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Attorneys for Plaintiff and the Class

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

ROEL GALICIA, individual, and on behalf
of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the
California Private Attorneys General Act;

Plaintiff,

v.

JIF-PAK MANUFACTURING, LLC, a
California Corporation; and DOES 1
through 100, inclusive,

Defendants.

Case No.: 37-2020-00005233-CU-OE-
CTL

Honorable Kenneth J. Medel
Department C-66

CLASS ACTION

**DECLARATION OF EDWIN AIWAZIAN
IN SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT AND MOTION
FOR ATTORNEYS' FEES, COSTS, AND
ENHANCEMENT PAYMENT**

[Notice of Motion and Motion for Final
Approval of Class Action Settlement; Notice
of Motion and Motion for Attorneys' Fees,
Costs, and Enhancement Payment; Declaration
of Class Counsel (Edwin Aiwazian);
Declaration of Class Representative (Roel
Galicia); Declaration of Settlement
Administrator (Desirae Burton); [Proposed] Or-
der Granting Final Approval of Class Action
Settlement and Judgment; and [Proposed]
Order Awarding Attorneys' Fees, Costs, and
Enhancement Payment filed concurrently
herewith]

Date: November 17, 2023
Time: 9:30 a.m.
Department: C-66

Complaint Filed: January 29, 2020
FAC Filed: February 14, 2023
Trial Date: None Set

DECLARATION OF EDWIN AIWAZIAN

I, Edwin Aiwarzian, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California. I am a member of Lawyers *for* Justice, PC, attorneys of record for Plaintiff Roel Galicia (“Plaintiff”) and the Class. The facts set forth in this declaration are within my personal knowledge or based on information and belief, and, if called as a witness, I could and would competently testify as follows.

PRELIMINARY APPROVAL OF SETTLEMENT

2. On July 11, 2023, in Department 66-C of the above-entitled Court, the Honorable Kenneth J. Medel preliminarily approved the Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement,” “Agreement,” or “Settlement Agreement”) entered into between Plaintiff and Defendant Jif-Pak Manufacturing, LLC (“Defendant,” together with Plaintiff referred to as the “Parties”), conditionally certified the Class for settlement purposes, preliminarily appointed Plaintiff Roel Galicia to represent the Class (“Class Representative”), and preliminarily appointed and designated Lawyers *for* Justice, PC as counsel for the Class (“Class Counsel”). The Court approved and ordered the mailing of the Notice of Class Action Settlement (“Class Notice”), adopted the notice, opt-out, and objection procedures, and ordered their implementation. The Court appointed Simpluris, Inc. (“Simpluris” or “Settlement Administrator”) to serve as the third-party settlement administrator for handling the notice and settlement administration process.

3. As of the date of filing the accompanying Motion for Final Approval of Class Action Settlement (“Motion for Final Approval”) and accompanying Motion for Attorneys’ Fees, Costs, and Enhancement Payment (“Motion for Fees”), no Class Members have objected to the Settlement or the contemplated request for Attorneys’ Fees and Costs, Enhancement Payment, Settlement Administration Costs, or allocation for the penalties under the Private Attorneys General Act of 2004, California Labor Code section 2698, *et seq.* (“PAGA”).

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WORK PERFORMED BY CLASS COUNSEL

4. I and several other attorneys at Lawyers *for* Justice, PC have been actively engaged in litigating the above-captioned putative class action (“Action”) since prior to its commencement on January 29, 2020.

5. Before initiating the case, Lawyers *for* Justice, PC investigated and researched the facts and circumstances underlying the pertinent factual and legal issues and applicable law. This required thorough discussions and interviews between attorneys at our firm and Plaintiff, and research into the various legal issues involved in the case, namely, the current state of the law as it applied to class certification, off-the-clock theory, meal and rest periods, wage-and-hour enforcement and penalties, Plaintiff’s claims and allegations, and potential defenses. After conducting initial investigation, our firm determined that the claims of Plaintiff 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 of Defendant in California, who were not properly compensated for, *inter alia*, all hours worked, non-compliant meal and rest periods, and business expenses.

