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individually and on behalf of similarly situated employees

SUPERIOR COURT OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO

ARNOLD SERRANO, individually and on
behalf of all other similarly situated
employees,

Plaintiff,

vs.

COOL TIME, LLC, a California Corporation;
and DOES 1 to 100, inclusive,

Defendants.

Case No. 34-2021-00312356

*Assigned for All Purposes to Hon. Lauri A. Damrell,
Department 28*

CLASS ACTION

**DECLARATION OF JUSTIN P. RODRIGUEZ
IN SUPPORT OF PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION AND
PAGA SETTLEMENT**

Date: August 4, 2023

Time: 9:00 a.m.

Dept.: 28

Judge: Hon. Lauri A. Damrell

Filed: December 8, 2021

FAC Filed: February 10, 2022

Trial Date: None Set

1 I, Justin P. Rodriguez, declare:

2 1. I am an attorney at law duly admitted to practice before all the courts of the State of
3 California and an attorney of record for Plaintiff Arnold Serrano ("Plaintiff") herein. I am making this
4 declaration on behalf of the named Plaintiff, the putative class members, and in support of Plaintiff's
5 Motion for Final Approval of Class Action and PAGA Settlement ("Motion"). A true and correct copy
6 of the Joint Stipulation Regarding Class Action and PAGA Settlement and Release ("Agreement") in
7 this matter is filed with this Motion as Exhibit A.

8 2. This case was brought as a wage and hour class action based on Plaintiff's contention
9 that Defendant Cool Time, LLC, ("Defendant") violated California law by 1) failing to pay overtime
10 wages, 2) failing to pay minimum wages, 3) failing to provide meal periods, 4) failing to provide rest
11 periods, 5) failing to provide accurate wage statements, 6) failing to timely pay all final wages, 7)
12 failing to reimburse employees for incurred expenses, and 8) by engaging in unfair competition.
13 Plaintiff also alleged liability for civil penalties under the Private Attorneys General Act ("PAGA").
14 These claims were based allegations that Defendant violated California law by 1) failing to pay
15 minimum wages for off-the-clock work, 2) failing to pay overtime wages for off-the-clock-work, 3)
16 failing to properly record and pay for all hours worked, 4) by failing to pay for being on-call, 5) failing
17 to authorize and permit timely and uninterrupted meal periods, 6) failing to authorize and permit timely
18 and uninterrupted rest periods, and failing to pay for reimbursement for mileage, cell phone use, and
19 other work related incurred expenses. The PAGA, waiting time penalty, wage statement violation, and
20 unfair competition claims also derive from these violations.

21 3. Plaintiff is the only named representative in this matter. From our initial investigations
22 of Plaintiff's claims and documents, we believed these claims had merit and could be maintained as a
23 class action. We filed the action on or about December 8, 2021. Plaintiff exhausted administrative
24 remedies through the Labor and Workforce Development Agency ("LWDA") prior to amending the
25 Complaint to add a PAGA claim. Plaintiff filed a notice with the LWDA on November 11, 2021,
26 setting forth the facts and theories of liability. A true and correct copy of the notice filed with the
27 LWDA is being filed with this Motion as Exhibit C. A copy of the notice was also sent to Defendant
28 via certified mail and the \$75.00 filing fee was remitted to the LWDA at that time. There was no

1 response by the LWDA regarding its intent to investigate the claims alleged in Plaintiff's notice for
2 more than 65 days. As such, Plaintiff became authorized to commence a civil action under the PAGA
3 and filed a First Amended Complaint on February 10, 2022. A true and correct copy of Plaintiff's
4 operative Complaint is filed with this Motion as Exhibit B. A copy of the Complaint was uploaded to
5 the LWDA on March 8, 2022, after we received an endorsed copy back from Court.

6 4. Currently, there is no date set for a motion to certify the class and there is no trial date.

7 5. Defendant is represented in this matter by Medina McKelvey LLP. From the beginning,
8 Defendant has contested the merits of this case, the suitability of the case for class action or
9 representative treatment, the manageability of the case at trial, and Plaintiff's ability to prove a violation
10 in each pay period for each employee among other defenses and contentions they made challenging the
11 propriety of this action. Defendant further contended, even assuming there was a finding supporting
12 the imposition of PAGA penalties, that the Court would likely exercise its discretion to substantially
13 reduce any such penalties owed based on evidence of good faith attempts to comply with California
14 Labor Code obligations by Defendant. Notwithstanding its agreement to settle this matter, Defendant
15 believe the practices Plaintiff is contending are unlawful either do not exist or, to the extent they do
16 exist, fully comply with all state and federal employment laws with respect to Plaintiff and Class
17 Members. Also, Defendant has contended that this matter is not appropriate for class certification
18 outside of this proposed class settlement.

19 6. Based on the expected testimony from Plaintiff and Class Members, a review of
20 Defendant's employee handbook, policies and procedures, and other documents relating to the alleged
21 claims, information on the number of Class Members, Class Members' dates of employment, and a
22 representative 25% sample of Class Members' time and payroll data, the scope of the potential damages
23 to Plaintiff and Class Members in light of the claims alleged, the uncertainty in the law with regard to
24 certification, and the negotiations that have taken place, I am convinced that the proposed settlement is
25 in the best interest of the class. The length and risks of trial and other normal perils of litigation that
26 impact the value of the claims were also considered and weighed in reaching the Agreement. In
27 addition, I carefully considered the prospect of potential class certification issues as well as the
28 uncertainty of class certification, the difficulties of complex litigation, and the lengthy process of

1 establishing specific damages and various possible delays and appeals in agreeing to the proposed
2 settlement. I further considered the fact that penalties under the PAGA could be substantially cut at the
3 discretion of the Court even if Plaintiff was successful on proving those claims and there was risk that a
4 Court could find no willfulness in the failure to pay wages at separation, which would eliminate the
5 value of the waiting time penalty claim entirely. Overall, I believe it is more beneficial to secure a
6 guaranteed benefit to the class now rather than to proceed with litigation and potentially obtain zero
7 funds to the class due to legal or factual issues in the case.

8 7. My office, including my partner, Galen T. Shimoda, my associate, Renald Konini, our
9 paralegal, and myself, along with Plaintiff's assistance, thoroughly investigated the merits of the claims
10 and potential damages for such claims. The parties engaged in informal discovery and exchange of
11 documents, including a representative 25% sampling of employee payroll data covering, timecard data,
12 and relevant handbooks, bulletins, and memoranda containing Defendant's policies for the entirety of
13 the statute of limitations applicable to the alleged claims. Several hundred pages of documents,
14 including wage statements, employee onboarding documents, employee policy and handbooks,
15 employment agreements, timecards, text messages, arbitration agreements, and emails were reviewed.
16 We also interviewed several individuals, including putative class members, regarding the claims to get a
17 better understanding of the actual working conditions compared to the allegations being made in this
18 lawsuit. The discovery covered all aspects of the asserted claims, including certification issues, merits
19 issues, damages, the scope and configuration of Class Members, the content and implementation of the
20 wage and hour policies at issue, issues relating to manageability concerns at trial, among other relevant
21 areas. From this production we were able to determine information critical to a reliable damages
22 analysis such as the average hourly rate, average daily hours worked, shifts eligible for meal and rest
23 periods and the number of potential shifts that may correspond to liability under our theories of liability,
24 the number of total pay periods and workweeks, the number of pay periods within the penalty statute of
25 limitations, the frequency with which violations occurred in a given week and/or pay period, and the
26 number of former employees. This information allowed my office to assess both liability and damages
27 and create an accurate damages model. Plaintiff assisted in all aspects of this litigation including
28 providing factual information relating to Plaintiff's and Class Members' employment conditions at

multiple job sites, providing a substantial number of documents, and answering questions regarding Defendant's factual contentions in this matter. This was important because it directly related to our ability to maintain this case as a class action and our ability to obtain a favorable settlement for the class.

