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

ROBERT JORDAN, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

MONDELEZ GLOBAL LLC, a Delaware
limited liability company; and DOES 1
through 50, inclusive,

Defendants.

Case No.: CIVSB2202758

**DECLARATION OF KRISTEN M. AGNEW
IN SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT**

Date: February 20, 2024

Time: 8:30 a.m.

Dept.: S26

Complaint Filed:

February 4, 2022

Trial Date:

None Set

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I, Kristen M. Agnew, declare as follows:

1. I am an attorney at law, duly licensed to practice before all Courts in the State of California, and am with the law firm Diversity Law Group, P.C., counsel of record for Named Plaintiff Robert Jordan (“Class Representative” or “Named Plaintiff”). I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

FAIRNESS OF THE SETTLEMENT

2. The Joint Stipulation of Class and Representative Action Settlement (“Settlement” or “Settlement Agreement”) was the product of negotiations between highly able and experienced attorneys on both sides who possessed the relevant data and extensive legal research which they had carefully analyzed. The Parties engaged in arm’s length negotiations at mediation with a highly experienced and known wage-and-hour mediator, Chris Barnes.

3. Additionally, Class Counsel engaged in extensive factual investigation before settling. Defendant provided hundreds of pages of documents, which included Defendant's collective bargaining agreements and Named Plaintiff's time and payroll records, and numerous data points relating to the number of Class Members, the number of shifts worked by Class Members during the Class Period, the number of pay periods at issue during the Class Period, the average hourly rates of Class Members during the Class Period, the number of wage statements issued to Class Members, and the number of Class Members who separated employment, as well as similar data relating to the PAGA claims.

4. In preparation for mediation, my office retained Econ One to review payroll data and perform a damages analysis. Based on the information provided by Defendant, Class Counsel was able to determine, among other things, approximations of the total number of Class Members and Aggrieved Employees, the number of meal and rest period eligible shifts worked during the Class Period and PAGA Period, the number of pay periods in which non-discretionary incentive pay was earned in the same workweek as overtime and/or meal period premiums, the aggregate amount of time lost due to the alleged rounding, the number of employees who separated employment, and the average rate of pay for all employees.

5. I calculated a range of potential damages and penalties. I estimated that Defendant's

1 realistic liability exposure is approximately \$9,204,947. Thus, in the present case, the Gross
2 Settlement Amount is approximately 11.95% of the maximum recovery of the class and
3 representative PAGA claims.

4 6. I have spent significant time researching and pursuing the claims that have been
5 alleged in this action. Based on my independent investigation and evaluation, I am of the opinion
6 that the proposed settlement is fair, reasonable, and adequate, and is in the best interests of the Class
7 Members, in light of all known facts and circumstances, and the expenses and risks inherent in
8 litigation.

9 **ATTORNEY QUALIFICATIONS**

10 7. My qualifications are as follows: I was the 2003 recipient of the Spelman Presidential
11 Scholarship to Emory University School of Law. During law school, I was a summer associate at the
12 law firm of Sonnenschein, Nath and Rosenthal, and clerked with the Atlanta office of the Equal
13 Employment Opportunity Commission. I received my J.D. from Emory University in 2006 and was
14 admitted to the California Bar in December 2006. Following law school, I was an associate at
15 Sonnenschein from September 2006 to May 2009.

16 8. Since 2009, my primary area of practice has been employment litigation. I have
17 practiced law at two preeminent employment defense firms. From May 2009 to June 2011, I was an
18 associate at Ogletree, Deakins, Nash, Smoak & Stewart, P.C. I was also an associate, and then senior
19 associate, in the labor and employment practice group of Seyfarth Shaw, LLP from June 2011 to
20 May 2016. At both Ogletree and Seyfarth, I represented a wide array of fortune 500 companies in
21 employment litigation in both state and federal courts, as well as before government agencies,
22 including the California Department of Labor. My practice included the defense of single plaintiff
23 and multi-plaintiff lawsuits involving claims under the California Fair Employment and Housing
24 Act, the California Labor Code and the Fair Labor Standards Act. I also handled a number of wage
25 and hour class actions.