6. Class Counsel conducted significant formal and informal discovery and investigation into the facts of the case, to assess the veracity, strength, and scope of the claims, and was preparing the matter for class certification and trial, prior to reaching the Settlement. The Parties exchanged, reviewed, and analyzed a volume of information, documents, and data obtained from Plaintiff, Defendant, and other sources, throughout the course of the litigation and in connection with mediation and settlement negotiations. Class Counsel propounded multiple sets of written discovery requests in various forms on Defendant, reviewed Defendant’s objections and responses thereto, and prepared and served multiple notices of deposition of Defendant’s persons most knowledgeable along with accompanying requests for production of documents. Class Counsel had the opportunity to interview and obtain information from Plaintiff, other Class Members, and percipient witnesses. The information, documents, and data reviewed and analyzed by Class Counsel included, but were not limited to: Plaintiff’s employment records, a sampling of Class Members’ time and pay records, Defendant’s

operations and employment practices, procedures, and policies documents (including, *inter alia*, Defendant's Employee Handbooks, arbitration agreement, and meal break waiver), among other information and documents. Class Counsel developed liability, damages, and penalties valuation models in the course of litigation and in connection with mediation and settlement negotiations. Class Counsel also met and conferred with Defendant's counsel on numerous occasions, e.g., to discuss issues relating to the pleadings, case management, discovery, the production of information, documents, and data in the course of litigation and in connection with mediation and settlement negotiations, as well as mediation and settlement negotiations. Other work performed by Class Counsel included, and was not limited to, case strategy and analysis; drafting, reviewing, and revising the pleadings, the mediation brief, and settlement documents; preparing for and attending court proceedings; and preparing for and participating in mediation and settlement negotiations, among other tasks.

7. As outlined herein, the Parties have conducted significant investigation and formal and informal discovery during the course of litigating the case and mediation and settlement negotiations. Class Counsel analyzed a large volume of information, documents, and data obtained from Plaintiff, Defendant, and other sources. The information, documents, and data considered provided a critical understanding of the nature of the work performed by the Class Members, as well as Defendant's operations and employment policies, practices, and procedures, and were used in analyzing liability, damages, penalties, and valuation issues in connection with all phases of the litigation, and ultimately in connection with the mediation and settlement negotiation process. Class Counsel also performed significant research into the applicable law, which is evolving as it relates to class certification, off-the-clock theory, meal and rest periods, rounding, representative PAGA claims and penalties, wage-and-hour enforcement, Plaintiff's claims and allegations, and Defendant's defenses thereto, as well as facts discovered.

8. After conducting significant investigation of the facts and law during the prosecution of the case, counsel for the Parties engaged in extensive settlement negotiations to try to resolve the case. These efforts included participating in a formal, full-day mediation

1 conducted by Jeffrey Krivis, Esq., a well-regarded mediator experienced in mediating complex
2 labor and employment matters. During all settlement discussions, the Parties conducted their
3 negotiations at arm's length in an adversarial position. In the course of mediation and settlement
4 negotiations, the Parties exchanged information, documents, and data, and discussed all aspects
5 of the case, including the risks and delays of further litigation, the risks to the parties of
6 proceeding with class certification and trial, the law relating to class certification, off-the-clock
7 theory, meal and rest periods, representative PAGA claims, and wage-and-hour enforcement,
8 among other things. Arriving at a settlement that was acceptable to the Parties was not easy.
9 Defendant contended that individualized questions of fact predominated over any common
10 issues, and these issues would pose challenges to class certification and representative
11 adjudication. Defendant and its counsel felt very strongly about Defendant's ability to prevail
12 on the merits and to obtain a denial of class certification, while Plaintiff and Class Counsel
13 believed that class certification would be obtained and that they would prevail at trial. With the
14 aid of the mediator's evaluation and extensive settlement negotiations, the Parties ultimately
15 agreed that the case was well-suited for settlement given the legal issues relating to Plaintiff's
16 principal claims, as well as the costs and risks to the Parties that would attend further litigation.
17 These risks of further litigation include, and are not limited to, a determination that the claims
18 are unsuitable for class treatment and/or representative adjudication, class de-certification after
19 certification of a class, allowing a jury to decide the claims asserted in the case, and the real
20 possibility of no monetary recovery after years of litigation.

21 9. The Settlement Administrator confirmed that there were 54,876.42 Workweeks
22 during the period from January 29, 2016 through April 20, 2022, therefore the Workweeks
23 threshold provided in Paragraph 35 of the Settlement Agreement was not exceeded, and the
24 Gross Settlement Amount remains \$2,500,000.00.