8. Throughout this litigation our office had numerous communications with Defendant's Counsel discussing our respective positions. It was only after approximately seventeen (17) months of extensive investigation, litigation, and arm's length negotiations that the parties were able to reach a settlement. Although the case was filed in December 2021, our pre-filing investigation began in August 2021, when we first met with Plaintiff and began the review and discussion of the claims. We continued to investigate the claims from that point, which ultimately led to the filing of this lawsuit in December 2021. The negotiations with Defendants counsel were at all times adversarial, though still professional in nature.

9. In analyzing the sample data and relevant policies and comparing them against Plaintiff's allegations and theories of liability, the following represents the potential maximum recovery for each of Plaintiff's claims based on my office's analysis of Defendant's relevant policies and the data produced by Defendant, including a sample of time and payroll records for Class Members. Of note is the fact that Defendant contended approximately 30 Class Members signed arbitration agreements more than 1,000 of the total 2,339 workweeks during the Class Period. The enforceability of those agreements and the impact that *Viking River Cruises, Inc. v. Moriana*, 142 S. Ct. 1906 (2022) would have on this litigation was a large point of contention. Although we argued the agreements would be deemed unenforceable and, at any rate, a PAGA action would continue notwithstanding any arbitration, there was a substantial risk that a Court could find against Plaintiff on these matters and, potentially, end the class aspect of this case entirely. The data exchange also showed there were 785 PAGA pay periods and an average base hourly rate of \$17.35. An exposure analysis for the asserted claims is as follows:

- a) Unpaid Minimum Wages Based on Off the Clock Work: This claim is based on allegations that Defendant only paid Plaintiff eight (8) hours a day and forty (40) hours per week regardless of how many hours they actually worked, including time spent working on weekends or on call beyond the standard workday. The maximum possible

1 damages for this claim is \$141,509.50, which is entirely comprised of liquidated
2 damages under California Labor Code section 1194.2. Plaintiff is only claiming
3 liquidated damages under this claim because Plaintiff has also assumed that all unpaid
4 hours qualified for overtime compensation. Thus, only liquidated damages are claimed
5 to avoid double recovery of substantive wage loss. This amount does not take into
6 account any potential risks with respect to Plaintiff proving the merits or damages. The
7 company handbook contained written policies directing employees to accurately record
8 all hours worked and prohibiting off the clock work. Additionally, there were several
9 instances in which Plaintiff was paid overtime and substantial disputes regarding the
10 meaning of personnel memos and whether or not they were indicating the existence of
11 unpaid hours worked or alleged violations of company wage and hour policies. These
12 issues cause substantial risk for the claim and it is possible a Court would find that they
13 supported a good faith defense, which entirely wipes out a claim for liquidated damages.
14 See Cal. Lab. Code § 1194.2(b). Taking these factors into account, it is more realistic
15 that there would not be any recovery for this claim.

- 16 b) Unpaid Overtime Wages Based on Off the Clock Work: This claim is based on the
17 same facts as the minimum wage claim described above, and, therefore, subject to the
18 same risks outlined above. The maximum possible damages for this claim is
19 \$304,362.38. This amount does not take into account any potential risks with respect to
20 Plaintiff proving the merits or damages. For example, in addition to the issues cited
21 above regarding the minimum wage claims, Plaintiff would be put in the position of
22 having to prove that Defendant had a practice to violate its own policy regarding off the
23 clock work and accurate recording of hours. This presents substantial risk that the Court
24 would find individual issues predominate because inquiry as to why class members did
25 not record all their time and/or whether they actually had to work off the clock may have
26 to be made. Furthermore, Plaintiff would have to show that Defendant to knew or had
27 reason to know hours were being worked in order to be liable. See *Brinker Rest. Corp.*
28 v. *Superior Ct.*, 53 Cal.4th 1004, 1051 (2012). While Plaintiff contended the existence

of writings and emails showed off the clock hours were worked, there remained the issue of proving exactly how many hours were worked. Plaintiff's calculations are based on being able to consistently prove 5 unpaid hours worked per week, per employee, for the entirety of their employment. It is unlikely that such a finding would be made at trial. Taking these factors into account, a more realistic range of recovery for this claim is \$60,872.48 to \$121,744.95.

c) Meal Periods: This claim was based on allegations that Defendant's managers, supervisors, and tenants regularly interrupted Plaintiff's and Class Members ability to take their full, 30 minute meal periods. The maximum exposure for this claim is \$101,454.13. This amount does not take into account any potential risks associated with this claim, which was heavily disputed. While Plaintiffs contended that Defendants maintained a regular and consistent practice of failing to provide meal periods due to lack of adequate scheduling, lack of coverage, and off the clock work assignments, Defendant had a facially valid written meal period policy that was given to Class Members at the time of hire. Based on Plaintiff's own allegations, the failure to have full meal periods only occurred 50% of the time. The existence of the facially valid policy and the variance in the number of violations presents substantial risk to this claim being able to proceed as a class action. Taking these factors into account, a more realistic range of recovery for this claim is \$30,436.24 to \$50,727.06.

d) Rest Breaks: This claim was based on the same allegations as the meal period claim and was subject to the same risks. Because underlying facts that precluded Plaintiff and Class Members from taking meal periods were the same facts as those precluding Plaintiff and Class Members from taking rest periods, this claim had the same violation frequency rate (*i.e.* 50%). As such, the realistic range of recovery for this claim is similar to the meal period claim, \$30,436.24 to \$50,727.06.

e) Reimbursement: This claim was based on Plaintiff's contention that he and Class Members were required to communicate using their personal cell phone and travel using their personal vehicle between multiple of Defendant sites and run errands as part of

1 their regular and necessary work duties. Because Defendant did provide some
2 reimbursement for mileage, this issue with that claim was whether the amount provided
3 was sufficient, which created certification risks for those claims. Additionally, it
4 became apparent though the informal discovery that not all Class Members traveled and,
5 when they did, the frequency was much lower than initially expected and for smaller
6 distances. Thus, the mileage claim had nominal value and substantial certification risks.
7 The cell phone reimbursement claim was much stronger and drove the discussion and
8 analysis of the reimbursement claim. However, the amounts at issue given the average
9 phone bill and percentage of work use rendered the maximum exposure for this claim to
10 be approximately \$32,386.15. Notwithstanding this being the stronger of the two
11 reimbursement theories of liability, it still suffered from substantial risks. Because of
12 the nature of the work, many Class Members lived on Defendant's residential properties,
13 which had an abundance of hardline phones for potential use. There was risk that a
14 Court may find the availability of alternatives meant the use of personal cell phones was
15 unnecessary and, therefore, not subject to reimbursement. Thus, the more realistic range
16 of recovery is \$16,193.08 to \$25,908.92.

