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

MANUEL SALCEDO, individually, 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,

vs.

MAJCO, INC., a California corporation;
MAJCO, LLC., a California limited liability
company; BIG BRAND TIRES &
SERVICES, an unknown business entity;
and DOES 1 through 100, inclusive,

Defendants.

Case No.: 56-2021-00551487-CU-OE-VTA

Honorable Benjamin Coats
Department 43

CLASS ACTION

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

[Notice of Motion and Motion for Final
Approval of Class Action Settlement,
Attorneys' Fees and Costs, and Enhancement
Payment; Declarations of Class Representative
(Manuel Salcedo); Declaration of Settlement
Administrator (Jarrod Salinas); and [Proposed]
Final Approval Order and Judgment filed
concurrently herein]

Date: March 23, 2023
Time: 8:30 a.m.
Department: 43

Complaint Filed: March 3, 2021
FAC Filed: November 7, 2022
Trial Date: None Set

DECLARATION OF EDWIN AIWAZIAN

I, Edwin Aiwazian, 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 Manuel Salcedo (“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 October 28, 2022, in Department 43 of the above-entitled Court, the Honorable Benjamin Coats preliminarily approved the Joint Stipulation of Class Action and PAGA Settlement and Release (“Settlement,” “Agreement,” or “Settlement Agreement”) entered into between Plaintiff and Defendant Majco, LLC (d/b/a Big Brand Tires & Services, formerly known as Majco, Inc.) (“Defendant”), and conditionally certified the Class for settlement purposes. The Court preliminarily appointed Plaintiff Manuel Salcedo as the representative of the Class (“Class Representative”). The Court also 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 Phoenix Class Action Administration Solutions (“Phoenix” or “Settlement Administrator”) to serve as the third-party settlement administrator and to handle the notice and settlement administration process.

3. As of the date of filing the accompanying Motion for Final Approval of Class Action Settlement, Attorneys’ Fees and Costs, and Enhancement Payment (“Motion for Final Approval”), no Class Members have objected to the Settlement or the 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 action since prior to its commencement on March 3, 2021.

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 certification, off-the-clock theory, meal and rest periods, wage-and-hour law and enforcement, arbitration agreements, Plaintiff's claims, and potential defenses. After conducting initial investigation, our firm determined that the claims of Plaintiff were well-suited for class-wide and representative adjudication, owing to what appeared to be a common course of conduct affecting a similarly situated group of current and former hourly-paid or non-exempt employees who worked for Defendant, who were not properly compensated for, *inter alia*, all hours worked, non-compliant meal and rest periods, and business expenses.

6. Class Counsel investigated 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 conducted significant informal discovery and investigation into the facts of the case, and informally exchanged a large volume of documents, information, and data throughout the course of litigation and in connection with mediation and settlement negotiations. Class Counsel had the opportunity to interview and obtain information from Plaintiff and other Class Members and reviewed and analyzed a large volume of information, documents, and data obtained from Plaintiff, Defendant, and other sources. The information, documents, and data reviewed and analyzed by Class Counsel included, and was not limited to, employment records of Plaintiff and other Class Members, a detailed sampling of Class Members' time and pay data, redacted class data list, multiple iterations of Defendant's Employee Handbook, sample arbitration agreements, internal emails and memoranda, and operations and employment practices, policies, and procedures documents (including but not limited to meal period policy, missed punches form,

1 meal and rest break attestation forms, meal period waivers, among other information and
2 documents. Class Counsel researched applicable law, developed liability, damages, and penalties
3 valuation models in connection with mediation and settlement negotiations, and met and
4 conferred with Defendant's counsel on numerous occasions, e.g., to discuss issues relating to the
5 pleadings and the production of information, documents, and data in the course of litigation as
6 well as mediation and settlement negotiations. Class Counsel also drafted pleadings and the
7 mediation brief, prepared for and attended court proceedings, prepared for and participate in
8 mediation and settlement negotiations, among other tasks.