25 10. By way of the accompanying Motion for Fees, Class Counsel seeks attorneys' fees
26 in the amount of \$875,000.00, which is thirty-five percent (35%) of the Gross Settlement
27 Amount of \$2,500,000.00, as set forth in the Settlement Agreement and the Class Notice.
28 Pursuant to the contingency-fee agreement entered into by and between Plaintiff and Class

Counsel, Plaintiff has agreed to a contingency fee of at least thirty-five percent (35%) of the recovery. The attorneys' fees sought are commensurate with: (1) the risk that Class Counsel took in commencing the case; (2) the time, effort, and expense that Class Counsel dedicated to the case; (3) the skill and determination that Class Counsel have shown; (4) the results that Class Counsel have achieved throughout the litigation; (5) the value of the settlement that Class Counsel have achieved in the matter; and (6) the other cases that Class Counsel have turned down in order to devote their time and efforts to this matter.

11. I am aware that common and acceptable rates for contingency representation in wage and hour class action and representative action litigation are normally in the range from 33.3% to 50%.

12. While not necessarily required to be demonstrated because the percentage fee is proper for this settlement, Class Counsel have incurred many hours of work in connection with prosecuting the case such that the award of attorneys' fees is also justified under a lodestar analysis with a multiplier of 1.59. Attorneys at Lawyers for Justice, PC have spent a total of **551.70 hours** performing tasks and obtaining recovery in this matter. Attached hereto as **"EXHIBIT A"** is an Attorney Task and Time Chart that sets forth in detail the nature of the legal services provided by attorneys at Lawyers for Justice, PC and the time incurred in performing those services. These hours include work done by myself and several other attorneys at Lawyers for Justice, PC. Also, separate from the hours referenced herein, Lawyers for Justice, PC had litigation support personnel actively engaged in assisting with the prosecution of this matter.

13. The work performed in this particular matter, the background of Lawyers for Justice, PC, as well as the individual backgrounds, training, and experience of the attorneys who worked on this matter, in litigating complex wage-and-hour matters, and in particular, employment class actions, support a reasonable blended hourly rate of compensation at the rate of \$1,000 per hour for work performed by Lawyers for Justice, PC.

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ADEQUACY OF LAWYERS *for* JUSTICE, PC

EDUCATION

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

JUDICIAL EXTERNSHIPS

15. From approximately September 2002 to approximately December 2002, I served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the *United States Court of Appeals for the Ninth Circuit*. From approximately June 2002 to approximately August 2002, I served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the *California Court of Appeal for the Second Appellate District*.

LITIGATION AND CLASS ACTION EXPERIENCE

16. In December of 2004, I obtained a license to practice law from the California State Bar.

17. For over a decade, Lawyers *for* Justice, PC has almost exclusively focused on the prosecution of consumer and employment class and representative actions, involving wage-and-hour claims, race discrimination, unfair business practices or consumer fraud. Currently, Lawyers *for* Justice, PC is the attorney of record in well over a dozen employment-related putative class actions in both state and federal courts in the State of California. Lawyers *for* Justice, PC has successfully litigated cases involving the executive, administrative, and other overtime exemptions to the State of California and federal overtime compensation requirements. In association with other law firms, Lawyers *for* Justice, PC has recovered millions of dollars on behalf of thousands of individuals in California.

**EXAMPLES OF RESULTS IN WAGE AND HOUR CLASS ACTION AND
REPRESENTATIVE ACTION CASES**

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

a) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a major property management company involving allegations of misclassification of various “manager” positions. On September 20, 2010, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC400414.

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

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

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

e) LFJ, in association with co-counsel therein, represented the plaintiff in a wage-and-hour class and PAGA representative action against a bank, involving allegations of misclassification of the “Assistant Branch Manager” position. On August 27, 2013, the court granted final approval of the class and PAGA representative action settlement. The Kern

County Superior Court Case Number is S-1500-CV-273194-LHB.

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

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

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

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

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

Council Coordination Proceeding Number is 4794.

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

l) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a national retailer of apparel, accessories, and home products, involving allegations of misclassification of the “Department Manager” position. On August 12, 2016, the court granted the plaintiffs’ motion for class certification in part and certified a class. On August 6, 2019, the court granted final approval of the class action settlement. The Alameda County Superior Court Case Number is RG13680477.

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

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

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

p) LFJ, on behalf of the plaintiff and respondent in a PAGA representative action, successfully opposed in the trial court, and briefed and argued an appeal with respect to the employer’s motion to compel arbitration, which resulted in a published opinion by the California Court of Appeal in favor of employees. Roberto Betancourt v. Prudential Overall

1 Supply (Cal. App. 4th Dist., Mar. 7, 2017) 9 Cal.App.5th 439, review denied, cert. denied (U.S.
2 Supreme Court Docket No. 17-254). The Riverside County Superior Court Case Numbers are
3 RIC1503952 and RICJCCP5046, and the Judicial Council Coordination Proceeding Number is
4 5046.