- 17 f) Wage Statement Violations: This claim is derivative of Plaintiffs' overtime, minimum
18 wage, and meal and rest period claims. The maximum exposure for this claim is
19 \$39,250, which is calculated based on an initial violation \$50 per pay period per
20 employee. Based on our research, we did not find any prior Labor Commissioner or
21 court decisions that stated Defendant's practices and/or policies were improper. As
22 such, a "subsequent violation" may not be found for penalty calculation purposes and
23 the exposure analysis here is based on an "initial violation" valuation being adopted by
24 any fact finder if this matter went to trial. This amount does not take into account the
25 potential risks associated with this claim and assumes a violation in every pay period.
26 Because this claim is derivative of Plaintiff's other claims, the same risks identified
27 above for Plaintiff's minimum wages, overtime, meal period, and rest period claims
28 equally apply here, substantially affecting the potential value of this claim. Taking

these factors into account, a more realistic range of recovery for this claim is \$11,775 to \$19,625.00.

- g) Waiting Time Penalties: This claim is derivative of the minimum wage, overtime and meal and rest period claims above. The maximum exposure for this claim is \$179,052. However, this amount does not take into account the potential risks associated with this claim. Because this claim is derivative, the same risks mentioned above also apply to this claim. Similar to the liquidated damages for minimum wage violations, there is a good faith dispute defense to waiting time penalty claims. *See Diaz v. Grill Concepts Servs., Inc.*, 23 Cal.App.5th 859, 868 (2018). Based on the facts of this case, it is more realistic that there would not be any recovery for this claim.
- h) PAGA: This claim is derivative of the Labor Code violations identified above and would be subject to all the same risks as the underlying claims it is based on. As noted above, we did not find any prior Labor Commissioner or court decisions that stated Defendant's practices and/or policies were improper. Thus, a "subsequent violation" may not be found for penalty calculation purposes, and the exposure analysis here is based on an "initial violation" valuation being adopted by any fact finder if this matter went to trial. *See Amaral v. Cintas Corp. No. 2*, 163 Cal.App.4th 1157, 1207-1209 (2008). The maximum total exposure for this claim is \$557,674. This amount does not take into account any of the risks in proving the merits of the underlying claims that the PAGA damages are based on. As outlined above, there are substantial risks to the claims and it is unlikely that recovery would be provided for several of the asserted claims let alone 100% of the potential available penalty. Beyond the risks on the merits, the correct valuation of civil penalty amounts for certain claims under PAGA were in dispute. For example, the calculation valued civil penalties for failure to pay final wages under Labor Code section 256 (which provides the civil penalty amount will not exceed 30 days' pay as waiting time under the terms of Section 203) for a total of \$104,424 instead of the \$100 per violation default penalty under Labor Code 2699(f), which results in a reduction to \$1,000 for this claim. Similarly, the calculation valued civil penalties for

1 wage statement violations under Labor Code section 226.3 (which provides the civil
2 penalty amount is \$250 per violation) for a total of \$196,250 instead of the \$100 per
3 violation default penalty under Labor Code 2699(f), which results in a reduction to
4 \$78,500. In addition to the risks on the merits and disputes regarding the proper
5 valuation of the penalty amounts, I believe the Court may exercise its discretion to
6 reduce PAGA penalties because a majority of the civil penalties sought would be in
7 addition to amounts owed for substantive violations, some of the violations are due to
8 technical non-compliance with the Labor Code, such as derivative wage statement
9 violations, and Defendant produced legally compliant policies among other documents,
10 that a Court may find demonstrates a good faith attempt at compliance. Courts are
11 statutorily authorized to use discretion to reduce penalties and the range of discretion
12 used varies substantially. *See Thurman v. Bayshore Transit Mgmt., Inc.*, 203
13 Cal.App.4th 1112, 1135 (2012) (30% reduction); *Fleming v. Covidien, Inc.*, 2011 U.S.
14 DIST. LEXIS 154590, *9 (C.D. Cal. 2011) (82% reduction). The 82% reduction
15 equates to roughly \$9-\$50 worth of civil penalties per pay period per employee
16 depending on the total potential value of the civil penalty (*i.e.* \$50-\$250), which is more
17 in line with actual awards based on my experience and review of awards in other cases.
18 Thus, even if using the maximum values possible and setting aside risks of proving the
19 claims on the merits, the total exposure may be cut to approximately \$100,381.32 (82%
20 reduction) to \$390,371.80 (30%) or lower. Using the lower, disputed PAGA penalty
21 values for those claims where some recovery is still likely would lower the potential
22 exposure further from \$257,000.00 to \$46,260.00 (82% reduction) to \$179,900.00 (30%
23 reduction). Given the substantial risks associated with the claims, we believe the
24 amount that might ultimately be awarded under this claim would be significantly lower
25 than our maximum exposure calculation. Allocating \$5,000 to the PAGA claims in this
26 case is appropriate, especially in light of amounts that Courts have approved as
27 reasonable valuations in other cases. *See Nordstrom Com. Cases*, 186 Cal.App.4th 576,
28 589 (2010) (approving \$0 allocation to the resolution of PAGA claims based on their

being disputed and being part of a class settlement which was evaluated based on the terms of the agreement overall); *Davis v. Cox Commc'ns California, LLC*, 2017 U.S. Dist. LEXIS 63514, *1 (S.D. Cal. 2017) (preliminarily approving \$4,000 PAGA allocation in \$275,000 settlement); *Jack v. Hartford Fire Ins. Co.*, 2011 U.S. Dist. LEXIS 118764, *6 (S.D. Cal. 2011) (approving \$3,000 PAGA allocation in \$1,200,000 settlement); *Singer v. Becton Dickinson & Co.*, 2010 U.S. Dist. LEXIS 53416, *2 (S.D. Cal. 2010) (approving \$3,000 PAGA allocation in \$1,000,000 settlement); *Hopson v. Hanesbrands Inc.*, 2009 U.S. Dist. LEXIS 33900, *9 (N.D. Cal. 2009) (approving \$1,500 PAGA allocation in \$1,026,000 settlement); *Garcia v. Gordon Trucking, Inc.*, 2012 U.S. Dist. LEXIS 160052, at *7 (E.D. Cal. 2012) (approving \$10,000 PAGA allocation in a \$3,700,000 settlement); *Franco v. Ruiz Food Prod., Inc.*, 2012 WL 5941801, at *14 (E.D. Cal. 2012) (\$10,000 in PAGA payment from \$2,500,000 settlement fund); *Chu v. Wells Fargo Investments, LLC*, 2011 WL 672645, at *1 (N.D. Cal. 2011) (approving PAGA settlement payment of \$7,500 to the LWDA out of \$6.9 million common-fund settlement).

10. In summary, Plaintiff's gross recovery of \$105,000 under the Agreement equals approximately 7.21% of the maximum value of the claims in this matter and between 23.4% to 53.5% of the more realistic range of recovery. After deducting from the Gross Settlement Amount the proposed allocations for attorneys' fees (\$36,750) and costs (\$3,301.21), any Enhancement Payment to the Class Representative (\$10,000), Settlement Administrator Costs (\$6,377.40), and the PAGA Payment to the LWDA (\$3,750), the net recovery under the Agreement (\$43,571.39) represents approximately 3 % of the maximum value of the claims in this matter. The net recovery also represents between 10% and 22% of the more realistic range of recovery. The average net award is approximately \$622.45, and the maximum net recovery is \$2,447.99. I believe the Agreement represents a reasonable compromise of claims based on the legal and factual disputes in this case. The ability to secure a guaranteed settlement now and ensure Class Members receive some compensation, rather than proceed to further litigation and potentially recover nothing, was a motivating factor in reaching this Agreement.