9 7. The parties have conducted significant informal discovery and investigation
10 during the course of litigating the case, and Class Counsel analyzed a large volume of
11 information, documents, and data obtained from Plaintiff, Defendant, and other sources. The
12 information, documents, and data considered provided a critical understanding of the nature of
13 the work performed by the Class Members, as well as Defendant's operations and employment
14 policies, practices, and procedures, and were used in analyzing liability, damages, and penalties
15 valuation issues in connection with all phases of the litigation, and ultimately in connection with
16 the mediation and settlement negotiation process. Class Counsel also performed research
17 regarding applicable law which is evolving as it relates to certification, off-the-clock theory,
18 meal and rest periods, PAGA representative claims, arbitration agreements, wage-and-hour law
19 and enforcement, Plaintiff's claims and allegations and Defendant's defenses thereto, as well as
20 facts discovered.

21 8. After conducting significant investigation of the facts and law during the
22 prosecution of the case, counsel for the parties engaged in extensive settlement negotiations to
23 try to resolve the entire matter. These efforts included participating in a formal, full-day
24 mediation conducted by Paul Grossman, Esq., a well-regarded mediator experienced in
25 mediating complex labor and employment matters. During all settlement discussions, the parties
26 conducted their negotiations at arm's length in an adversarial position. In the course of mediation
27 and settlement negotiations, the parties exchanged information and data, and discussed all
28 aspects of the case, including and not limited to, the risks and delays of further litigation, the

1 risks to the parties of proceeding with class certification and trial, the law relating to off-the-
2 clock theory, meal and rest periods, representative PAGA claims, arbitration agreements, and
3 wage-and-hour enforcement, the evidence produced and analyzed, and the possibility of appeals,
4 among other things. Arriving at a settlement that was acceptable to the parties was not easy.
5 Defendant and its counsel felt strongly about Defendant's ability to prevail on the merits and to
6 avoid class certification and representative adjudication, while Plaintiff and Class Counsel
7 believed that they would be able to obtain class certification and prevail at trial. With the aid of
8 the mediator's evaluation, the parties ultimately agreed that the case was well-suited for
9 settlement given the legal issues relating to Plaintiff's principal claims, as well as the costs and
10 risks to the parties that would attend further litigation. These risks of further litigation include,
11 and are not limited to, a determination that the claims are unsuitable for class treatment and/or
12 representative adjudication, class de-certification after certification of a class, allowing a jury to
13 decide the claims asserted in the case, and the real possibility of no monetary recovery after
14 years of litigation.

15 9. By way of the accompanying Motion for Final Approval, Class Counsel seeks
16 attorneys' fees in the amount of \$420,000.00, which is thirty-five percent (35%) of the
17 Maximum Settlement Amount of \$1,200,000.00, as set forth in the Settlement Agreement and
18 the Class Notice. Pursuant to the contingency-fee agreement entered into by and between
19 Plaintiff and Class Counsel, Plaintiff has agreed to contingency fees of at least thirty-five percent
20 (35%) of the recovery. The attorneys' fees sought are commensurate with: (1) the risk that Class
21 Counsel took in commencing the case; (2) the time, effort, and expense that Class Counsel
22 dedicated to the case; (3) the skill and determination that Class Counsel has shown; (4) the
23 results that Class Counsel has achieved throughout the litigation; (5) the value of the settlement
24 that Class Counsel has achieved in the case; and (6) the other cases that Class Counsel has turned
25 down in order to devote its time and efforts to this matter.

26 10. I am aware that common and acceptable rates for contingency representation in
27 wage and hour class action litigation are in the range from 33.3% up to 50%.

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11. While not necessarily required to be demonstrated because the percentage fee is proper for this settlement, Class Counsel has 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 1.35 multiplier. has Attorneys at Lawyers for Justice, PC have spent a total of 416.40 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 the firm. Additionally, separate from the hours referenced herein, Lawyers for Justice, PC had litigation support personnel actively engaged in assisting with the prosecution of this matter.