5 q) LFJ, in association with co-counsel therein, represented the plaintiffs in a
6 wage-and-hour class and PAGA representative action against a consumer packaging company,
7 on behalf of non-exempt employees. On March 10, 2017, the court granted final approval of
8 the class and PAGA representative action settlement. The Los Angeles County Superior Court
9 Case Number is BC590429.

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

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

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

25 u) LFJ represented the plaintiff in a wage-and-hour class and PAGA
26 representative action against a food company on behalf of non-exempt employees. On June 30,
27 2017, the court granted final approval of the class and PAGA representative action settlement.
28 The Sacramento County Superior Court Case Number is 34-2015-00175871.

1 v) LFJ represented the plaintiffs in a wage-and-hour class and PAGA
2 representative action against a chocolate company on behalf of non-exempt employees. On July
3 19, 2017, the court granted final approval of the class and PAGA representative action
4 settlement. The Alameda County Superior Court Case Number is RG15764300.

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

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

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

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

25 aa) LFJ, in association with co-counsel therein, represented the plaintiffs in a
26 wage-and-hour class and PAGA representative action against a global provider of flexible
27 office space solutions. On February 15, 2018, the court granted final approval of the class and
28 PAGA representative action settlement. The Los Angeles County Superior Court Case Number

1 is BC498401.

2 bb) LFJ, in association with co-counsel therein, represents the plaintiff in a
3 wage-and-hour class action against a container manufacturer, on behalf of non-exempt
4 employees. On October 15, 2018, the court granted the plaintiff's motion for class certification.
5 The Tulare County Superior Court Case Number is VCU264528.

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

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

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

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

26 gg) LFJ, in association with co-counsel therein, represented the plaintiffs in a
27 wage-and-hour class and PAGA representative action against a national retailer of apparel and
28 fashion accessories, on behalf of non-exempt employees. On October 9, 2019, the court granted

1 the plaintiffs' motion for class certification in part and certified a class. On May 14, 2021, the
2 court granted final approval of the class and PAGA representative action settlement. The
3 Sacramento County Superior Court Case Number is 34-2015-00175330-CU-OE-GDS.

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

9 ii) LFJ, in association with co-counsel therein, on behalf of the plaintiff and
10 respondent in a PAGA representative action, successfully opposed in the trial court, and briefed
11 and argued an appeal with respect to the employer's motion to compel arbitration, resulting in
12 a notable decision from the California Supreme Court clarifying the law regarding PAGA
13 claims, ZB, N.A. v. Superior Court (2019) 8 Cal.5th 175. On February 21, 2020, the court
14 granted approval of the PAGA representative action settlement. The San Diego County
15 Superior Court Case Number is 34-2015-00175330.

16 jj) LFJ, in association with co-counsel therein, represented the plaintiff in a
17 wage-and-hour class and PAGA representative action against a large national drug testing
18 laboratory on behalf of non-exempt employees. On February 21, 2020, the court granted the
19 plaintiff's motion for class certification and certified a class. On October 28, 2022, the court
20 granted final approval of the class and PAGA representative action settlement. The San Diego
21 County Superior Court Case Number is 37-2018-00019611-CU-OE-CTL.

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

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1 ll) LFJ, in association with co-counsel therein, represented the plaintiffs in a
2 wage-and-hour class action against manufacturer and supplier of power products and services
3 on behalf of non-exempt employees. On July 31, 2020, the court granted in part the plaintiffs'
4 motion for class certification and certified a class. On August 27, 2021, the court granted final
5 approval of the class action settlement. The San Diego County Superior Court Case Number
6 is 37-2015-00025968-CU-OE-CTL.

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

11 nn) LFJ represents the plaintiffs in a wage-and-hour class action against a
12 manufacturer and distributor of commercial dish and glass cleaning machines and supplies for
13 the restaurant and hospitality industries, on behalf of hourly-paid or non-exempt employees.
14 On July 13, 2023, the court granted the plaintiffs' motion for class certification and certified a
15 class. The Los Angeles County Superior Court Case Number is BC707670.