1 11. In agreeing to represent Plaintiff and take on this case for all Class Members, our office
2 agreed to take this case on a contingency basis, meaning that we would take a percentage of any
3 settlement or judgment should we recover a monetary amount. We took a risk that we would not
4 recover any money in this matter if we were unsuccessful at trial. We also took on the risk that the case
5 may be subject to an unfavorable summary judgment ruling. However, we believe it is important to
6 make sure employees are able to find affordable representation in order to ensure that employers are
7 complying with all their legal obligations towards employees and paying employees all their hard-
8 earned wages. We rely on attorneys' fee awards in order to continue working to ensure California
9 wage and hour protections are enforced. Recovery of our full lodestar plus an appropriate multiplier is
10 necessary to compensate for the risk undertaken. Unfortunately, there are occasions, such as in this
11 case, where the fee recovered actually results in a negative multiplier of our lodestar.

12 12. I am a shareholder at Shimoda & Rodriguez Law, PC. My law firm is a boutique law
13 practice that focuses primarily on employment litigation, emphasizing wage and hour litigation. I
14 attended and graduated college from U.C. Davis, receiving a Bachelor of Arts in Philosophy and the
15 Departmental Citation for Academic Achievement in the Philosophy program. I was one of only two
16 recipients of this award out of the entire Philosophy Department. After U.C. Davis, I attended the
17 University of the Pacific, McGeorge School of Law, graduating in 2011 and receiving a Juris
18 Doctorate. I graduated in the top 20% of my class and was a member of the Traynor Honor Society at
19 McGeorge. Other academic achievements of mine include receiving a Witkin Award (top grade) in my
20 legal research and writing course, a Witkin Award in complex civil litigation, being a member of the
21 Dean's List from 2008 to 2011, being a Legislative Staff Writer for the *McGeorge Law Review* from
22 2009–2010, being an Associate Comment Editor for the *Pacific McGeorge Global Business &*
23 *Development Law Journal* from 2010–2011, and being selected as a Sacramento County Bar
24 Association Diversity Fellow in 2009. I was also a member of the Employment and Labor Law Society
25 and an officer for the Latino Law Students Association from 2009 to 2010.

26 13. I have been practicing law since 2011. From 2011 to 2016, I worked with the Shimoda
27 Law Corp. as an Associate. I became a Shareholder/Partner in the firm in 2017. Shimoda Law Corp.
28 became Shimoda & Rodriguez Law, PC, in 2022. Since 2017, I have received an AV Preeminent

rating from Martindale-Hubbell for my legal ability and ethical standards. From 2018 to present, I have been recognized as a Super Lawyer (Rising Star). I have been a panel speaker and presented a number of seminars covering issues in wage and hour litigation in general and complex class and PAGA litigation in particular. These engagements include the following: (1) *Epic Systems*, PAGA, and the Future of Employment Arbitration in California (Sacramento County Bar Assoc., Sept. 2018); (2) Class Actions and PAGA Claims (Assoc. of Defense Counsel of Northern California & Nevada, Jul. 2020); (3) Mediation: The Experienced Trial Lawyers Perspective (Sacramento County Bar Assoc., Sept. 2020); (4) How to Become a Pivotal Part of Any Wage and Hour Practice Group (Sacramento County Bar Assoc., Mar. 2021); (5) Emerging Trends and Issues Relating to Arbitration and PAGA Claims in a Post-Viking River Cruises World (Sacramento County Bar Assoc., Nov. 2022). I was elected to the Sacramento County Bar Association Labor and Employment Law Section's executive committee in 2019 and was the Chair of the executive committee for 2022. I have also been a member of the Presiding Judge Civil Law Advisory Committee for Sacramento County Superior Court since August 2020. My practice focuses on complex civil litigation, including wage and hour class actions, PAGA claims, and Fair Labor Standards Act ("FLSA") claims. I am actively involved in most all of the complex litigation handled by our firm. Class and/or PAGA actions I have litigated or am currently litigating, including the instant case, includes, but is not limited to, the following:

- *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- *Adams-Anguy v. Placer Title Company, et al.*, Case No. SCV0040845 (Placer Sup. Ct.);
- *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- *Aslam v. American Custom Private Security, Inc.*, Case No. STK-CV-UOE-2018-0012080 (San Joaquin Sup. Ct.);
- *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac. Sup. Ct.);
- *Barkhousen v. Bank of Stockton*, Case No. STK-CV-UOE-2019-17145 (San Joaquin Sup.

- Ct.);
- *Benak v. MDStat Urgent Care, Inc.*, Case No. 34-2015-00188181 (Sac. Sup. Ct.);
 - *Bigornia v. Quest Diagnostics Clinical Laboratories, Inc., et al.*, Case No. 34-2019-00271174 (Sac. Sup. Ct.);
 - *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup. Ct.);
 - *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
 - *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac. Sup. Ct.);
 - *Castorena v. Flowmaster, Inc.*, Case No. CV18-2191 (Yolo Sup. Ct.);
 - *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup. Ct.);
 - *Carr, et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
 - *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-00209613 (Sac. Sup. Ct.);
 - *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
 - *Cress, et al. v. Mitsubishi Chemical Carbon Fiber and Composites, Inc.*, Case No. 34-2017-00222101 (Sac. Sup. Ct.);
 - *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.);
 - *Ferreyra v. Point Digital Finance, Inc., et al.*, Case No. 20CV373776 (Santa Clara Sup. Ct.);
 - *Foye v. The Golden 1 Credit Union*, Case No. 34-2018-00235003 (Sac. Sup. Ct.);
 - *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
 - *Garcia v. Royal Plywood Company, LLC, et al.*, Case No. 34-2017-00221627 (Sac. Sup. Ct.);
 - *Gomes v. Progressive Casualty Insurance Company*, Case No. 34-2018-00241979 (Sac. Sup. Ct.);
 - *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
 - *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);

- *Gonzalez v. Northcentral Pizza, LLC, et al.*, Case No. 34-2019-00252018 (Sac Sup. Ct.);
- *Gordon, et al. v. Hospice Source, LLC, et al.*, Case No. 34-2019-00250022 (Sac. Sup. Ct.);
- *Gotts v. John L. Sullivan Chevrolet, Inc.*, Case No. 34-2018-00231576 (Sac Sup. Ct.);
- *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
- *Hellum v. A1 Protective Services, LLC, et al.*, Case No. 34-2018-00234449 (Sac. Sup. Ct.);
- *Hercules v. Maximus Services, LLC, et al.*, Case No. 34-2019-00268385 (Sac Sup. Ct.);
- *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac. Sup. Ct.);
- *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);
- *Insixiengmay v. Hyatt Corporation, et al.*, Case No. 2:18-cv-02993-TLN-DB (E.D. Cal.);
- *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);
- *McMahon v. Airco Mechanical, Inc.*, Case No. 34-2019-00259269 (Sac. Sup. Ct.);
- *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- *Nguyen v. Cardinal Health Pharmacy Services, LLC, et al.*, Case No. 2:19-cv-01939-KJM-EFB (E.D. Cal.);
- *Prasad v. D. G. Smith Enterprises, Inc.*, Case No. 34-2017-00215046 (Sac. Sup. Ct.);
- *Ralston v. JMJ Incorporated, Inc. et al.*, Case No. 34-2017-00217047 (Sac. Sup. Ct.);
- *Roberts v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
- *Robinson v. West of Chicago Restaurants, Inc., dba Chicago Fire*, Case No. 34-2010-00082201 (Sac Sup. Ct.);
- *Salas, et al. v. Joint Ventures, LLC, et al.*, Case No. 34-2018-00227493 (Sac. Sup. Ct.);
- *Salmon v. Ovation Fanfare, L.P., et al.*, Case No. 34-2018-00244749 (Sac. Sup. Ct.) ;
- *Scarano v. J.R. Putman, Inc.*, Case No. 34-2018-00244753 (Sac. Sup. Ct.) ;
- *Smith v. Greyhound Lines, Inc.*, Case No. 34-2017-00219188 (Sac. Sup. Ct.);
- *Sullivan v. National Response Corporation*, Case No. 34-2018-00244757 (Sac. Sup. Ct.);
- *Talent v. Leslie's Poolmart, Inc.*, Case No. 34-2012-00128539 (Sac. Sup. Ct.);
- *Thornton v. McConnell Jones Lanier & Murphy LLP*, Case No. No. 34-2017-00211553 (Sac. Sup. Ct.);

- *Watson v. Quarter At A Time, LLC*, Case No. 34-2017-00217570 (Sac. Sup. Ct.); and
- *Willis v. Premier Pools, Incorporated*, Case No. 34-2017-00211710 (Sac. Sup. Ct.).

