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[Additional Counsel listed on next page]

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

ALEX HERNANDEZ, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

vs.

CHEP SERVICES, LLC, an unknown
business entity; CHEP SERVICES PALLET
SOLUTIONS, LLC, an unknown business
entity; BRAMBLES USA, INC., an unknown
business entity; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: CIVSB2123946

Honorable Christian Towns
Department S26

CLASS ACTION

**DECLARATION OF JEREMY F.
BOLLINGER IN SUPPORT OF
PLAINTIFFS' MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT, ATTORNEYS'
FEES AND COSTS, AND
ENHANCEMENT PAYMENTS**

[Notice of Motion and Motion for Final
Approval of Class Action and PAGA
Settlement, Attorneys' Fees and Costs, and
Enhancement Payments; Declaration of Class
Counsel (Helene Mayer); Declarations of
Class Representatives (Alex Hernandez and
Martin Sohal); Declaration of Settlement
Administrator (Yami Burns of Phoenix
Settlement Administrators); and [Proposed]
Final Approval Order and Judgment filed
concurrently herewith]

Date: June 2, 2025
Time: 9:30 a.m.
Department: S26

Complaint Filed: August 16, 2021
Trial Date: None Set

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Attorneys for Plaintiff Martin Sohal and the Class

DECLARATION OF JEREMY F. BOLLINGER

I, Jeremy F. Bollinger, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California, a partner in the law firm Moss Bollinger, LLP, and co-counsel of record for Plaintiff Martin Sohal ("Plaintiff Sohal") in the class and PAGA action entitled *Hernandez et al. v. CHEP Services, LLC et al.*, San Bernardino County Superior Court Case No. CIVSB2123946. I have been counsel for Plaintiff Sohal since the inception of the related case *Sohal v. CHEP Services, LLC*, Stanislaus County Superior Court Case No. CV-22-000376. If called to testify, I could truthfully attest to the statements herein.

2. My co-counsel Dennis Moss and I at Moss Bollinger LLP have been actively working on the *Sohal* and *Hernandez* class and PAGA matters (collectively the "*Hernandez* Action), since November 2021 when Plaintiff Sohal retained us as counsel.

3. Before initiating the *Sohal* matter, I investigated and researched the facts and circumstances underlying the pertinent factual and legal issues and applicable law, in determining whether to bring claims against Defendant CHEP Services, LLC ("CHEP"). After conducting an initial investigation, Lawyers for Justice, PC determined that the claims of Plaintiff Hernandez were well-suited for class-wide adjudication, owing to what appeared to be a common course of conduct affecting a similarly situated group of current and former hourly-paid or non-exempt employees who worked for any of the Defendants within the State of California, who were not properly compensated for, *inter alia*, all hours worked, non-compliant meal and rest periods, and business expenses.

4. On November 11, 2022, Plaintiff Sohal provided written notice to the LWDA by certified mail and to Defendants of the specific provisions of the California Labor Code that Defendants are alleged to have violated. On January 27, 2022, Plaintiff Sohal filed a Complaint for Enforcement Under the Private Attorneys General Act, California Labor Code § 2698, Et Seq. in Stanislaus Superior Court, Case No, CV-22-000376.

5. Moss Bollinger LLP litigated the *Sohal* action for over a year before becoming co-counsel to Lawyers for Justice, PC in the *Hernandez* Action on approximately July 28, 2023.

6. After conducting significant informal discovery and investigation of the facts and law during the prosecution of the cases, counsel for the Parties, collectively, engaged in extensive settlement negotiations to try to resolve the cases. These efforts included participating in a formal, full-day mediation conducted by Hon. Judge Jeffrey Winikow (Ret.), a well-regarded mediator experienced in handling complex labor and employment matters. During all settlement discussions, the Parties conducted their negotiations at arm's length in an adversarial position. In the course of mediation and settlement discussions, the Parties exchanged information, documents, and data, and discussed various aspects of the cases, including and not limited to, the risks and delays of further litigation; the risks to the Parties of proceeding with class certification and/or representative adjudication; the law relating to off-the-clock theory, meal and rest periods, PAGA representative claims, and wage-and-hour law and enforcement; the evidence produced and analyzed; and the possibility of appeals, among other things. Arriving at a settlement that was acceptable to the Parties was not easy. Defendants contended that individualized questions of fact predominate over any common issues, and these issues would pose challenges to class certification and representative adjudication. Defendants and their counsel felt strongly about Defendants' ability to avoid class certification and prevail on the merits, while Plaintiffs and Class Counsel believed that they would be able to obtain class certification and prevail at trial. With the aid of the mediator's evaluation and after engaging in additional settlement negotiations, the Parties ultimately agreed that the cases were well-suited for settlement given the legal issues relating to Plaintiffs principal claims, as well as the costs and risks to the Parties that would attend further litigation. These risks of further litigation include, and are not limited to, a determination that the claims are unsuitable for class treatment and/or representative adjudication, class decertification after certification of a class, allowing a jury to decide the claims asserted in the cases, and the real possibility of no monetary recovery after years of litigation.

