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Attorneys for Plaintiff and the Class

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

SPENCER NORMAN, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

B & H GLOBAL MARKETING, LLC, a
California limited liability company;
GOLDEN STATE CRUSHING, a
business organization, form unknown; and
DOES 1 through 50, inclusive,

Defendants.

Case No.: 34-2022-00314707

**DECLARATION OF KELSEY A. WEBBER IN
SUPPORT OF PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: December 1, 2023

Time: 9:00 a.m.

Dept.: 27

Complaint Filed: January 26, 2022

Trial Date: None

DECLARATION OF KELSEY A. WEBBER

I, Kelsey A. Webber, declare as follows:

1. I am an attorney at law, duly licensed to practice before all Courts in the State of California, and am the owner of Webber & Egbert Employment Law, P.C. (formerly Webber Law Group, P.C.), counsel of record for Plaintiff Spencer Norman ("Plaintiff"). I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. I am one of the primary attorneys on this matter. My qualifications are as follows:

3. I graduated from Georgetown University Law Center in 2014 and was admitted to the California Bar in 2015.

4. From about June 2015 to about June 2017, I was an attorney at the Velez Law Firm where I represented numerous plaintiffs in employment lawsuits. During this time, Mr. Velez and I obtained a jury verdict, in a single plaintiff, age discrimination case, in the amount of \$4,750,000.00 (*Barbara Anderton v. Bass Underwriters*, Sacramento County Superior Court, Case No. 34-2013-00149236).

5. From about July 2017 to April 2019, I worked as an attorney at Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Ogletree, Deakins is a national employment defense law firm that represents a large number of Fortune 50 companies. During this time, I litigated numerous actions involving wage and hour issues.

6. From about April 2019 to March 2020, I worked as an attorney at Carothers, DiSante, and Freudenberger LLP. Carothers, DiSante, and Freudenberger is a California employment defense law firm that specializes in defending class actions and PAGA cases. During this time, I litigated numerous actions involving wage and hour issues.

7. In March 2020, I founded the Webber Law Group, P.C (now Webber & Egbert Employment Law, P.C.). At the Webber & Egbert Employment Law, I spend most of my time litigating employment related lawsuits, representing California employees.

8. Currently, my office represents plaintiffs in a number of class actions, including but not limited to: *Michael Gibson v. Southwest Traders Incorporated* (San Joaquin County Superior Court, Case No. STK-CV-UOE-2020-0010620); *Derek Austin v. BQ Express Inc.*

(Sacramento County Superior Court, Case No. 34-2021-00297271); *Wendie Brandt v. Kids Care Dental & Orthodontics* (Sacramento County Superior Court, Case No. 34-2021-00296816); *Paul Gullett v. Apple American Group, LLC* (Placer County Superior Court, Case No. S-CV-0045844); *Antonio Jesus Jaramillo De La Cruz v. Weidner Property Management, LLC* (Sacramento County Superior Court, Case No. 34-2021-00308697); *Gerardo Negrete v. Ace Hardware Corporation* (Placer County Superior Court, Case No. S-CV-0047322); *Stephanie Karabinus v. Circle Pizza, LLC* (Placer County Superior Court, Case No. S-CV-0048669).

9. I have received numerous awards, including being named to the Top 40 Under 40 by the National Trial Lawyers Association in 2021, 2022, and 2023.

10. Based on my independent investigation and evaluation, I am of the opinion that settlement for the consideration and on the terms set forth in the Joint Stipulation and Settlement Agreement (“Stipulation” or “Settlement Agreement”) is fair, reasonable, and adequate and is in the best interests of the Class, in light of all known facts and circumstances and the expenses and risks inherent in litigation.

11. I have no interest in or affiliation with the *cy pres* beneficiary, Center for Employment Opportunities. No member of my firm has an interest in or is affiliated with the *cy pres* beneficiary.

12. Below is a summary of the hours I have expended in litigating this case to date:

Name	Position	Hours	Rate	Lodestar
Kelsey Webber	Shareholder	6.3	\$650.00	\$4,095.00
TOTAL				\$4,095.00

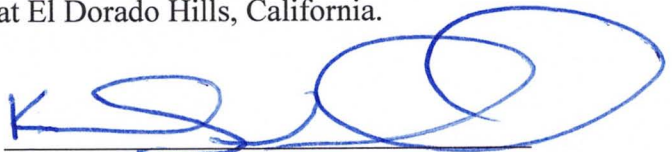
13. The hours I have spent litigating this case to date include time spent in: meetings with Plaintiff to discuss the facts and theories of the case, analysis and review of documents provided by Plaintiff to determine viable causes of action; conferences with co-counsel regarding the same; and the drafting and review of settlement documents, including my declarations in support of preliminary and final approval. I believe my hourly rate is justified in light of the experience of our attorneys and staff and the excellent results we have achieved in the past, as

1 detailed above, and in this case.

2 14. In conjunction with litigating this case, my firm has expended costs without
3 reimbursement to date. My firm's costs total \$73.83, which relate to court filings in this matter.
4 Attached as **Exhibit A** is the invoice demonstrating the costs for which my firm seeks
5 reimbursement.

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

8 Executed on this October 26, 2023, at El Dorado Hills, California.

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11 Kelsey A. Webber
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EXHIBIT A



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

Bill To

Webber Law Group, P.C.
1610 R Street
Suite 300
Sacramento CA 95811

Credit Card Sale

Date	7/25/2023
Customer	0144453
Credit Sale	05175436
Amount Due	\$0.00

One Legal Order Number	20694063
Contact	Kelsey Webber
Attorney Name	Kelsey Webber
Case Title	Spencer Norman
Case Number	34-2022-00314707
Court	Superior Court of California, Sacramento County
Documents	Notice of Change of Firm Name

ONE LEGAL FEES	AMOUNT
Court Filing Service Charge, 1 - 15 Pages	\$70.00
eServe Charge	\$1.00
Convenience Fee‡	\$2.83
SUBTOTAL	\$73.83

FEES SUMMARY	AMOUNT
One Legal Fees	\$73.83
TOTAL CHARGED	\$73.83

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).

‡ 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.