14. The preceding list does not include those cases where, for various reasons, the case was filed as a class action and/or PAGA action, but did not maintain that status through the end of the case.

15. My partner, Galen T. Shimoda, Esq., worked with me on this matter and was critical in assisting with all aspects of the litigation of this case. Mr. Shimoda and I are some of only a handful of plaintiff attorneys located in Sacramento who handle wage and hour class actions. Mr. Shimoda attended and graduated from the University of Utah in 2000 with a B.S. in Business Management and a B.A. in Asian Studies, with a minor in Japanese language. He then attended and graduated from the University of the Pacific, McGeorge School of Law and received his J.D. degree in 2003. He graduated from McGeorge in the top 5% of his class and was a member of the Order of the Coif and Traynor Honor Society. Since graduating from McGeorge, Mr. Shimoda has authored a number of employment law articles for journals and our firm regularly publishes articles on our firm's website. Mr. Shimoda has been a regular panel speaker for the CEB (Continuing Education of the Bar) Employment Review seminars from 2014 to the present. His speaking engagements include the following: 1) Lorman Military Leave Law Speaker; 2) Restaurant Association Speaker at Annual Seminar (Los Angeles); 3) Federal Bar Association, Sacramento Chapter: 2015 Amendments to the Federal Rules of Civil Procedure (Mar. 30, 2016); 4) CEB – Employment Law Practice: 2016 Year in Review (Jan. 20, 2017); 5) CEB – Employment Law Practice: 2015 Year in Review (Jan. 22, 2016); 6) CEB – Employment Law Practice: Year in Review (2014) (Jan. 9, 2015); 7) CEB - Employment Law Practice: Year in Review (2013) (Jan. 10, 2014); 8) Sacramento County Bar Association - Class Actions from the Trenches: Real World Experiences from the Plaintiff and Defense Bar (Feb. 21, 2012); 9) Sacramento Employer Advisory Council – Wage and Hour Workshop: Going Beyond the Exemption Discussion (Apr. 7, 2016); 10) Sacramento Employer Advisory Council - Wage & Hour Panel and AB 1825 Training: Updates on California's New Wage Laws and Manager Compliance Training (Apr. 25, 2017); 11) Sacramento County Bar Association, Labor and Employment Section – PAGA Representative Litigation: Emerging Trends and Issues (May 17, 2016); 12) Sacramento Business Journal Panel – Overtime Rules (Jun. 23, 2016); 13) Association of Defense Counsel of

1 Norther California & Nevada - Employment Law Update – Do the Math: Calculation Exposure and
2 Damages in Wage and Hour Cases (Aug. 12, 2016); 14) California Employment Lawyers Association -
3 PAGA Today and PAGA Tomorrow: Moderate-Advanced Issues In PAGA Litigation (Oct. 20, 2017);
4 15) California Employment Lawyers Association Advanced Wage and Hour Seminar – Better Know a
5 Venue Roundup (May 17, 2019). Mr. Shimoda has been AV rated by Martindale Hubbell since 2013,
6 was recognized as a Super Lawyer (Rising Star) from approximately 2009 to 2013 and was recognized
7 as a Super Lawyer from 2014 to present.

8 16. Mr. Shimoda has practiced law in California since being admitted to the State Bar in
9 2003, litigating wage and hour class actions and individual wage and hour litigation among other cases.
10 Mr. Shimoda began practicing class action law on the defense side at the firm of Orrick, Herrington &
11 Sutcliffe LLP. He then switched to plaintiff class action work in 2005. His class action experience is
12 in wage and hour law. Mr. Shimoda has litigated several class action cases in California State and
13 Federal Courts, including up to certification, settlement, preliminary and final approval, and
14 disbursement of monies, and has been found to be satisfy the adequacy requirements for class counsel.
15 Some of the class action and/or PAGA cases he is litigating and/or has litigated as lead or co-counsel
16 include the following:

- 17 • *Aanerud v. Neumann Ltd., et al.*, Case No. 34-2014-00169324 (Sac. Sup. Ct.);
- 18 • *Acosta v. Acosta Sales, LLC, et al.*, Case No. 2:11-CV-01796 (C.D. Cal.);
- 19 • *Atchley v. Blaggs Food Service, LLC*, 34-2017-0215930 (Sac. Sup. Ct.);
- 20 • *Adewumi v. GHS Interactive Security, LLC*, Case No. 34-2017-00210768 (Sac. Sup. Ct.);
- 21 • *Arnall v. North American Merchandising Service Inc.*, Case No. 06AS01439 (Sac. Sup. Ct.);
- 22 • *Arrington v. Capital Express Lines, Inc., et al.*, Case No. 34-2012-00134195 (Sac. Sup. Ct.);
- 23 • *Aslam v. Cypress Security, LLC*, Case No. 34-2017-00220143 (Sac. Sup. Ct.);
- 24 • *Aslam v. Surveillance, Security, Inc.*, Case No. 34-2017-00220142 (Sac. Sup. Ct.);
- 25 • *Azzolino v. Brake Masters of Sacramento, LLC, et al.*, Case No. 34-2017-00218293 (Sac.
26 Sup. Ct.);
- 27 • *Benak v. MDStat Urgent Care, Inc.*, No. 34-2015-00188181 (Sac. Sup. Ct.);
- 28 • *Blig v. Medical Management International, Inc.*, Case No. 34-2017-00213906 (Sac. Sup.