16 **LITIGATION COSTS AND EXPENSES INCURRED BY CLASS COUNSEL**

17 19. To date, Class Counsel has borne all of the risks and costs of litigation and will
18 not receive any compensation until recovery is obtained in this matter. Class Counsel seeks
19 reimbursement of **\$19,977.11** in litigation costs and expenses incurred in this matter, as reflected
20 in "**EXHIBIT B**" attached hereto. These expenses were reasonable and necessary in the
21 prosecution of this case and to obtain the Settlement.

22 **ENHANCEMENT PAYMENT TO PLAINTIFF**

23 20. In recognition of his efforts and work serving as the Class Representative, the
24 Settlement provides for an Enhancement Payment in the amount of \$7,500.00 to Plaintiff Roel
25 Galicia. The requested Enhancement Payment is fair and appropriate. Plaintiff spent a
26 substantial amount of time and effort in producing relevant documents and information, and
27 provided the facts and evidence to support the prosecution of the claims. Plaintiff was available
28 whenever Class Counsel needed him and actively tried to obtain and provide information that

1 would facilitate the pursuit of the case. Plaintiff spent numerous hours speaking with Class
2 Counsel about his claims, describing his work experience with Defendant, and gathering and
3 reviewing documents. Accordingly, it is appropriate for Plaintiff Roel Galicia to receive
4 \$7,500.00 as a reasonable Enhancement Payment, for his services in the case, in addition to
5 his individual settlement payment.

6 21. I submit that the Settlement is fair, reasonable, and adequate. In addition, the
7 Settlement is in the best interests of Plaintiff, other Class Members, and the State of California.

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

10 Executed this 25th day of October 2023, at Glendale, California.

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14 Edwin Aiwasian
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EXHIBIT A

ROEL GALICIA v. JIF-PAK MANUFACTURING, LLC
San Diego County Superior Court Case No. 37-2020-00005233-CU-OE-CTL

ATTORNEY TASK AND TIME CHART

TASK	LAWYERS FOR JUSTICE, PC
Investigation and Research / Due Diligence	
Pre-Lawsuit Investigation of the Key Facts with a Focus on Class Certification Elements, Including Adequacy, Typicality, Superiority, Commonality, and Manageability	13.50
Pre-Lawsuit Investigation of the Merits of Plaintiff Roel Galicia's ("Plaintiff") Claims and the Merits of the Claims of the Putative Class Members	11.50
Pre-Lawsuit Investigation of Potential Damages Exposure of Defendant Jif-Pak Manufacturing, LLC ("Defendant") with Respect to the Damages Sustained by Plaintiff and the Putative Class Members	8.60
Pre-Lawsuit Investigation of the Merits of the Private Attorneys General Act ("PAGA") Claim on Behalf of the State of California with Respect to Plaintiff and the Aggrieved Employees	9.10
Pre-Lawsuit Investigation of Potential Civil Penalties Exposure of Defendant with Respect to Plaintiff and the Aggrieved Employees	7.50
Legal Research and Analysis of Latest Decisions Regarding Off-the-Clock, Meal and Rest Breaks, IWC Wage Orders, PAGA, Class Certification, and Arbitration Agreements in California, Including All New and Relevant DLSE Materials	8.10
Investigation of Defendant, Its Permits and Licenses, Its Business Relationships and Customer Contracts, and the Industry in Which Defendant Operates	5.80
Investigation of Defendant's Organizational, Corporate, and Executive Reporting Structures as They to the Employment and Management of the Putative Class Members	3.50