26 9. While at Ogletree and Seyfarth, I served as the lead associate on a number of wage
27 and hour class actions, including *Martha Cardenas v. Gold's Gym*, Los Angeles County Superior
28 Court Case No. BC445112; *Nathaniel Werner v. Crown Equipment Corporation*, Los Angeles

County Superior Court Case No. BC439428; *Christopher Williams v. Allstate Insurance Co.*, Los Angeles County Superior Court Case No. BC382577; *Hwang v. Caltech*, Los Angeles County Superior Court Case No. BC464894; *Melissa Roberts v. Zale Delaware, Inc.*, Los Angeles Superior Court Case No. BC523610; *Michael Oliver v. Konica Minolta Business Solutions U.S.A., Inc.*, Santa Clara County Superior Court Case No. 114-CV-263183; *Tessa Hodge v. Zale Delaware, Inc., d/b/a Piercing Pagoda*, San Bernardino Superior Court Case No CIVVS1301632; *Warren v. Paychex, Inc.*, N.D. Cal. Case No. 3:10-cv-02006; *Tapia v. Zale Delaware Inc. et al*, S.D. Cal. Case No. 3:13-cv-01565; and *Benjamin Burgess et al v. Tesoro Refining and Marketing Company et al*, C.D. Cal. Case No. 2:10-cv-05870.

10. In June 2016, I joined Diversity Law Group, P.C. where I spend most of my time handling employment cases. I primarily represent employees.

11. I have been approved as class counsel in numerous other wage/hour class actions that have been granted class certification and final approval, including: *Antonio Becerra-Mata v. PSC Industrial Outsourcing, LP*, San Benito County Superior Court Case No. CU-15-00030; *Kosal So v. Owens-Brockway Glass Container, Inc.*, Los Angeles County Superior Court Case No. BC608609; *Sarah Rodriguez v. Manpower, Inc.*, Santa Clara County Superior Court Case No. 1-16-CV-294904; *Shannon Sanchez v. American Para Professional Systems, Inc.*, Santa Clara County Superior Court Case No. 17CV306751; *Foaad Hanna v. Equinix, LLC*, Santa Clara County Superior Court Case No. 18CV339365; *Alicia Harris v. 24 Seven LLC*, Los Angeles County Superior Court Case No. BC720144; *Mary Della Maggiora v. Watsonville Community Hospital*, Santa Cruz Superior Court Case No. 18CV00191; *Michael Randolph v. Pacific Racing Association*, Alameda County Superior Court Case No. RG18908139; *Cody Wirbick v. Sundt Construction, Inc.*, U.S. District Court for the Eastern District of California Case No. 2:19-cv-02067-MCE-CKD; *Jose Vasquez Ruiz v. Perdue Foods, LLC*, Sonoma County Superior Court Case No. SCV 264649; *Delmer Wood III v. Reeve Trucking Company Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2018-0004414; *Eric Chavez v. Converse, Inc.*, U.S. District Court for the Northern District of California Case No. 15-cv-03746-NC; *Jharett Siron v. Raypak, Inc.*, Ventura County Superior Court Case No. 56-2019-00527959-CU-OE-VTA; *Prexxie Pascual and Arturo Fonseca v. Satellite Healthcare, Inc.*, Santa

1 Clara Superior Court Case No. 19CV345211; and *Markham v. Quik Stop Markets, Inc.*, Santa Clara
2 Superior Court Case No. 19CV341582.

3 12. I also second chaired two jury trials where I represented the prevailing defendant.
4 Both cases involved employees who brought claims against their former employers pursuant to the
5 Fair Employment & Housing Act. The cases are: *Jeff Cowell v. Eaton Aerospace LLC et al*, Los
6 Angeles County Superior Court Case No. BC401543; and *Richard Gulden v. Pratt & Whitney*
7 *Rocketdyne Inc. et al.*, Los Angeles County Superior Court Case No. BC468909. More recently, I
8 was lead trial counsel on a PAGA bench trial, in which the plaintiff was the prevailing party.