- Ct.);
- *Caguioa, et al. v. Fortune Senior Enterprises, et al.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
 - *Camacho, et al. v. Z Street, Inc., d.b.a. Tower Café, et al.*, Case No. 34-2014-00163880 (Sac. Sup. Ct.);
 - *Carlos v. Abel Mendoza, Inc., et al.*, Case No. 34-2016-00195806 (Sac. Sup. Ct.);
 - *Cannon v. Miller Event Management, Inc., et al.*, Case No. 34-2014-00168103 (Sac. Sup. Ct.);
 - *Carr et al. v. CableCom, LLC*, Case No. 34-2017-00212739 (Sac. Sup. Ct.);
 - *Chace v. Daisy Holdings, LLC, dba Pine Creek Care Center, et al.*, Case No. 34-2017-00209613 (Sac. Sup. Ct.);
 - *Clamens-Hollenback v. Atterro, Inc.*, Case No. 17-CV-305535 (Santa Clara Sup. Ct.);
 - *Colbert v. American Home Craft Inc.*, Case No. 05AS05012 (Sac. Sup. Ct.);
 - *De Arcos v. Amware Pallet Services, LLC*, Case No. CV-17-629 (Yolo Sup. Ct.)
 - *Diosdado v. Nor-Cal Venture Group, Inc., et al.*, Case No. STK-CV-UOE-2020-0008242 (San Joaquin Sup. Ct.);
 - *Dugue v. Sierra Forever Families, et al.*, Case No. 34-2017-00210770 (Sac. Sup. Ct.);
 - *Fadhl v. Siemens Healthcare Diagnostics, Inc., et al.*, Case No. 34-2017-00209518 (Sac. Sup. Ct.);
 - *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.);
 - *Garcia v. A-L Financial Corp.*, Case No. 34-2014-00171831 (Sac. Sup. Ct.);
 - *Gerard v. Les Schwab Tires Center of California, Inc.*, Case No. 34-2007-300000003 (Sac. Sup. Ct.);
 - *Gomez v. Mayflower Farms Incorporated, et al.*, Case No. CV24157 (Colusa Sup. Ct.);
 - *Gilliam v. Matrix Energy Services, Inc.* Case No. RG 11592345 (Alameda Sup. Court);
 - *Hartwell v. Techforce Telecom, Inc.*, Case No. 39-2014-00307197 (San Joaquin Sup. Ct.);
 - *Hernandez et al. v. MP Nexlevel, LLC et al*, Case No. 3 :16-cv-03015-JCS (N.D. Cal.);
 - *Hernandez v. Snyir, Inc.*, Case No. 34-2017-00207641 (Sac Sup. Ct.);

- *Heinz v. Wright Tree Services*, Case No. 34-2012-00131949 (Sac. Sup. Ct.);
- *Hoover v. Mom365*, Case No. 2:17-cv-01328-TLN-CKD (E.D. Cal.);
- *James v. Language World Services, Inc., et al.*, Case No. 34-2020-00279929 (Sac. Sup. Ct.);
- *Josol v. Dial Medical Corp.*, Case No. 34-2008-00010040 (Sac. Sup. Ct.);
- *Koretsky v. Furniture USA, Inc.*, Case No. 34-2014-00172142 (Sac. Sup. Ct.);
- *Muhieddine v. KBA Docusys, Inc.*, Case No. 34-2014-00164720 (Sac. Sup. Ct.);
- *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.);
- *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac. Sup. Ct.);
- *Miller v. Leaders in Community Alternatives*, Case No. FCSO47249 (Solano Sup. Ct.);
- *Pickens v. Elica Health Centers*, Case No. 34-2016-00200382 (Sac. Sup. Ct.);
- *Prasad v. D. G. Smith Enterprises, Inc.*, Case No. 34-2017-00215046 (Sac. Sup. Ct.);
- *Ralston v. JMJ Incorporated, Inc. et al.*, Case No. 34-2017-00217047 (Sac. Sup. Ct.);
- *Rickwalt v. Direct Reconditioning, LLC, et al.*, Case No. 34-2015-00175642 (Sac. Sup. Ct.);
- *Robinson v. West of Chicago Restaurants, Inc., dba Chicago Fire*, Case No. 34-2010-00082201 (Sac Sup. Ct.);
- *Rogers v. Les Scwhab Tires Center of California, Inc.*, Case No. 34-2009-00066320 (Sac. Sup. Ct.);
- *Schechter et al. v. Isys Solutions, Inc.*, Case No. RG10550517 (Alameda Sup. Ct.);
- *Smith v. Greyhound Lines, Inc.*, Case No. 34-2017-00219188 (Sac. Sup. Ct.);
- *Talent v. Leslie's Poolmart, Inc.*, Case No. 34-2012-00128539 (Sac. Sup. Ct.);
- *Thornton v. McConnell Jones Lanier & Murphy LLP*, Case No. No. 34-2017-00211553 (Sac. Sup. Ct.);
- *Valencia v. Lowbrau Bier Garten, LLC, et al.*, Case No. 34-2019-00258038 (Sac Sup. Ct.);
- *Watson v. Quarter At A Time, LLC*, Case No. 34-2017-00217570 (Sac. Sup. Ct.);
- *Williams v. Civic Development Group*, Case No. 06AS00267 (Sac. Sup. Ct.); and
- *Willis v. Premier Pools, Incorporated*, Case No. 34-2017-00211710 (Sac. Sup. Ct.).

1 17. The preceding list of cases does not include those where, for a variety of reasons, the
2 case was initially filed as a class and/or PAGA action, but did not maintain that status through the end
3 of the case.

4 18. My former associate, Jessica L. Hart, Esq., also worked with me on this matter. Ms.
5 Hart graduated from the University of California Davis School of Law. Prior to joining Shimoda &
6 Rodriguez Law, PC, Ms. Hart worked alongside a number of attorneys in the Sacramento area focusing
7 almost exclusively on plaintiff's side litigation and employment law for several years prior to becoming
8 licensed in 2020. While with my firm, Ms. Hart worked on a variety of individual, class action, and
9 Private Attorneys General Act cases involving wage and hour claims. As an associate, some of the
10 class action and/or PAGA cases Ms. Hart litigated include the following:

- 11 • *Afoa v. Milestone Retirement Communities, LLC., et al.*, Case No. 34-2020-00282555 (Sac.
12 Sup. Ct.);
- 13 • *Cota v. Milestone Management (CA) – Meadows, LLC.*, Case No. 34-2020-00280648 (Sac.
14 Sup. Ct.);
- 15 • *Coy v. Southern Home Care Services, Inc., et al.*, Case. No. 2:21-CV-00067-JAM-CKD
16 (E.D. Cal.);
- 17 • *Dreyer v. Automation Anywhere, Inc.* Case. No 20CV372730 (Santa Clara Sup. Ct.);
- 18 • *Diosdado v. Nor-Cal Venture Group, Inc., et al.*, Case No. STK-CV-UOE-2020-0008242
19 (San Joaquin Sup. Ct.);
- 20 • *Fang v. Interpress Technologies, Inc.* Case. No. 34-2021-00292937 (Sac. Sup. Ct.);
- 21 • *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.);
- 22 • *Garcia v. Aquality Water Management, Inc.* Case No. 34-2021-00292794 (Sac. Sup. Ct.);
- 23 • *Hawkins v. Twitch Interactive, Inc.*, Case No. 34-2020-00281761 (Sac. Sup. Ct.);
- 24 • *Hussaini v. Integrated Resources, Inc, et al.*, Case. No. 34-2021-00297152 (Sac. Sup. Ct.);
- 25 • *Leon v Golden Bay Fence Plus Iron Works, Inc., et al.*, Case No. STK-CV-UOE-2021-
26 0000543 (San Joaquin Sup. Ct.);
- 27 • *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.);

- 1 • *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac.
2 Sup. Ct.);
- 3 • *Madrigal Vargas v. Mary Ann's Baking Co., Inc.*, Case No. 2:21-CV-00320-JAM-JDP
4 (E.D. Cal.);
- 5 • *Pek, et al v. Varris Management, Inc.*, Case No. STK-CV-UOE-2020-3954 (San Joaquin
6 Sup. Ct.);
- 7 • *Perez v. Too Infinity Management, LLC, et al.*, Case No. 34-2020-00285276 (Sac. Sup. Ct.);
- 8 • *Valencia v. Lowbrau Bier Garten, LLC, et al.*, Case No. 34-2019-00258038 (Sac Sup. Ct.);
- 9 • *Valentin v Sacramento Laundry Company, Inc.* Case.No. 34-2019-00270987 (Sac. Sup. Ct.);
10 and
- 11 • *Whiteside v. SPSG Partners, et al.*, Case. No. 2:20-cv-01643-TLN-DMC (Sac. Sup. Ct.).