Investigation of Defendant's Executives, Officers, and Leadership with a Focus on Involvement in Wage-and-Hour Issues and Litigation History Involving Wage-and-Hour Issues and Other Related Employment Issues, to Evaluate Willfulness and Uniformity	3.30
Analysis of Competitors Within Various Relevant Geographic Areas within which Defendant Operates, and Comparing and Contrasting Defendant's Policies, Practices, and Procedures with the Policies, Practices, and Procedures of Defendant's Competitors	3.60
Research and Investigation Re: Location(s), Division(s), and/or Department(s) Owned, Managed, Serviced, and/or Operated by Defendant in California During the Class Period, Including Differences Between Them to Determine Whether Those Differences Will Cause Individual Issues to Predominate Over Common Issues	4.50
Comparative Analysis and Cross-Checking of All Available Job Postings, Job Reviews, and Other Reviews Regarding Defendant in Order to Determine Any Variation and Identify Job Duties and Responsibilities That Would be Susceptible to Being Performed Off-the-Clock and/or During Meal or Rest Breaks	7.80
Research and Investigation Re: Workforce, Staffing Models, and Staffing Levels at Location(s) at which Putative Class Members and Aggrieved Employees Worked Throughout California	5.40
Research and Investigation Re: Defendant's Written and Non-Written Policies, Practices, and Procedures Relating to Health and Safety, Timekeeping, Rounding, Scheduling, Temporary Remote Work, Meal/Rest Breaks, Auto-Deducting of Meal Time, On-Premises Breaks, Meal/Rest Premiums, Meal Break Waiver Agreements, Overtime Compensation, Non-Discretionary Bonus/Incentive/Shift Differential Pay, Breakroom, Lockers, Donning and Doffing, Dress Code, Footwear, Supplies, PPE, Use of Personal Cell Phones, and Reimbursement of Business-Related Expenses	25.50
Research and Investigation Re: Various Software Programs and Other Technology Defendant Uses to Conduct Its Everyday Business, Including Timekeeping, Inventory, Logistics, Resource and Production Management, Sales, Customer Relations Management, Communications, Security, and Surveillance with a Focus on What Documents (Both Paper and Electronic) Are Created in the Normal Course of Business Relating to Overtime Worked, Off-the-Clock Time Worked Pre/Post Shift, and During Meal and Rest Breaks	5.10

Research and Analysis of Potential Defenses Defendant May Raise, Including <i>De Minimis</i> Work, Non-Compensable Off-the-Clock Work, Waiver, and Compliant Policies	7.50
Research and Investigation Re: Post- <i>Duran</i> vs. <i>U.S. Bank</i> Trial Manageability Issues, including Research Regarding Which Experts to Retain and For What Purpose	5.90
Review and Investigation of Impact of COVID-19 Pandemic on Defendant, Its Operations, and Class Members' Work	8.50
Prepare a Discovery Strategy and Plan of Action, including Topics of Inquiry Important to Certification, Liability, Damages, and Penalties	4.30
Research and Preliminarily Outline Briefing Regarding Class Certification and Trial Manageability	41.50
Meet and Communicate with Plaintiff Roel Galicia Throughout the Pendency of the Case	37.50
Investigate Putative Class Members, Aggrieved Employees, and/or Percipient Witnesses	12.50
Meet, Communicate with, and/or Conduct Interviews of Putative Class Members, Aggrieved Employees, and/or Percipient Witnesses	16.50
Pleadings and Court Filings	
Draft Plaintiff's Class Action Complaint for Damages and Legal Research and Analysis of All Claims Involved (filed on January 29, 2020)	8.10
Review Court's Notice of Case Assignment and Notice of Case Management Conference (filed on January 29, 2020)	0.10
Review and Analyze Defendant's Answer to Plaintiff's Class Action Complaint for Damages and Research Allegations and Affirmative Defenses in Defendant's Answer (served on March 12, 2020)	1.90
Review Court's Notice of Rescheduled Hearing (filed on May 16, 2020)	0.10
Review and Analyze Defendant's Case Management Statement (served January 14, 2021)	0.50
Draft Plaintiff's Case Management Statement (filed January 14, 2021)	0.90
Review Court's Minute Order re: Continuing Civil Case Management Conference (filed January 29, 2021)	0.10

Draft Plaintiff's Case Management Statement (filed March 18, 2021)	0.90
Review Court's Minute Order re: Continuing Civil Case Management Conference (filed April 2, 2021)	0.10
Review and Analyze Defendant's Case Management Statement (served June 17, 2021)	0.50
Review Court's Minute Order Continuing Civil Case Management Conference (filed July 2, 2021)	0.10
Review and Analyze Defendant's Notice of Ruling Regarding Case Management Conference (served July 7, 2021)	0.10
Draft Plaintiff's Case Management Statement (filed July 13, 2021)	0.90
Review Court's Minute Order re: Continuing Civil Case Management Conference (filed July 30, 2021)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement and Notice of Settlement (submitted February 1, 2022)	0.90
Review Court's Minute Order Regarding Civil Case Management Conference (filed February 18, 2022)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Continue Plaintiff's Hearing and Deadline to File Motion for Preliminary Approval (submitted July 19, 2022)	1.10
Draft Plaintiff's First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act, California Labor Code Section 2698, Et Seq. and Legal Research and Analysis of All Claims Involved (submitted to Court on January 19, 2023; filed on February 14, 2023)	5.80
Review and Analyze Defendant's Answer and Affirmative Defenses to First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act, California Labor Code Section 2698, Et Seq. (served on March 20, 2023)	1.10
Appearances	
Prepare for and Telephonically Attend Initial Case Management Conference (January 29, 2021)	0.80
Prepare for and Telephonically Attend Case Management Conference (April 2, 2021)	1.10
Prepare for and Telephonically Attend Status Conference Appearance (July 30, 2021)	0.90