9 **ATTORNEYS' FEES AND LITIGATION COSTS**

10 13. To date, I have incurred approximately 121.50 hours in connection with the litigation
11 of this lawsuit. Attached hereto as **Exhibit A** is a summary of the hours I have incurred to date. I
12 expect to spend additional four hours finalizing this settlement, including preparing for the approval
13 hearing, reviewing data provided by Defendant to Claims Administrator, conferring with Claims
14 Administrator regarding distribution of payment to Settlement Class Members, and fielding phone
15 calls regarding inquiries about the Settlement.

16 14. As of January 1, 2024, my hourly rate in class and representative actions increased to
17 \$800. Accordingly, the total lodestar for my hours will be approximately \$100,400 (125.50 hours x
18 \$800). I have previously been approved at an hourly rate of \$700.00 per hour by various Courts, in a
19 number of matters, including: *Foaad Hanna v. Equinix, LLC*, Santa Clara County Superior Court
20 Case No. 18CV339365; *Alicia Harris v. 24 Seven LLC*, Los Angeles County Superior Court Case
21 No. BC720144; *Mary Della Maggiora v. Watsonville Community Hospital*, Santa Cruz Superior
22 Court Case No. 18CV00191; *Michael Randolph v. Pacific Racing Association*, Alameda County
23 Superior Court Case No. RG18908139; *Gutierrez v. Spa Havens, LP*, San Diego Superior Court
24 Case No. 37-2019-00057065-CU-OE-NC; *Cruzado v. Ontario T, Inc.*, San Bernardino Superior
25 Court Case No. CIVSB2027249; *Ray v. C&W Facility Services, Inc.*, San Bernardino Superior Court
26 Case No. CIVSB2101321; *Alvarez v. Forterra Building Products*, San Diego Superior Court Case
27 No. 37-2020-00018179-CU-OE-CTL; *Dunn v. Universal Plant Services of California, Inc.*, Solano
28 County Superior Court Case No. FCS056134, *Pulido v. Georgia-Pacific Corrugated III LLC*, Fresno

1 Superior Court Case No. 18CECG00265; *In re: FPI Management Wage and Hour Cases*, Los
2 Angeles Superior Court Case No. JCCP5050; *Delgado v. Kloeckner Metals Corporation*, Los
3 Angeles Superior Court Case No. 20STCV22503; *Jackson v. Samuel, Son & Co. (USA) Inc.*,
4 Riverside County Superior Court Case No. CVRI2101679, *Blanton v. Communications Test Design,*
5 *Inc.*, San Joaquin Superior Court Case No. STK-CV-UOE-2021-0005136; *Diaz v. Acuity Brands*
6 *Lighting, Inc.*, San Bernardino Superior Court Case No. CIVDS2015583; *Flournoy v. Partners*
7 *Personnel – Management Services, LLC*, Riverside County Superior Court Case No. CVRI2102372;
8 *Idian v. VHSD ES INC.*, San Diego Superior Court Case No. 37-2019-00018927-CU-OE-CTL;
9 *Miller v. Stanbridge University*, Orange County Superior Court Case No. 30-2021-01206298-CU-
10 OE-CXC; *Romano v. SSA Terminals, LLC*, Los Angeles Superior Court Case No. 20STCV29048;
11 *Wise v. Le Petite Academy, Inc.*, San Joaquin Superior Court Case No., STK-CV-UOE-2021-10561;
12 *Chambers v. SOMACIS, Inc.*, San Diego Superior Court Case No. 37-2021-00033445-CU-OE-CTL;
13 *Johnson v. FS Palo Alto Employment, Inc.*, Santa Clara Superior Court Case No. 21CV389927;
14 *Rodriguez v. U.S. Bank National Association*, Los Angeles Superior Court Case No. BC617356;
15 *Moss v. Sares Regis Operating Company, L.P.*, Orange County Superior Court Case No. 30-2021-
16 01201041-CU-OE-CXC; and *Rodriguez v. City National Bank*, Los Angeles Superior Court Case
17 No. 20STCV29761.