7. Based on my investigation and evaluation, I am of the opinion that the Settlement with Defendant for the consideration and on the terms set forth in the Stipulation of Class Action and PAGA Settlement ("Settlement," "Agreement," or "Settlement Agreement") is fair, reasonable, and adequate and is in the best interest of the putative Class, PAGA Members, and

the State of California in light of all known facts and circumstances, including the the strengths and weaknesses of the case, the inherent costs and risks of further litigation, and the costs and risks associated with class certification, representative adjudication, trial, and/or appeals.

8. My beliefs about the reasonableness of the settlement, the statements attested to herein, the risks involved in this litigation, and the things to which I have testified, are, in large part, based on my extensive experience. Upon graduation from Harvard College in 1991, I embarked on a different career path before attending law school in 2002. I graduated Loyola Law School of Los Angeles and was admitted to the bar in 2005. Upon Graduation from law school, I joined the law firm Akin Gump Strauss Hauer & Feld LLP (“Akin Gump”). At Akin Gump, I worked in Litigation matters of various size and complexity, including defending some of the largest employers in the retail, food and beverage, and oil and gas industries in employment class action lawsuits. In May 2016, I left Akin Gump to form Moss Bollinger, LLP, a plaintiff’s employment law firm specializing in class action litigation. Currently, I am counsel of record in fifteen class matters throughout California, in both state and federal courts. I have been intimately involved in litigating and settling class action lawsuits for the last 19 years.

9. My partner, Dennis Moss, has been an employment/labor lawyer since 1977 and handled numerous cases in all aspects of employment and labor law, including but not limited to numerous federal and state wage and hour class action cases, National Labor Relations Board proceedings, wrongful discharge litigation, discrimination cases, administrative appeals involving wage and hour and other employment issues, numerous arbitrations, and various other matters involving both traditional labor-law (union/management law) and employment law issues in the non-union context. His litigation experience has included over twenty-five arguments in various courts of appeal, including the Ninth Circuit, Federal Circuit, and the First, Second, Third, Fourth and Sixth Appellate Districts of the California Courts of Appeal. Several of the appellate cases I argued grew out of wage and hour lawsuits. He successfully briefed and argued a number of cases in the California Supreme Court, including *Ramirez v. Yosemite Water Co.* (1999) 20 Cal.4th 785, a case in which Defendants asserted sales exemptions in the California Supreme Court; *Alvarado v. Dart* (March 5, 2018) 4 Cal. 5th 542 (2018), *Melendez v. San Francisco*

1 *Baseball Associates* (April 25, 2019) 7 Cal. 5th 1, *Ferra v. Loews Hollywood Hotel, LLC*, No.
2 S259172, ---P.3d---, 2021 WL 2965438 (Cal. July 15, 2021), and most recently in *Serova v. Sony*
3 *Music Enter.*, No. S260736 (Cal. Aug. 18, 2022).