12. The work performed in this particular case, the background of our firm, as well as the individual backgrounds, training, and experience of the attorneys who worked on this case, in litigating complex wage-and-hour actions, and in particular, employment class and representative actions, support a reasonable blended hourly rate of compensation of at least \$750 for work performed by Lawyers for Justice, PC. Lawyers for Justice, PC has been awarded attorneys' fees, compensating the firm at the rate of at least \$750 per hour for legal services performed, by courts granting final approval in other cases: final approval of the class and representative action settlement in *David Dugan v. TEC Equipment, Inc., et al.* (Los Angeles Superior Court Case No. 19STCV01591) was granted on July 8, 2021, and the award of attorneys' fees involved an hourly rate of \$936.47; final approval of the class and representative action settlement in *Larry Greenwood, et al. v. Scan Health Plan* (Los Angeles Superior Court Case No. BC715157) was granted on April 20, 2021, and the award of attorneys' fees involved an hourly rate of \$919.57; final approval of the class action settlement in *Thereasa Carrozzella v. Basalite Concrete Products, LLC* (Sacramento County Superior Court Case No. 34-2017-00220214-CU-OE-GDS) was granted on February 21, 2020, and the award of attorneys' fees involved an hourly rate of \$766.05; final approval of the class and representative action settlement in *Alice Rutledge, et al. v. Healthport Technologies, LLC* (Alameda County Superior Court Case No. RG16835813) was granted on June 11, 2019, and the award of attorneys' fees involved an hourly rate of \$764.82;

1 final approval of the class and representative action settlement in *Seth Swan v. Pace Supply*
2 *Corp.* (Sonoma County Superior Court Case No. SCV258764) was granted on February 6, 2019,
3 and the award of attorneys' fees involved an hourly rate of \$855.96; final approval of the class
4 and representative action settlement in *Stanley Bland, et al. v. Telecare Corporation* (Alameda
5 County Superior Court Case No. RG16811450) was granted on November 21, 2018, and the
6 award of attorneys' fees involved an hourly rate of \$831.38; final approval of the class and
7 representative action settlement in *Maryjo Ungerbuhler Anderson v. Boyett Petroleum*
8 (Stanislaus County Superior Court Case No. 2020582) was granted on May 15, 2018, and the
9 award of attorney's fees involved an hourly rate of \$780.77; and final approval of the class and
10 representative action settlement in *Demetrius Camarillo v. Blue Diamond Growers* (Sacramento
11 County Superior Court Case No. 34-2015-00175871) was granted on June 30, 2017, and the
12 award of attorneys' fees involved an hourly rate of \$845.64.

13 **ADEQUACY OF LAWYERS for JUSTICE, PC**

14 **EDUCATION**

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

23 **JUDICIAL EXTERNSHIPS**

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

LITIGATION AND CLASS ACTION EXPERIENCE

15. In December of 2004, I obtained a license to practice law from the California State Bar. From approximately December 2004 to approximately August 2008, I was employed by *Girardi & Keese*.

16. At *Girardi & Keese*, my practice focused on class actions and other complex cases involving toxic torts and products liability. In addition, I gained substantial experience on cases involving insurance bad faith, premises liability, and medical negligence. While employed by *Girardi & Keese*, I argued approximately 100 motions, took or defended approximately 150 depositions, and prepared dozens of expert witnesses for deposition or trial.

17. Since its inception, in or around October of 2008, *Lawyers for Justice, PC* has almost exclusively focused on the prosecution of consumer and employment class actions, involving wage-and-hour claims, race discrimination, unfair business practices or consumer fraud. Currently, we are the attorneys of record in 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. During this relatively short time, in association with other law firms, *Lawyers for Justice, PC* has obtained 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.

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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.

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

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

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

17 j) LFJ, in association with co-counsel therein, represented the plaintiffs in a
18 wage-and-hour class and PAGA representative action against a national retailer of upscale
19 hardware and home furnishings, on behalf of non-exempt employees. On April 28, 2016, the
20 court granted final approval of the class and PAGA representative action settlement. The Los
21 Angeles County Superior Court Case Numbers are BC516795 and JCCP4794, and the Judicial
22 Council Coordination Proceeding Number is 4794.

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

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1 l) LFJ, in association with co-counsel therein, represented the plaintiffs in a
2 wage-and-hour class action against a national retailer of apparel, accessories, and home products,
3 involving allegations of misclassification of the “Department Manager” position. On August 12,
4 2016, the court granted the plaintiffs’ motion for class certification in part and certified a class.
5 On August 6, 2019, the court granted final approval of the class action settlement. The Alameda
6 County Superior Court Case Number is RG13680477.

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

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

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

20 p) LFJ, on behalf of the plaintiff and respondent in a PAGA representative
21 action, successfully opposed in the trial court, and briefed and argued an appeal with respect to
22 the employer’s motion to compel arbitration, which resulted in a published opinion by the
23 California Court of Appeal in favor of employees. *Roberto Betancourt v. Prudential Overall*
24 *Supply* (Cal. App. 4th Dist., Mar. 7, 2017) 9 Cal.App.5th 439, review denied, cert. denied (U.S.
25 Supreme Court Docket No. 17-254). The Riverside County Superior Court Case Numbers are
26 RIC1503952 and RICJCCP5046, and the Judicial Council Coordination Proceeding Number is
27 5046.