Prepare for and Telephonically Attend Case Management Conference (February 18, 2022)	0.90
Prepare for and Telephonically Attend Hearing on Plaintiff's Motion for Preliminary Approval of Class Action Settlement (February 10, 2023)	1.90
Prepare for and Telephonically Attend Hearing on Plaintiff's <i>Ex Parte</i> Application (July 11, 2023)	1.10
Prepare for and Telephonically Attend Hearing on Plaintiff's Motion for Final Approval of Class Action Settlement and Motion for Attorneys' Fees, Costs and Enhancement Payment (November 17, 2023) (Anticipated)	1.50
Discovery and Deposition	
Draft Letter to Defendant Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff (served on November 20, 2019)	1.90
Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Roel Galicia (served on December 30, 2019)	5.20
Draft Plaintiff's Form Interrogatories - General (Set One), Special Interrogatories (Set One), Special Interrogatories (Set Two), Special Interrogatories (Set Three), Requests for Production of Documents (Set One), and Requests for Production of Documents (Set Two) to Defendant (served on April 2, 2020)	5.80
Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (May 13, 2020; Organizational Structure) (filed on April 2, 2020)	3.10
Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (May 14, 2020; Job Duties) (filed on April 2, 2020)	3.40
Draft Plaintiff's Notice of Deposition of Person Most Knowledgeable at Defendant and Requests for Production of Documents (May 15, 2020; Affirmative Defenses) (filed on April 2, 2020)	3.80
Review and Analyze Documents Produced by Defendant (served on June 5, 2020)	3.50
Review and Analyze Defendant's Responses to Plaintiff's Form Interrogatories - General (Set One), Special Interrogatories (Set One), Special Interrogatories (Set Two), Special Interrogatories (Set Three),	4.30

Requests for Production of Documents (Set One), and Requests for Production of Documents (Set Two) to Defendant (served on June 5, 2020)	
Draft <i>Belaire-West</i> Administration Notice and Opt-Out Postcard (drafted on November 9, 2020)	1.20
Letters and Correspondence	
Research and Draft Notice to California Labor and Workforce Development Agency Re: Claims of Plaintiff Roel Galicia for Penalties Under California Labor Code section 2698, <i>et seq.</i> (filed on November 16, 2021)	4.50
Meet with, Draft Correspondence to, and Respond to Correspondence from, Defendant's Counsel	19.50
Mediation/Settlement	
Review and Analyze Information, Data, and Documents Obtained from Plaintiff, Defendant (in excess of approximately 2,394 pages), and Other Sources Prior to Mediation (served December 16, 2021)	73.50
Prepare for Mediation, Including Researching Settlement-Related Issues and Merits of Claims, Drafting the Mediation Brief, Compiling the Mediation Exhibits in Support of Mediation Brief, and Performing Damages and Penalties Analysis and Calculations (submitted on January 3, 2022)	32.50
Attend Mediation Session (January 10, 2022; Zoom Video Conference)	12.50
Engaged in Continued Mediation and Settlement Negotiation Efforts and Review and Analyze Mediator's Proposal (issued January 18, 2022 and accepted January 21, 2022)	4.50
Draft, Review, Revise, Negotiate, and Finalize Joint Stipulation of Class Action and PAGA Settlement and Release (executed on November 7, 2022) and Notice of Class Action Settlement	22.00
Review and Monitor Settlement Administration Process and Review Weekly Reports	6.50
Law and Motion	
Research and Draft Plaintiff's Notice of Motion and Motion for Preliminary Approval of Class Action Settlement; Declaration of Yasmin Hosseini in Support Thereof, Declaration of Roel Galicia in Support Thereof, and [Proposed] Order Thereon (filed on January 19, 2023)	20.50