4 10. Mr. Moss has been lead counsel in dozens of class, collective and representative
5 actions over the course of my career. These actions have been prosecuted in state as well as in
6 federal court. He has argued and won several separate contested class certification motions. A
7 writ was taken in one such motion in state court, and he prevailed in the Court of Appeal (the
8 Appellate Court Opinion was unpublished). He has written amicus briefs in several employment
9 law cases, including the landmark case of *Sav-on v. Superior Court* (2004) 34 Cal.4th 319. He
10 has lectured on employment law matters before bar groups at least 25 times in the last ten years
11 primarily on wage and hour and class action issues. He has been a principal negotiator in wage
12 and hour class action settlements that have yielded in excess of Eighty Million Dollars
13 (\$80,000,000.00). He has directly participated in over sixty mediations of wage and hour class
14 actions. He authored articles published in the Daily Journal on class action waiver agreements.
15 He has been litigating class actions for over 20 years (including FLSA cases in the 1990's).
16 During that period, he has successfully moved, when motions were contested, for class
17 certification in wage and hour class actions somewhere between 7 and 15 times. He has tried to
18 verdict two wage and hour class actions in Superior Court and tried in an arbitration tribunal a
19 class claim involving over charging of dental premiums to State employees. He has tried
20 individual wage and hour cases in Superior Court not less than five times. In his career, he has
21 tried at least 10 individual wage and hour claims in arbitration and or Labor Commissioner
22 Proceedings

23 11. Since starting Moss Bollinger, LLP in 2016, we have been appointed class counsel
24 in the following cases in California, among others, including by this Court:

- 25 a. *Bustillo v. Matrix Aviation Services, Inc.*, Los Angeles County Sup. Ct.
26 Case No. BC535618 (2017)
- 27 b. *Correa v. Mikaway*, Los Angeles County Sup. Ct. Case No. BC596179
28 (2017)

- c. *Medina-Yepes v. River Ranch Farms, LLC*, Kings County Sup. Ct. Case No. 17C-0109 (2018)
- d. *Fajardo v. Crothall Healthcare, Inc.*, San Joaquin County Sup. Ct. Case No. STK-CV-UOE-2016-11240 (2018)
- e. *Pineda v. Grimmway Enterprises, Inc.*, Kern County Sup. Ct. Case No. BCV-15-101333 (2018)
- f. *Bright v. Glendale Adventist Medical Center*, Los Angeles County Sup. Ct. Case No. BC619998 (2019)
- g. *Leong v. Mortgage Capital Partners, Inc.*, Los Angeles County Sup. Ct. Case No. BC701515 (2019)
- h. *Cruz v. C2 Educational Systems, Inc. et al.*, Los Angeles County Sup. Ct. Case No. BC704017 (2019)
- i. *Gomez v. SunSelect Produce (California), Inc.*, Kern County Sup. Ct. Case No. BCV-17-100855) (2019)
- j. *Martinez v. Gemperle Egg Packing Co.*, Stanislaus County Sup. Ct. Case No. CV-18-001904) (2019)
- k. *Rangel v. Gerawan Farming*, Fresno County Sup. Ct. Case No. 16CECG02372 (2019)
- l. *Covarrubias v. Western Milling, LLC*, Tulare County Sup. Ct. Case No. VCU273798 (2019)
- m. *Flores v. Diestel Turkey Ranch et al.*, San Joaquin County Sup. Ct. Case No. STK-CV-UOE-2017-8167 (2019)
- n. *Aguirre v. Grimmius Cattle Company, Inc.*, Kings County Sup. Ct. Case No. 19C-0012) (2020)
- o. *Zepeda v. Silicon Valley Self Direct, Inc. et al.*, Alameda County Sup. Ct. Case No. RG16802121 (2020)
- p. *Palacio v. Central Cal. Foundation for Health et al.*, Kern County Sup. Ct. Case No. BCV-18-101221 (2020)