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

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

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

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

21 u) LFJ represented the plaintiff in a wage-and-hour class and PAGA
22 representative action against a food company on behalf of non-exempt employees. On June 30,
23 2017, the court granted final approval of the class and PAGA representative action settlement.
24 The Sacramento County Superior Court Case Number is 34-2015-00175871.

25 v) LFJ represented the plaintiffs in a wage-and-hour class and PAGA
26 representative action against a chocolate company on behalf of non-exempt employees. On July
27 19, 2017, the court granted final approval of the class and PAGA representative action
28 settlement. The Alameda County Superior Court Case Number is RG15764300.

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

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

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

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

21 aa) LFJ, in association with co-counsel therein, represented the plaintiffs in a
22 wage-and-hour class and PAGA representative action against a global provider of flexible office
23 space solutions. On February 15, 2018, the court granted final approval of the class and PAGA
24 representative action settlement. The Los Angeles County Superior Court Case Number is
25 BC498401.

26 bb) LFJ, in association with co-counsel therein, represents the plaintiff in a
27 wage-and-hour class action against a container manufacturer, on behalf of non-exempt
28 employees. On October 15, 2018, the court granted the plaintiff's motion for class certification.

The Tulare County Superior Court Case Number is VCU264528.

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

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

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

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

gg) 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 apparel and fashion accessories, on behalf of non-exempt employees. On October 9, 2019, the court granted the plaintiffs' motion for class certification in part and certified a class. On May 14, 2021, the court granted final approval of the class and PAGA representative action settlement. The Sacramento County Superior Court Case Number is 34-2015-00175330-CU-OE-GDS.

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

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

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

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

25 ll) LFJ, in association with co-counsel therein, represented the plaintiffs in a
26 wage-and-hour class action against manufacturer and supplier of power products and services on
27 behalf of non-exempt employees. On July 31, 2020, the court granted in part the plaintiffs'
28 motion for class certification and certified a class. On August 27, 2021, the court granted final

1 approval of the class action settlement. The San Diego County Superior Court Case Number is
2 37-2015-00025968-CU-OE-CTL.

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

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

8 19. To date, Class Counsel has borne all of the risks and costs of litigation and will
9 not receive any compensation until recovery is obtained in this case. Lawyers *for* Justice, PC
10 seeks reimbursement of \$17,632.68 in litigation costs and expenses incurred in this matter, as
11 reflected in "**EXHIBIT B**" attached hereto. These expenses were reasonable and necessary in the
12 prosecution of the case and to obtain the Settlement.

13 **ENHANCEMENT PAYMENT TO PLAINTIFF**

14 20. In recognition of his efforts and work serving as the Class Representative, the
15 Settlement provides for an Enhancement Payment in the amount of \$7,500.00 to Plaintiff Manuel
16 Salcedo. The requested Enhancement Payment is fair and appropriate. Plaintiff spent a substantial
17 amount of time and effort in producing relevant documents and past employment records and
18 provided the facts and evidence necessary to attempt to prove the allegations. Plaintiff was
19 available whenever Class Counsel needed him and actively tried to obtain information that
20 would facilitate the pursuit of the class and PAGA claims. Plaintiff spent numerous hours
21 speaking with Class Counsel about his claims, describing his work experience with Defendant,
22 and gathering and reviewing documents. Accordingly, it is appropriate for Plaintiff Manuel
23 Salcedo to receive \$7,500.00 as a reasonable Enhancement Payment for his services on behalf of
24 the Class and the State of California, in addition to his Individual Settlement Payment.

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28 ///

1 21. I submit that the Settlement is fair, reasonable, and adequate. In addition, the
2 Settlement is in the best interests of Plaintiffs, Class Members, and the State of California.

