Email from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	5/5/2025	0.1		21	Email from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	5/12/2025	0.1		21	Email from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	5/19/2025	0.1		21	Email from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	5/27/2025	0.1		21	Email from Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	6/2/2025	0.4		16, 21	Email to and from Opposing Counsel and Class Administrator
Alphonso Guzman v. States Logistics Services, Inc.	6/17/2025	0.9		16, 21	Email to and from Opposing Counsel and Class Administrator; Email to and from Co-Counsel
Alphonso Guzman v. States Logistics Services, Inc.	6/18/2024	0.3		16, 21, 27	Email to and from Opposing Counsel
Alphonso Guzman v. States Logistics Services, Inc.	6/19/2024	0.8		16, 21, 27	Email to and from Opposing Counsel; Review and assist in finalizing Declaration of Nazo Koulloukian for Motion for Final Approval; Teleconference with Client
Alphonso Guzman v. States Logistics Services, Inc.	6/20/2024	1.2		16, 21, 27	Email to and from Class Administrator; Teleconference with Co-Counsel; Teleconference with Client

TOTAL HOURS: 119.8

EXHIBIT 3

Hilary Silvia, Of-Counsel

Case	Date	Time	Description
Guzman v. States Logistics	7/13/2021	1	Preliminary review of client file, evaluate theory of case, confer and emails re same
Guzman v. States Logistics	8/17/2021	0.6	Review and revise draft PAGA letter
Guzman v. States Logistics	10/18/2021	0.2	Emails re timing and necessity of filing PAGA complaint
Guzman v. States Logistics	4/21/2022	1.8	Further review of file, prepare initial draft of written discovery (51 SROGS & 21 RFPs), confer re same
Guzman v. States Logistics	5/24/2022	0.4	Confer re strategy and future action
Guzman v. States Logistics	7/25/2022	1	Review email from defense counsel re viking river, conduct legal research, confer re future action
Guzman v. States Logistics	7/28/2022	0.5	Emails re future action in light of viking river; strategy
Guzman v. States Logistics	9/7/2022	0.2	Review joint status report
Guzman v. States Logistics	9/9/2022	1	Receipt and preliminary review of motion to compel arbitration, supporting documents; research
Guzman v. States Logistics	1/2/2023	4.5	Review and analysis of motion to compel arbitration, conduct legal research, begin drafting opposition
Guzman v. States Logistics	1/3/2023	5.5	Legal research, continue drafting opposition
Guzman v. States Logistics	1/10/2023	1.2	Receipt and review of reply to motion to compel arbitration; research
Guzman v. States Logistics	9/25/2023	0.7	Review notice of intent to mediate, confer re same
Guzman v. States Logistics	10/3/2023	0.4	Receipt and review of answer to complaint in arbitration
Guzman v. States Logistics	10/19/2023	0.3	Confer and emails re arbitration
Guzman v. States Logistics	10/26/2023	0.2	Review notice of appointing arbitrator, confer re same
Guzman v. States Logistics	11/3/2023	0.6	Emails and confer re mediation, future action

Guzman v. States Logistics	11/8/2023	0.2	Redline and revise JPA
Guzman v. States Logistics	11/16/2023	0.2	Confer re future action, emails re mediation
Guzman v. States Logistics	2/20/2024	0.2	Receipt and review of emails re Plaintiff's depo
Guzman v. States Logistics	2/22/2024	0.5	Preliminary review of depo notice of Plaintiff
Guzman v. States Logistics	3/4/2024	0.2	Receipt and review of notice of arb management conference (JAMS)
Guzman v. States Logistics	3/6/2024	0.1	Receipt and review of arb conference call memo (JAMS)
Guzman v. States Logistics	3/19/2024	0.5	Confer re plaintiff depo
Guzman v. States Logistics	3/26/2024	0.3	Review amended depo notice for Plaintiff Guzman
Guzman v. States Logistics	4/10/2024	1	Preliminary review of Plaintiff's depo transcript
Guzman v. States Logistics	5/14/2024	1.5	Confer and assist with mediation, calls and research re case facts and theories
Guzman v. States Logistics	5/16/2024	0.4	Receipt and review of mediator's proposal, confer re same
Guzman v. States Logistics	5/17/2024	0.3	Confer re future action
Guzman v. States Logistics	5/21/2024	0.3	Exchange emails re mediator's proposal
Guzman v. States Logistics	6/11/2024	1	Review draft settlement agreement, prepare redline changes, emails and confer re same
Guzman v. States Logistics	6/14/2024	0.5	Review stipulation to file FAC, emails re same
Guzman v. States Logistics	6/28/2024	0.7	Review file, emails re settlement, review stip to file FAC
Guzman v. States Logistics	7/2/2024	1.8	Review individual settlement, draft revisions and emails re same
Guzman v. States Logistics	7/26/2024	0.3	Review notice of ruling, emails re same
Guzman v. States Logistics	8/2/2024	0.2	Emails re MPA
Guzman v. States Logistics	8/19/2024	1	Receipt and review of class and paga settlement, emails re same

Guzman v. States Logistics	9/10/2024	1	Review file, further preparation of Individual settlement, confer re same
Guzman v. States Logistics	10/15/2024	2.5	Exchange emails and calls with co-counsel, review file, draft Guzman declaration, draft NK declaration re MPA
Guzman v. States Logistics	10/16/2024	0.4	Receipt and review of finalized MPA and supporting documents
Guzman v. States Logistics	1/9/2025	0.4	Review and revise declaration of NK
Guzman v. States Logistics	1/17/2025	1.2	Review tentative, confer re MPA and future action
Guzman v. States Logistics	20-Feb	0.8	Review settlement, confer re future action, emails
Guzman v. States Logistics	27-Feb	0.4	Review file, confer and emails re timing and necessity of filing request for dismissal
Guzman v. States Logistics	3/18/2025	0.3	Emails re and review order granting preliminary approval
Guzman v. States Logistics	3/26/2025	0.2	Review calculations from admin
Guzman v. States Logistics	5/7/2025	0.5	Review file, confer re future action
Guzman v. States Logistics	5/12/2025	0.3	Confer re OSC re dismissal, review docket, emails re same
Guzman v. States Logistics	6/13/2025	0.3	Exchange emails re MFA
Guzman v. States Logistics	6/18/2025	2.3	Telephone call with client, exchange emails with co-counsel, prepare initial draft of client declaration re MFA; prepare initial draft of NK declaration re MFA
Guzman v. States Logistics	6/19/2025	0.8	Further telephone call with client, revise and finalize client declaration; emails re same
Total Hours		42.7	