18 15. At the time the Parties negotiated the Settlement Agreement, I did not have a final
19 tally of the litigation costs incurred to date. As such, the Parties included a maximum amount that
20 could be attributed to costs under the settlement. To date, Diversity Law Group has incurred costs in
21 the amount of \$13,801.77 for litigation related expenses. Attached hereto as **Exhibit B** is a true and
22 correct copy of the cost report.

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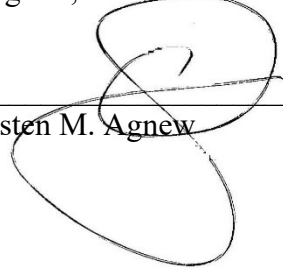
NOTICE TO LWDA

16. On October 12, 2023, my office uploaded the Court's Order Granting Preliminary Approval to the LWDA's website.

17. On January 25, 2024, my office uploaded this Motion and Proposed Order to the LWDA's website. In addition, my office shall submit to the LWDA a copy of the Court's judgment and order approving the Settlement Agreement within ten (10) days after entry of judgment or order.

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

Executed on January 25, 2024, at Los Angeles, California.



Kristen M. Agnew

EXHIBIT A

Kristen M. Agnew Time and Task Chart
Robert Jordan v. Mondelez Global LLC et. al.
Superior Court of California, County of San Bernardino Case No. CIVSB2202758

Hours	Description of Work
7.80	Initial research and review of background facts in preparation for filing of class action claims; conduct research re theories of liability; draft memorandum to file; confer with co-counsel re same.
2.50	Draft PAGA notice and class action complaint for damages; confer with co-counsel re same.
1.20	Draft representative PAGA complaint; confer with co-counsel re same.
.40	Confer with defense counsel re service of PAGA complaint by notice of acknowledgment.
1.00	Meet and confer with defense counsel re July 5, 2022 case management conference in PAGA action; review and revise joint report re same.
4.30	Review operative complaint in the related matter of <i>Henry Saucedo, as an individual and on behalf of all similarly situated employees v. Mondelez Global LLC</i> , case no. CIVSB2114460; confer with co-counsel re scope of <i>Saucedo</i> class action; meet and confer with defense counsel re same.
3.10	Draft requests for production of documents (set one) and special interrogatories (set one); meet and confer with defense counsel re extending deadline to respond to written discovery; confer with co-counsel re discovery plan.
5.80	Meet and confer with defense counsel re stipulation to consolidate class and PAGA action; review and revise stipulation re consolidation; conduct legal research re potential grounds to remove consolidated action to federal court; confer with co-counsel re same.
1.30	Meet and confer with defense counsel re mediation; confer with co-counsel re same; review and respond to email re availability of potential mediations.
1.50	Meet and confer with defense counsel re October 3, 2022 case management conference in class and PAGA action; draft joint reports re same.
3.40	Draft informal discovery requests for putative class data; confer with EconOne re data required for mediation; review and respond to email re same.
1.70	Meet and confer with defense counsel re scope of Plaintiff's claims and data required for mediation; confer with co-counsel re same.
5.20	Conduct legal research and analysis re change in law with respect to rounding; prepare memorandum to file re same; confer with co-counsel re same.
.60	Draft requests for production of documents (set two); confer with defense counsel re extending deadline to respond.
2.40	Review and analyze class data and payroll records produced by Defendant; review damages and penalties analysis prepared by EconOne; confer with EconOne re same.
1.80	Prepare for and confer with client re mediation strategy and analysis of claims.