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

5 Executed this 1st day of March 2023, at Glendale, California.

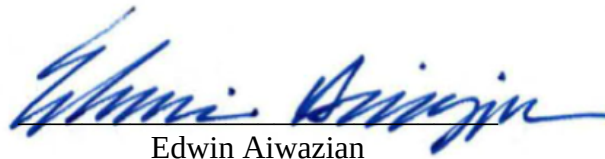
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EXHIBIT A

MANUEL SALCEDO V. MAJCO INC., ET AL.
(VENTURA COUNTY SUPERIOR COURT CASE NO. 56-2021-00551487-CU-OE-VTA)

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	10.20
Pre-Lawsuit Investigation of the Merits of Plaintiff Manuel Salcedo's ("Plaintiff") Claims and the Merits of the Claims of the Putative Class Members	12.10
Pre-Lawsuit Investigation of Potential Damages Exposure of Defendant Majco, LLC (d/b/a Big Brand Tires & Services formerly known as Majco, Inc.) ("Defendant") with Respect to Plaintiff and the Putative Class Members	9.60
Pre-Notice Investigation of the Merits of the Private Attorneys General Act ("PAGA") Claim on Behalf of the State of California with Respect to Plaintiff and Aggrieved Employees	8.50
Pre-Notice Investigation of the Potential Civil Penalties Exposure of Defendant with Respect to Plaintiff and Aggrieved Employees	7.30
Legal Research and Analysis of Latest Decisions Regarding Off-the-Clock, Meal and Rest Break, Wage Orders, PAGA, Arbitration Agreement, and Class Certification Decisions in California, Including all New and Relevant DLSE Materials	7.90

Investigation of Defendant, Defendant's Business Relationships, and the Industry in which Defendant Operates	3.10
Investigation of Defendant's Organizational and Corporate Structure, and Executive Reporting Structure, as They Relate to the Employment and Management of the Putative Class Members and Aggrieved Employees	2.50
Investigation, Research, and Analysis Regarding 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	3.60
Analysis of Competitors in 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	3.90
Investigation Re: Arbitration Agreements and Analysis of Enforceability	6.50
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	4.20
Research and Investigation Re: Workforce, Staffing Models, and Staffing Levels at Locations at Which Putative Class Members and Aggrieved Employees Worked Throughout California	5.80
Comparative Analysis and Cross-Checking of All Available Job Postings, Job Reviews, and Consumer Review Regarding Defendant in Order to Determine Any Variation and Identify Job Duties and Responsibilities That Would be Susceptible to Being Performed Off-the-Clock or During Meal or Rest Breaks	7.60
Research and Investigation Re: Defendant's Written and Unwritten Policies, Practices, and Procedures Relating to Opening and Closing Procedures, Store Operations and Hours, Customer Service,	17.50

Commission/Bonus/Incentive/Shift Differential Pay, Timekeeping, Meal and Rest Breaks, Meal Period Waivers, On-Premises Breaks, Overtime Compensation, Reporting Time Pay, Training, Checklists, Safety Procedures, PPE/Supplies/Equipment, Tools, Use of Personal Cell Phones, Use of Personal Vehicles, Mileage, Inventory Pick Ups, Customer Drop Offs, Uniforms, and Reimbursement of Business-Related Expenses	
Research and Investigation Re: Software Programs, Systems, and Other Technology Defendant Uses to Conduct Its Everyday Business, Including Timekeeping, Payroll, Customer Relations and Project Management, Inventory, Logistics, Resource Management, Service/Maintenance Management, Safety, Security, and Video Surveillance Systems, 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 Time Worked During Meal Breaks	5.30
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	8.10
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	5.40
Prepare a Discovery Strategy and Plan of Action, Including Topics of Inquiry Important to Certification, Liability, and Damages/Civil Penalties	5.60
Research and Investigation of Impact of COVID-19 Pandemic on Defendant, Its Operations, and Class Members' and Aggrieved Employees' Work	6.80
Meet and Communicate with Plaintiff Manuel Salcedo Throughout the Pendency of the Case	36.50
Meet, Communicate with, and/or Interview Putative Class Members and Percipient Witnesses	12.50