Review Court's Tentative Ruling for Motion for Preliminary Approval of Class Action and PAGA Settlement (filed February 9, 2023)	0.10
Review Courts Minute Order Finalizing Motion for Preliminary Approval of Class Action and PAGA Settlement (filed February 10, 2023)	0.10
Draft Plaintiff's <i>Ex Parte</i> Submission of Revised Class Notice (filed on March 3, 2023)	1.50
Draft Plaintiff's <i>Ex Parte</i> Application for Approval of (1) Order Granting Preliminary Approval, (2) Revised Class Notice, and (3) Revised Schedule for a Motion for Final Approval of Class Action Settlement; Declaration of Yasmin Hosseini in Support of Plaintiff's <i>Ex Parte</i> Application; and [Proposed] Order Granting Plaintiff's <i>Ex Parte</i> Application (filed on July 10, 2023)	9.50
Review Court's Order Granting Plaintiff's <i>Ex Parte</i> Application (filed on July 17, 2023)	0.20
Review and Analyze Settlement Administrator's Declaration Regarding Settlement Notice Administration; and Research and Draft Plaintiff's Motion for Final Approval of Class Action Settlement, Plaintiff's Motion for Attorneys' Fees, Costs and Enhancement Payment, Declaration of Edwin Aiwarzian in Support Thereof, [Proposed] Order Granting Final Approval Order of Class Action Settlement and Judgment, and [Proposed] Order Awarding Attorneys' Fees, Costs, and Enhancement Payment (filed on October 25, 2023) (Anticipated)	23.50
Total Hours:	551.70

EXHIBIT B

LAWYERS for JUSTICE PC CASE COST DETAIL
Galicia v. JIF-PAK Manufacturing, LLC

<u>Date</u>	<u>Payee</u>	<u>Expense Description</u>	<u>Amount</u>
11/20/2019	U.S. Postmaster	Postage	6.85
1/30/2020	One Legal	Attorney Service	57.31
2/14/2020	Legal Document Server, Inc.	Attorney Service	110.00
3/10/2020	One Legal	Attorney Service	9.95
4/2/2020	General Logistics Systems US, Inc.	Courier Service	17.51
1/14/2021	General Logistics Systems US, Inc.	Courier Service	15.23
1/14/2021	Legal Document Server, Inc.	Attorney Service	14.00
1/22/2021	CourtCall, LLC	Attorney Service	94.00
1/30/2021	San Diego Superior Court	Complaint Filing Fee	435.00
1/30/2021	San Diego Superior Court	Complex Filing Fee	1,000.00
3/18/2021	General Logistics Systems US, Inc.	Courier Service	18.79
3/18/2021	One Legal	Attorney Service	12.35
3/26/2021	CourtCall, LLC	Attorney Service	94.00
5/17/2021	First Mediation Corporation	Mediation Fee	8,000.00
6/25/2021	CourtCall, LLC	Attorney Service	94.00
7/13/2021	General Logistics Systems US, Inc.	Courier Service	20.25
7/13/2021	One Legal	Attorney Service	12.35
7/22/2021	CourtCall, LLC	Attorney Service	94.00
11/17/2021	Labor & Workforce Development Agency	PAGA Filing Fee	75.00
12/23/2021	General Logistics Systems US, Inc.	Courier Service	17.34
1/21/2022	First Mediation Corporation	Supplemental Mediator's Fee	9,000.00
2/1/2022	One Legal	Attorney Service	12.35
2/3/2022	One Legal	Attorney Service	39.38
4/8/2022	San Diego Superior Court	Document Download Fee	1.00
8/19/2022	Legal Document Server, Inc.	Attorney Service	16.10
8/19/2022	San Diego Superior Court	Stipulation Fee	20.00
1/20/2023	Legal Document Server, Inc.	Attorney Service	256.55
1/20/2023	San Diego Superior Court	Motion Fee	60.00
2/18/2023	Legal Document Server, Inc.	Attorney Service	14.75
3/2/2023	San Diego Superior Court	Document Download Fee	1.00
3/6/2023	Legal Document Server, Inc.	Attorney Service	18.80
3/6/2023	San Diego Superior Court	Motion Fee	60.00
5/24/2023	San Diego Superior Court	Document Download Fee	16.40
7/10/2023	Legal Document Server, Inc.	Attorney Service	150.00
7/11/2023	Legal Document Server, Inc.	Attorney Service	20.95
7/11/2023	San Diego Superior Court	Ex Parte Fee	60.00
7/26/2023	San Diego Superior Court	Document Download Fee	2.00
7/31/2023	Legal Document Server, Inc.	Attorney Service	14.95
8/1/2023	Legal Document Server, Inc.	Attorney Service	14.95
Total:			19,977.11