12 19. My associate, Renald Konini, Esq., also worked with me on this case. In May 2011, Mr.
13 Konini graduated from Seton Hall University School of Law. Prior to moving to California, he
14 practiced law in New Jersey. While working for my firm, Mr. Konini has worked on a variety of
15 individual and class action cases, including those involving wage and hour claims, Private Attorney
16 General Act claims, wrongful termination claims, discrimination claims, retaliation claims, and
17 harassment claims. Mr. Konini passed the July 2016 California Bar Examination and started practicing
18 as an associate at my firm from approximately April 2019 to February 2021 and rejoined my firm in
19 September 2022. Mr. Konini has worked on the written and oral discovery, including defending a
20 PAGA representative's deposition, drafting special interrogatories and request for production of
21 documents, calculating class-wide damages, communicating with class representatives, drafting
22 mediation briefs, negotiating, drafting correspondence to defendants' counsel regarding the damages
23 calculated per plaintiffs' claims against defendant companies, and more. Mr. Konini worked on other
24 class and/or PAGA wage and hour actions that my firm has filed, namely *Bertelli v. Air Products and*
25 *Chemicals, Inc.*, Case No. 34-2018-00236898 (Sac. Sup. Ct.), *Carr v. Howroyd-Wright Employment*
26 *Agency, Inc.*, Case No. 34-2018-00228290 (Sac. Sup. Ct.), *Gomez v. Vander Schaaf Dairy, et al.*, Case
27 No. STK-CV-UOE-2020-0003954 (San Joaquin Sup. Ct.), *Haggins v. Kelly Services, Inc.*, Case No.
28 34-2017-00220473 (Sac. Sup. Ct.), *Hussaini v. Integrated Resources, Inc.*, et al, Case No. 34-2021-

00297152 (Sac. Sup. Ct.), *Kee, et al. v. Dr. Jeffrey A. Saladin, Dental Corporation (D/B/A Children's Choice Pediatric Dental Care), et al.*, Case No. 34-2020-00290072 (Sac. Sup. Ct.), *Lear v. Raxium, Inc.*, Case No. 21CV004358 (Alameda Sup. Ct.), *Serrano v. Cool Time, LLC*, Case No. 34-2021-00312356 (Sac. Sup. Ct.), *Grebe v. Mary Ann's Baking Co., Inc.*, Case No. 34-2020-00285254-CU-OE-GDS (Sac. Sup. Ct.), *Fujimoto v. Nabe-Ya, Inc., et al.*, Case No. 20CV01255 (Butte Sup. Ct.), *Massey v. V3 Electric, Inc., et al.*, Case No. 34-2019-00263666 (Sac. Sup. Ct.), *Miller v. Caldwell Transportation Company, LLC, et al.*, Case No. 34-2018-00234954 (Sac. Sup. Ct.), *Pek, et al v. Varris Management, Inc.*, Case No. STK-CV-UOE-2020-3954 (San Joaquin Sup. Ct.), *Valencia v. Lowbrau Bier Garten, LLC, et al.*, Case No. 34-2019-00258038 (Sac Sup. Ct). Mr. Konini's practice largely revolves around wage and hour matters, including PAGA claims.

20. My office is requesting attorneys' fees pursuant to the common fund doctrine pursuant to *Laffitte v. Robert Half Internat., Inc.*, 1 Cal.5th 480, 506 (2016), *Paul, Johnson, Alston & Hunt v. Grauly*, 886 F.2d 268, 271 (9th Cir. 1989), and *Boeing Co. v. Van Gemert*, 444 U.S. 472, 477-478 (1980). Plaintiff has been able to secure an identifiable benefit on behalf of the class and equity counsels that the cost of the representation should be born equally amongst all class members receiving these benefits. The settlement recovery provides a good result and is the product of substantial time and effort in analyzing the facts and law applicable to this case. There was substantial risk in agreeing to take this case on a contingency basis and as a class action with the possibility that our firm would not receive any compensation their time and efforts due to issues regarding the merits and/or certification and have carried that risk over the course of the case. In my experience, the attorney's fee request of thirty-five percent (35%) of the common fund is within ranges typically approved in wage and hour class action litigation. This includes awards in Sacramento County Superior Court such as *Strawn v. Bridgestone Retail Operations, LLC*, Case No. 34-2018-00242049 (Sac. Sup. Ct.).

21. I believe a lodestar cross check supports finding a 35% fee award is appropriate in this case. The total lodestar is approximately \$111,467.50 based on approximately 184.7 hours, which includes approximately 10 hours of time for myself preparing for and attending the final approval hearing, and ensuring compliance and the disbursement of funds consistent with a final approval order. I have reviewed our firm's billing records with Mr. Shimoda and Mr. Konini and have created a

summary chart showing the task categories and hours worked by each billing attorney in each category. Ms. Hart was no longer with our firm at the time this Motion was filed, so I was not able to review with her. I independently reviewed her billing entries. A true and correct copy of the summary chart is being filed with this Motion as Exhibit F. In reviewing the entries, I believe the hours reported are accurate. To the extent we believe it appropriate to do so in any given assignment, we attempt to assign tasks to the billing attorney with the lower rate in order to reduce costs that otherwise might inhibit the likelihood a case will resolve. Our firm uses billing software, which tracks the entries by day and time. Our billing software also records time in 1/10 of an hour increments. Our billing software also enables the use of a start/stop timer that can be used to more accurately record how long a particular task takes. A summary of the entries in Exhibit F by timekeeper is as follows:

<u>Timekeeper</u>	<u>Hours</u>	<u>Rate</u>	<u>Lodestar</u>
Galen T. Shimoda	57.1	\$725	\$41,397.50
Justin P. Rodriguez	79.2	\$625	\$49,500.00
Renald Konini	44.7	\$425	\$18,997.50
Jessica L. Hart	3.7	\$425	\$1,572.50
Total:	184.7	--	\$111,467.50

22. I believe the requested rates are within the prevailing market rates for Sacramento County and elsewhere. Ms. Hart, Mr. Konini, myself, and Mr. Shimoda have approximately 2.5 years,¹ 8 years, 12 years, and 19 years of experience, respectively, litigating complex wage and hour class and PAGA actions. In November 2022 and January 2023, the Sacramento County Superior Court approved these rates. *See Strawn v. Bridgestone Retail Operations, LLC*, Case No. 34-2018-00242049 (Sac. Sup. Ct.); *Kee, et al. v. Dr. Jeffrey A. Saladin, Dental Corporation (D/B/A Children's Choice Pediatric Dental Care), et al.*, Case No. 34-2020-00290072 (Sac. Sup. Ct.). Awarding fees at the hourly rate in effect at the time of the fee request is an appropriate and judicially approved method. *See Missouri v. Jenkins by Agyei*, 491 U.S. 274, 283 (1989).

¹ Although licensed in July 2020, Ms. Hart had been working as a Senior Paralegal and Law Clerk for approximately 12 years since she graduated law school in 2004.

1 23. Although the Agreement set out a maximum of \$4,000.00 for potential attorney's costs,
2 the total costs incurred or that will be incurred through a compliance hearing by Class Counsel is
3 \$3,301.21. A true and correct copy of my firm's itemized costs incurred prior to the filing of this
4 Motion and the expected costs incurred through the final approval and compliance hearings is attached
5 to this declaration as Exhibit D. The difference in the actual costs and the maximum amount allocated
6 under the Agreement will be added to the Net Settlement Amount and disbursed to Participating Class
7 Members.