Pleadings and Court Filings	
Draft Plaintiff's Class Action Complaint for Damages and Legal Research and Analysis of All Claims Involved (filed on March 3, 2021)	7.30
Review Court's Notice of Case Assignment and Mandatory Appearance (filed on March 3, 2021)	0.10
Review Court's Minute Order re: Complex Case Designation & Class Action (filed on March 4, 2021)	0.10
Review Court's Notice of Change of Track Assignment – Complex Case (filed on March 8, 2021)	0.10
Review Court's Minute Order CMC: Complex Track & Class Action (filed on April 12, 2021)	0.10
Draft Plaintiff's Notice of Ruling (filed on April 16, 2021)	0.30
Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Extend Defendant's Deadline to Respond to Plaintiff's Complaint; [Proposed] Order (submitted on May 14, 2021)	1.50
Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation to Continue Case Management Conference; [Proposed] Order (submitted on July 7, 2021)	1.10
Meet and Confer with Defendant's Counsel, and Draft Joint Further Case Management Conference Statement and Notice of Settlement (submitted on November 12, 2021)	1.20
Review Court's Minute Order CMC: Complex Track (Further CMC & Class Action) (filed on December 7, 2021)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Status Conference Statement (submitted on April 1, 2022)	1.10
Review Court's Minute Order Status Conference re: Settlement and Dismissal (filed on April 7, 2022)	0.10

Meet and Confer with Defendant's Counsel, and Draft Joint Status Conference Statement (submitted on May 23, 2022)	0.90
Review Court's Minute Order Status Conference re: Settlement and Dismissal (filed on June 6, 2022)	0.10
Review Court's Minute Order Status Conference re: Settlement and Dismissal (filed on August 4, 2022)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement (submitted on August 30, 2022)	0.80
Review Court's Minute Order Status Conference re: Settlement and Dismissal (filed on September 6, 2022)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Status Conference Statement (submitted on October 20, 2022)	0.80
Review Court's Minute Order Re: Status Conference re: Motion for Preliminary Approval of Class Action Settlement (filed on November 7, 2022)	0.10
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 (filed on November 7, 2022)	6.20
Review and Analyze Defendant's Answer to First Amended Class Action Complaint for Damages and Enforcement Under the Private Attorneys General Act, California Labor Code Section 2698, Et Seq. (served on December 9, 2022)	2.10
Appearances	
Prepare for and Telephonically Attend Case Management Conference: Complex Track & Class Action (April 12, 2021)	0.50

Prepare for and Telephonically Attend Case Management Conference: Complex Track (Further CMC & Class Action) (December 7, 2021)	0.60
Prepare for and Telephonically Attend Status Conference re: Settlement and Dismissal (April 7, 2022)	0.50
Prepare for and Telephonically Attend Status Conference re: Settlement and Dismissal (June 6, 2022)	0.50
Prepare for and Telephonically Attend Status Conference re: Settlement and Dismissal (August 4, 2022)	0.50
Prepare for and Telephonically Attend Status Conference re: Settlement and Dismissal (September 6, 2022)	0.50
Prepare for and Telephonically Attend Hearing on Plaintiff's Motion for Preliminary Approval of Class Action Settlement (October 28, 2022)	1.50
Prepare for and Telephonically Attend Status Conference re: Motion for Preliminary Approval of Class Action Settlement (November 7, 2022)	0.50
Prepare for and Telephonically Attend Hearing on Plaintiff's Motion for Final Approval of Class Action Settlement, Attorneys' Fees, Costs, and Enhancement Payment (March 23, 2023) (Anticipated)	1.50
Discovery and Deposition	
Draft Letter to Defendant Majco, Inc. (Big Brand & Tire Service) Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Manuel Salcedo (served on January 12, 2021)	1.90
Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Manuel Salcedo (served on February 9, 2021)	3.20
Draft Letter to Defendant Majco, Inc. (Big Brand & Tire Service) Re: Request for Personnel File, Pay Stubs, and Time Records for Putative Class Member (served on March 4, 2021)	1.90

Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Putative Class Member (served on March 25, 2021)	6.80
Letters and Correspondence	
Draft Notice to California Labor and Workforce Development Agency Re: Claims of Plaintiff Manuel Salcedo for Penalties Under California Labor Code section 2698, <i>et seq.</i> (served on November 9, 2021)	4.60
Meet with, Draft Correspondence to, and Respond to Correspondence from, Defendant's Counsel	23.50
Mediation/Settlement	
Review and Analyze Information, Data, and Documents Obtained from Plaintiff, Defendant (in excess of approximately 27,416 pages), and Other Sources Prior to Mediation • Employee Handbooks and Employment Operations Policies, Practices, and Procedures • Sampling of Employee Time Data • Sampling of Employee Pay Data • Redacted Class Data List • Arbitration Agreement • Meal Break Waiver Agreement • Missed Punch Form	58.50
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, Performing Damages and Penalties Analysis and Calculations (submitted on October 29, 2021), and Telephonically Confer During Mediation Session (November 5, 2021; Zoom Video Conference)	26.50
Attend Mediation Session (November 5, 2021; Zoom Video Conference)	8.50
Review and Analyze Mediator's Proposal (issued on November 5, 2021; accepted on November 8, 2021)	2.30