- 1 q. *Eppard et al. v. Drivetime Car Sales Company, LLC*, San Bernardino
2 County Sup. Ct. Case No. CIV-DS1929629 (2020)
- 3 r. *Rodriguez v. Kaiser Foundation Hospitals*, San Bernardino County Sup. Ct.
4 Case No. CIVDS1818367 (2020)
- 5 s. *Hernandez v. Stanislaus Food Products Company*, Stanislaus County Sup.
6 Ct. Case No. CV-19-006977 (2020)
- 7 t. *Elizarraraz v. S.J. Distributors, Inc.*, Santa Clara County Sup. Ct. Case No.
8 18CV333810 (2020)
- 9 u. *Rangel v. Nina's Mexican Foods, Inc. et al.*, Los Angeles County Sup. Ct.
10 Case No. BC587941 (2020)
- 11 v. *Mendoza v. Weimer Farms*, Merced County Sup. Ct. Case No. CV-19-
12 03306 (2021)
- 13 w. *Fadiya v. CourierRx, LLC et al.*, Los Angeles County Sup. Ct. Case No.
14 20STCV07220 (2021)
- 15 x. *Clay v. Greenfield Care Center of Gardena, Inc.*, Los Angeles County Sup.
16 Ct. Case No. BC658806 (2021)
- 17 y. *Leyva v. Southern California Permanente Medical Group*, Los Angeles
18 County Sup. Ct. Case No. BC621718 (2021)
- 19 z. *Swoboda v. Brand Energy Services, LLC et al.*, Los Angeles County Sup.
20 Ct. Case No. BC708547 (2021)
- 21 aa. *Paul v. Staples The Office Superstore, LLC*, Los Angeles County Sup. Ct.
22 Case No. 19STCV22782 (2022)
- 23 bb. *Brooke et al. v. Lusamerica Foods, Inc.*, Santa Clara County Sup. Ct. Case
24 No. 20CV361692 (2023)
- 25 cc. *Lopez v. Wioss Bakersfield LP*, Kern County Sup. Ct. Case No. BCV-22-
26 100852 (2024)
- 27 dd. *Gonzalez v. Fletchline, Inc. et al.*, San Joaquin County Case No. STK-CU-
28 UOE-2022-0003439 (2024)

ee. *Reyes v. Van Groningen & Sons, Inc.*, San Joaquin County Case No. STK-
CU-UOE-2021-0009368 (2024)

ff. *Alonzo v. Dexcom, Inc.*, San Diego County Case no. 37-2023-00042543-
CU-OE-CTL (2025)

12. I do not have any conflicts of interest with the State or with the representative Plaintiffs. I am not related to either Plaintiff. I have not previously represented the Defendant in any matter. Other than a professional relationship arising out of prior experiences administering settlements, I do not have an interest or relationship, financial or otherwise, with the proposed settlement administrator.

13. It is my experience that the attorneys' fees requested herein are within the range of reasonableness. All services were performed by Class Counsel on a contingent basis.

14. I do not keep contemporaneous records but have been able to reconstruct my hours worked on this case by reviewing my e-mails, examining my WestLaw records, searching my calendar, and reviewing the Case Anywhere filings. Based on this review, I can say that I worked at least 77.5 hours on this matter, as follows. (It is likely that, even after final approval of the Settlement has been granted, Class Counsel will be called upon to expend additional amounts of time fielding calls from Class Members and resolving issues that may arise.)

Task	Time
Initial review of file and client records; interview of client; confer with co-counsel re same; initial legal research re legal theories	10 hrs.
Meetings and conference calls with client	5 hrs.
Draft and revise PAGA letter and complaint	4 hrs.
Court appearances; status conferences	3 hrs.
Confer with opposing counsel re arbitration agreement; conduct legal research re enforceability of plaintiff's arbitration agreement	3.5 hrs.
Confer with opposing counsel re motion to compel arbitration and motion to stay action; address issues with Stanislaus court	4 hrs.
Draft and revise multiple joint status conference statements in <i>Sohal</i> action with opposing counsel re	3 hrs.

status of <i>Hernandez</i> matter, settlement, and settlement approval	
Review and revise mediation brief; confer with co-counsel re same; legal research; draft mediation data request to defendant; analyze data for mediation; attend mediation	22 hrs.
Review and revise settlement documents; confer with co-counsel and opposing counsel and revise; confer with settlement administrators.	6 hrs.
Review and revise preliminary approval and class notice documents, draft declarations; confer with co-counsel and opposing counsel re draft motion	8 hrs.
Confer with opposing counsel and administrator re triggered escalation clause; revising class notice; draft ex parte to continue final approval hearing	3 hrs.
Draft and revise final approval documents, including drafting this declaration; review files, calendars, correspondence and records for time estimates; confer with co-counsel and opposing counsel re draft motion	4 hrs.
<i>Anticipated post-final approval tasks, including conferring with Administrator and opposing counsel re distribution and compliance with final order, responding to questions from class members, preparing compliance report</i>	2 hrs.
<i>TOTAL</i>	77.5 hrs.