8 24. I have used several class action administrator companies in the wage and hour class
9 actions I have resolved in the past and believe ILYM Group, Inc. will provide the best service to
10 administer the proposed class settlement. Under the settlement the difference between the originally
11 allocated \$10,000, and the actual administration costs of \$6,377.40 will be paid to the Class members on
12 a pro rata basis.

13 25. A copy of the Agreement and the entire Motion was submitted to the LWDA for review
14 at the same time the Motion was submitted to the Court pursuant to California Labor Code section
15 2699(l)(2). A true and correct copy of documents demonstrating the settlement documents were
16 provided to the LWDA and that the LWDA has confirmed receipt are being filed with this Motion as
17 Exhibit E.

18 26. The intended *cy pres* beneficiaries in this case are Capital Pro Bono, Inc. ("CPB") and
19 The Center For Workers Rights ("CFWR"). Only those funds that remain from uncashed settlement
20 checks will be sent to the *cy pres* beneficiaries pursuant to section 5.6 of the Agreement.

21 27. CPB is a 501(c)(3) nonprofit in good standing with the State of California that was
22 established in 1981 and incorporated in 1986 to provide free civil legal services to the indigent,
23 primarily through the use of volunteer attorneys. The formal service area includes Sacramento, Yolo,
24 San Joaquin, El Dorado and Placer counties, however it also regularly provides assistance, whether in
25 person or by phone, to individuals residing outside those counties, including Solano, Nevada, Merced,
26 Sutter, Yuba, and Stanislaus counties. CPB changed its name in 2020 from Voluntary Legal Services
27 Program of Northern California ("VLSP") to Capital Pro Bono, Inc. CPB has been the recipient of *cy*
28

1 *pres* funds from several jurisdictions in the State of California, including from Sacramento County
2 Superior Court.

3 28. CPB was preliminary approved as a *cy pres* beneficiary. Any funds received will be
4 dedicated to the Employment Law Clinic and Advice Line project, which assists the indigent with legal
5 matters related to their current or former employment. This assistance regularly includes, but is not
6 limited to, free legal advice regarding claims for unpaid wages, failure to provide meal and rest periods,
7 failure to pay reimbursement, and waiting time penalty claims. CPB provides legal advice, assistance
8 with legal forms, and direct representation in administrative hearings, including administrative hearings
9 in front of the California Labor Commissioner for unpaid wages. CPB has a staff attorney and clinic
10 coordinator who provide assistance, along with experienced employment law attorney volunteers. These
11 services have been a focus of the Employment Law Clinic and Advice Line project since its inception
12 with VLSP and continuing through today under CPB.

13 29. The CFWR was also preliminarily approved as a *cy pres* beneficiary. Since its inception
14 in 2014 and in partnership with Legal Aid at Work, the CFWR offers one-on-one legal consultations for
15 low-wage workers. The CFWR discusses employment issues with workers and advises them as to the
16 available legal remedies. In addition to individual counseling on employment issues, the CFWR
17 educates workers, unions, and community members about workplace laws and remedies through
18 “Know-Your-Rights” trainings conducted by the CFWR staff and volunteers.

19 30. The CFWR provides limited representation for low-wage workers in wage claims before
20 the California Labor Commissioner. The CFWR has provided services to low-wage workers in a variety
21 of industries across the entire state of California. CFWR primarily focuses on the enforcement of basic
22 workplace protections, including claims for unpaid wages, minimum wage violations, failure to pay
23 overtime, failure to pay reimbursement, waiting time penalties, and meal and rest period violations. The
24 CFWR helps workers navigate the wage claim process before the California Labor Commissioner
25 through advice given at its legal consultation clinics and/or, in some cases, through representing workers
26 in these claims. CFWR was preliminary approved as a *cy pres* beneficiary, the funds received will be
27 dedicated towards assisting low-wage workers with wage claims and enforcing the California Labor
28 Code with respect to those wage claims.

1 31. I believe the services provided by CPB and the CFWR promote the law consistent with
2 the objective of wage and hour class actions in general and in this case specifically.

3 32. I have spoken with every other attorney at my firm to determine whether they have any
4 relationship with either of the proposed *cy pres* beneficiaries.

5 33. I have volunteered for both organizations numerous times over the past several years,
6 either directly in the advice clinics or by presenting seminars on wage and hour laws for law students
7 seeking to also volunteer at advice clinics. I have also volunteered by sitting on CPB's advisory
8 committee. These organizations are non-profits that assist low-income workers throughout California,
9 giving free legal advice regarding employment law issues and representing employees with wage claims
10 before the California Labor Commissioner. I have witnessed firsthand the quality service and attention
11 these entities provide to individuals in need of employment law advice and representation at the
12 California Labor Commissioner.

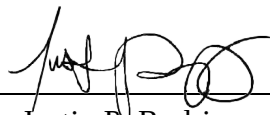
13 34. Brittany V. Berzin has never done any work, volunteer or otherwise, with CPB. During
14 law school, Ms. Berzin was a student volunteer for the CFWR for two summers. Since graduating law
15 school, she has volunteered for the CFWR approximately one to two times per year, assisting in the
16 advice clinic. Recently, Ms. Berzin volunteered to be on the Board of Directors and is currently the
17 Chair, which is an unpaid position. As Chair, Ms. Berzin is one of seven Board Members, who are all
18 from different law firms and/or local public and private organizations. The Executive Director of the
19 CFWR controls the day-to-day operations of the CFWR, not Ms. Berzin or the Board of Directors.
20 Furthermore, CFWR has not, and does not, provide any referrals to Shimoda & Rodriguez Law, P.C.

21 35. Galen T. Shimoda has volunteered for both organizations on and off over the past several
22 years through either presenting wage and hour seminars to law students who staff the free advice clinics
23 or helping at the advice clinics themselves. However, Mr. Shimoda has not performed any volunteer
24 work with either organization since approximately March 2020. Mr. Shimoda has never received
25 payment or compensation of any kind in connection with any work he's done with either of the proposed
26 *cy pres* beneficiaries. Renald Konini has never done any work, volunteer or otherwise with Capital Pro
27 Bono, Inc. or the Center For Workers' Rights. Neither my firm, myself, Mr. Konini, Ms. Berzin, nor
28 Mr. Shimoda have ever received any compensation, direct or indirect, for designating CFWR or CPB as

1 cy pres beneficiaries or in connection with any of the volunteer work we have done with the
2 organizations.

3 36. In the process of compiling and turning over the class data to the Settlement
4 Administrator, there were several delays due to staffing and administrative issues experienced by
5 Defendant. I kept in contact with Defendant's counsel to monitor the progress and ensure the notice
6 class members proceeded in a reasonable time frame given the staffing and administrative issues that
7 arose in the data compilation process. Although later than expected, I did not feel it appropriate to file a
8 motion to enforce the terms of the settlement to prompt compliance because several representations had
9 been made about Defendant's good faith efforts to comply. If a motion were to be filed, the required
10 notice period for hearing the motion and obtaining a Court ruling was less than if Plaintiff proceeded
11 with the mailing as is. However, because the filing deadline for the motion for final approval precedes
12 the opt out deadline for the notice period, Plaintiff will submit a supplemental declaration from the
13 Settlement Administrator regarding any changes to the settlement statistics that occur in the interim.

14 I declare under penalty of perjury under the laws of the State of California that the foregoing is
15 true and correct. Executed on July 11, 2023, in Sacramento, California.

16
17 
18 Justin P. Rodriguez