Draft, Review, Revise, Negotiate, and Finalize Joint Stipulation of Class Action and PAGA Settlement and Release (executed on August 11, 2022) and Notice of Class Action Settlement	16.20
Review and Monitor Settlement Administration Process and Analyze Weekly Reports	4.50
Law and Motion	
Research and Draft Plaintiff's Notice of Motion and Motion for Preliminary Approval of Class Action Settlement, Declaration of Annabel Blanchard in Support Thereof, Declaration of Manuel Salcedo in Support Thereof, and [Proposed] Order Thereon (filed on September 2, 2022)	16.80
Review Court's Tentative Ruling Granting Preliminary Approval of the Class Action Settlement (filed on October 28, 2022)	0.10
Review Court's Minute Order Granting Preliminary Approval of the Class Action Settlement (filed on October 28, 2022)	0.20
Review and Analyze Settlement Administrator's Declaration Regarding Notice and Settlement Administration; and Research and Draft Plaintiff's Motion for Final Approval of Class Action Settlement, Attorneys' Fees, Costs, and Enhancement Payment, and Declaration of Edwin Aiwazian in Support Thereof, and [Proposed] Final Approval Order and Judgment (filed on February 27, 2023) (Anticipated)	19.50
Total Hours:	416.40

EXHIBIT B

LAWYERS for JUSTICE PC CASE COST DETAIL
Salcedo v. Majco, Inc.

<u>Date</u>	<u>Payee</u>	<u>Expense Description</u>	<u>Amount</u>
9/15/2020	U.S. Postmaster	Postage	6.95
11/2/2020	U.S. Postmaster	Postage	6.95
3/3/2021	Legal Document Server, Inc.	Attorney Service	165.23
3/3/2021	Ventura Superior Court	Filing Fee	435.00
3/5/2021	U.S. Postmaster	Postage	7.00
4/5/2021	Legal Document Server, Inc.	Attorney Service	230.00
4/5/2021	Ventura Superior Court	Complex Fee	1,000.00
4/6/2021	Legal Document Server, Inc.	Attorney Service	450.00
4/9/2021	CourtCall, LLC	Attorney Service	94.00
4/16/2021	Legal Document Server, Inc.	Attorney Service	120.00
5/4/2021	Legal Document Server, Inc.	Attorney Service	150.00
7/8/2021	CourtCall, LLC	Attorney Service	94.00
10/27/2021	Paul Hastings LLP	Mediation Fee	12,500.00
11/10/2021	Labor & Workforce Development Agency	Filing Fee	75.00
11/12/2021	Legal Document Server, Inc.	Attorney Service	130.00
12/3/2021	CourtCall, LLC	Attorney Service	94.00
3/31/2022	CourtCall, LLC	Attorney Service	94.00
4/1/2022	Legal Document Server, Inc.	Attorney Service	125.00
5/23/2022	Legal Document Server, Inc.	Attorney Service	290.00
7/22/2022	Legal Document Server, Inc.	Attorney Service	150.00
7/27/2022	Legal Document Server, Inc.	Attorney Service	130.00
8/2/2022	CourtCall, LLC	Attorney Service	94.00
8/30/2022	Legal Document Server, Inc.	Attorney Service	130.00
8/30/2022	CourtCall, LLC	Attorney Service	94.00
9/2/2022	Legal Document Server, Inc.	Attorney Service	249.55
9/2/2022	Ventura Superior Court	Filing Fee	60.00
10/20/2022	Legal Document Server, Inc.	Attorney Service	150.00
10/21/2022	CourtCall, LLC	Attorney Service	94.00
11/2/2022	CourtCall, LLC	Attorney Service	94.00
11/7/2022	Legal Document Server, Inc.	Attorney Service	170.00
11/30/2022	Legal Document Server, Inc.	Attorney Service	150.00
Total:			17,632.68