Hours	Description of Work
2.80	Review operative pleadings and settlement documents in the matter of <i>Zamarripa v. Mondelez Global, LLC</i> , Central District CA Case No. 8:16-CV-02193; confer with co-counsel re scope of <i>Zamarripa</i> release; review and respond to email re same.
23.30	Draft mediation statement; legal research re same; confer with counsel re strategy for mediation; attend all day mediation.
3.60	Review and revise memorandum of understanding; confer with co-counsel re Defendant's proposed revisions to memorandum of understanding; meet and confer with defense counsel re same; confer with mediator re terms of proposed settlement.
4.90	Conduct legal research and analysis re release of FLSA claims; confer with co-counsel re same; meet and confer with defense counsel re proposed release.
.70	Meet and confer with defense counsel re April 18, 2023 case management conference; review and revise joint report re same.
1.10	Confer with CPT re bid for administering settlement; review terms of proposed bid.
2.50	Draft First Amended Complaint and stipulation to file proposed FAC; review and respond to Defendant's proposed revisions to FAC and stipulation; confer with co-counsel re same.
10.30	Draft Joint Stipulation of Class and Representative Action Settlement ("Settlement Agreement"); review and respond to Defendant's proposed revisions to Settlement Agreement; confer with co-counsel re same.
1.40	Meet and confer with defense counsel re delaying hearing on motion for preliminary approval; review and revise joint stipulation to continue CMC and set hearing on motion for preliminary approval hearing; confer with co-counsel re same.
11.20	Draft and revise motion for preliminary approval of class action settlement and supporting declarations; review and respond to Defendant's proposed revisions to motion; confer with co-counsel re same.
.50	Meet and confer with defense counsel re August 31, 2023 case management conference; review and revise joint report re same.
3.00	Prepare for and appear at hearing on motion for preliminary approval; confer with co-counsel re same.
1.30	Confer with CPT re class notice and administration of settlement; meet and confer with defense counsel re data; review and finalize class notice.
1.00	Review weekly reports re responses to class notice; review and respond to questions from class members re settlement.
9.90	Draft motion for final approval and supporting declarations; conduct legal research re same; confer with settlement administrator re declaration re administration of settlement; review and respond to Defendant's revisions to motion for final approval.
121.50	TOTAL HOURS

EXHIBIT B

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DIVERSITY LAW GROUP
Slip Listing

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Selection Criteria

Slip Classification Open
Client (hand select) Include: Jordan, Robert v. Mondelez CA
Slip.Transaction Ty 2 - 2

Rate Info - identifies rate source and level

Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
70340	EXP	Mariana Becerra	1	75.00	75.00
1/12/2022		Court fees			
WIP		Jordan, Robert v. Mondelez			
LWDA					
70839	EXP	Olympia	2	0.25	0.50
1/31/2022		Photocopies			
WIP		Jordan, Robert v. Mondelez			
Photocopies					
70840	EXP	Olympia	1	7.33	7.33
1/31/2022		Postage			
WIP		Jordan, Robert v. Mondelez			
Postage					
71011	EXP	Olympia	1	1662.71	1662.71
2/4/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Complaint					
71368	EXP	Linda Lee	1	94.60	94.60
3/11/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Complaint Service					
71377	EXP	Linda Lee	1	82.71	82.71
3/17/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - POS of Summons					
71384	EXP	Erika Mejia	1	1658.71	1658.71
3/18/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Complaint					
71699	EXP	Olympia	1	82.71	82.71
4/21/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Notice of Initial CMC					