15. My hourly rate as a partner in the law firm of Moss Bollinger, LLP, is \$775 per hour. I have been approved at that rate in other class action and PAGA matters in Superior Courts throughout California. Attached hereto as **Exhibit 1** is a true and correct copy of the current version of the Laffey Matrix. According to the Laffey Matrix, my hourly rate of \$775 per hour is reasonable as the hourly rate for an attorney with 19 years experience would be \$948. Based on \$775 per hour, my lodestar would be \$60,062.50. Additionally, when I left the firm Akin Gump Strauss Hauer & Feld LLP more than nine years ago in 2016, my hourly rate was \$720 per hour.

16. Of Counsel Dennis F. Moss's records indicate at least 29 hours on this matter as follows:

Task	Time
Initial review of file and client records; interview of client	3 hrs.

Meetings and conference calls with client	5 hrs.
Review and revise PAGA letter and complaint	1.5 hrs.
Confer with co-counsel re enforceability of plaintiff's arbitration agreement	1.5 hrs.
Confer with co-counsel re motion to compel arbitration and motion to stay action	1 hrs.
Review and revise mediation brief; attend mediation	10 hrs.
Review and revise settlement documents	1.5 hrs.
Review and revise preliminary approval and class notice documents, and prepare declaration in support of motion	2.5 hrs.
Confer with co-counsel re triggered escalation clause and revisions to class notice	1 hrs.
Review and revise final approval documents	1 hrs.
<i>Anticipated post-final approval tasks, including conferring with Administrator and opposing counsel re distribution and compliance with final order, responding to questions from class members, preparing compliance report</i>	1 hr.
TOTAL	29 hrs.

17. Dennis Moss's hourly rate is \$900. According to the Laffey Matrix and the hourly rate for an attorney with Mr. Moss's experience would be \$1141 per hour. Based on \$900 per hour, Mr. Moss's lodestar would be \$26,100. Class Counsel's rates are in line with rates typically approved in wage and hour class action litigation and have been approved by courts in California.

18. Collectively, Moss Bollinger LLP's lodestar is \$86,162.50.

19. All of the work and tasks performed by Class Counsel were reasonable and necessary to the prosecution of this case. This was a highly-contested matter which required a significant amount of time and labor

20. Moss Bollinger LLP has incurred \$5,382.84 in costs associated with the litigation in this case as follows:

Detail	Cost
Filing Fees	\$522.21
Attorney Service/Service of Process	\$113.30

Mediator Fees	\$4,500.00
Telephonic Appearance Fees	\$157.05
PAGA notice submission fee and certified mail	\$82.53
Document Retrieval	\$7.75
TOTAL	\$5,382.84

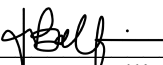
21. The requested \$15,000 Enhancement Payment to each Plaintiff is reasonable in light of the general release of all claims Plaintiffs agreed to, which includes any unknown claims against Defendant – a release far greater than the release given by Class Members. The requested award is also reasonable given the benefits Plaintiffs conferred upon the entire Class, resulting in payments to Class Members; time spent assisting us with the investigation and prosecution of these claims; providing us with documents and information related to their employment and the claims alleged; their participation in a full-day mediation; and their consent to the proposed Settlement. Plaintiff Sohal was responsive when we needed to speak with him about the case and proactively contacted my office for updates on the progress of the case and settlement.

22. Plaintiffs' status as the lead named Plaintiffs in a class action against an employer puts them at risk in connection with possible future job searches. Prospective employers have access to the public records that will disclose Plaintiffs' named Plaintiff status, and how much they cost their former employer through this Settlement.

23. At the same time that Class Counsel filed the motion for preliminary approval of the settlement in this matter, I uploaded a copy of the Settlement to the LWDA's online website for the *Sohal* matter on June 6, 2024. Accordingly, as required under PAGA, the LWDA was provided notice of the Settlement concurrently with the filing of the preliminary approval motion. I did not receive a response or objection to the Settlement from the LWDA.

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

Executed this 5th day of May 2025, at Sherman Oaks, California.



Jeremy F. Bollinger

EXHIBIT 1

to

**Declaration of Jeremy F.
Bollinger**

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 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
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
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

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)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " 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.