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Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
71963	EXP	Olympia	20	0.25	5.00
4/30/2022		Photocopies			
WIP		Jordan, Robert v. Mondelez			
Photocopies					
71964	EXP	Olympia	1	2.49	2.49
4/30/2022		Postage			
WIP		Jordan, Robert v. Mondelez			
Postage					
71961	EXP	Olympia	12	0.25	3.00
4/30/2022		Photocopies			
WIP		Jordan, Robert v. Mondelez			
Photocopies					
71962	EXP	Olympia	1	0.93	0.93
4/30/2022		Postage			
WIP		Jordan, Robert v. Mondelez			
Postage					
72154	EXP	Erika Mejia	1	69.77	69.77
5/17/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - POS of Summons					
72047	EXP	Olympia	12	0.25	3.00
5/31/2022		Photocopies			
WIP		Jordan, Robert v. Mondelez			
Photocopies					
72048	EXP	Olympia	1	1.36	1.36
5/31/2022		Postage			
WIP		Jordan, Robert v. Mondelez			
Postage					
72343	EXP	Kristen Agnew	1	94.00	94.00
7/5/2022		Court fees			
WIP		Jordan, Robert v. Mondelez			
Courtcall					
73316	EXP	Erika Mejia	1	82.71	82.71
9/27/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Joint CMS					
73315	EXP	Erika Mejia	1	82.71	82.71
9/27/2022		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Joint CMS					

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DIVERSITY LAW GROUP
Slip Listing

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Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
73169	EXP	Kristen Agnew	1	94.00	94.00
10/3/2022		Court fees			
WIP		Jordan, Robert v. Mondelez			
Courtcall					
73168	EXP	Kristen Agnew	1	94.00	94.00
10/3/2022		Court fees			
WIP		Jordan, Robert v. Mondelez			
Courtcall					
74260	EXP	Olympia	1	6500.00	6500.00
1/24/2023		Arbitrators			
WIP		Jordan, Robert v. Mondelez			
Barnes Dispute Resolution Mediation					
74931	EXP	Kristen Agnew	1	28.77	28.77
2/13/2023		Meals			
WIP		Jordan, Robert v. Mondelez			
Meal					
74712	EXP	Olympia	1	2146.53	2146.53
3/20/2023		Experts			
WIP		Jordan, Robert v. Mondelez			
Econ One					
75062	EXP	Erika Mejia	1	87.62	87.62
4/12/2023		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Joint CMS					
74929	EXP	Nick Rosenthal	1	72.00	72.00
4/18/2023		Court fees			
WIP		Jordan, Robert v. Mondelez			
Courtcall					
75463	EXP	Erika Mejia	1	116.62	116.62
5/26/2023		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Stip					
75632	EXP	Erika Mejia	1	73.38	73.38
6/2/2023		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - NOE					
75532	EXP	Erika Mejia	1	31.06	31.06
6/27/2023		Court fees			
WIP		Jordan, Robert v. Mondelez			
TurboCourt - Stip to Cont CMC					

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Slip ID		Timekeeper	Units	Rate	Slip Value
Dates and Time		Activity	DNB Time	Rate Info	
Posting Status		Client	Est. Time	Bill Status	
Description		Reference	Variance		
75679	EXP	Erika Mejia	1	3.00	3.00
7/13/2023		Court fees			
WIP		Jordan, Robert v. Mondelez			
Online Order					
76133	EXP	Erika Mejia	1	311.12	311.12
8/9/2023		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - MPA					
76153	EXP	Erika Mejia	1	87.62	87.62
8/23/2023		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Joint CMS					
76167	EXP	Olympia	1	70.38	70.38
8/29/2023		Atty Service			
WIP		Jordan, Robert v. Mondelez			
Attorney Service - Notice of Cont					
76375	EXP	Olympia	1	4.50	4.50
10/12/2023		Online researc			
WIP		Jordan, Robert v. Mondelez			
Online MPA Order					
76376	EXP	Olympia	1	5.14	5.14
10/12/2023		Court fees			
WIP		Jordan, Robert v. Mondelez			
Odyssey - NOE					
77248	EXP	Olympia	1	66.79	66.79
1/18/2024		Court fees			
WIP		Jordan, Robert v. Mondelez			
Est MFA Fees					
Grand Total					
			0.00		13801.77
			0.00		0.00
			0.00		13801.77