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4 **SETAREH LAW GROUP**

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7 Attorneys for Plaintiff CRYSTAL RAMIREZ and the proposed Settlement Class

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
10 **COUNTY OF ALAMEDA**

11 CHRISTINE FLYNN and CRYSTAL
12 RAMIREZ, on behalf of themselves and all
13 others similarly situated,

14 Plaintiffs,

15 v.

16 GOODWILL INDUSTRIES OF THE
17 GREATER EAST BAY, INC.; and DOES 1
through 50, inclusive,

18 Defendants.

Lead Case No. 22CV005118
(Consolidated for settlement purposes with
Case No. 22CV011657)

Assigned for All Purposes to the Hon. Somnath
Raj Chatterjee, Department 21

**DECLARATION OF SHAUN SETAREH IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: October 6, 2026

Time: 2:30 p.m.

Dept.: 21

Reservation No.: 221379745264

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1. I am an attorney in good standing duly admitted to the State Bar of California, an

y of record for Plaintiff Crystal Ramirez in this action against Defendant Goodwill Industries

Greater East Bay, Inc. (“Goodwill” or “Defendant”) (Plaintiffs and Defendant are collectively

d to as the “Parties”). This declaration is made in support of Plaintiffs’ Motion for

inary Approval of the Class Action and PAGA Settlement.

Experience of Class Counsel

4. Setareh Law Group and I, as its principal attorney, are well-experienced class action attorneys. I, along with the attorneys assigned to this case, Thomas Segal and Farrah Grant, have considerable experience in class action and PAGA litigation. I, and the attorneys at Setareh Law Group, have been involved as lead class counsel, co-lead class counsel, and other levels of involvement in over 150 wage-and-hour, consumer, and antitrust class action cases. Because of this, Setareh Law Group has more than 250 Westlaw citable opinions, including the following noteworthy appellate decisions:

- a. *Troester v. Starbucks Corporation, et al.*, 5 Cal.5th 829 (2018) (reversed summary judgment in favor of Defendants, issuing a landmark published decision that clarified and rejected the application of the widely adopted federal *de minimis* doctrine to California’s wage-and-hour laws). Due to the significance and importance of this seminal victory before the California Supreme Court, I received the California Lawyer of the Year or “CLAY” award from the Daily Journal for my work on the case.
- b. *Allen v. Labor Ready Southwest, Inc.* (Cal. App. 2 Dist., 2013) 2013 WL 1910293

(reversing an Order from the Superior Court of Los Angeles County compelling Plaintiff's claims to arbitration, finding that Defendant waived the right to compel arbitration by litigating the merits of Plaintiff's arbitrable federal and state claims).

- c. *Lacour v. Marshalls of CA, LLC, et al.* (Cal. App. 1 Dist., 2023) 2023 WL 5543622 (reversing an Order from the Superior Court of Alameda County granting judgment on the pleadings, holding that the trial court erred in giving claim preclusive effect to a federal court judgment in a prior PAGA case against the same defendant.)

Below is a sampling of recent Ninth Circuit appeals in which Setareh Law Group prevailed:

Ninth Circuit Decisions

- d. *Allen v. Bedolla*, 787 F.3d 1218 (9th Cir. 2015) (affirming the district court's Order denying objector's motion to intervene and remanding to the district court where settlement was granted final approval. Final approval was upheld on a subsequent appeal in the 9th Cir. [see *Bedolla v. Allen*, 736 Fed.Appx. 614 (9th Cir. 2018)]).
- e. *Troester v. Starbucks Corp.*, 738 Fed. Appx. 562 (9th Cir. 2018) (Ninth Circuit opinion following the California Supreme Court answering the Ninth Circuit's certified question).
- f. *Gilberg v. California Check Cashing Stores, LLC*, 913 F.3d 1169 (9th Cir. 2019) (vacated district court's summary judgment in favor of Defendants and remanded for further proceedings, holding that Defendants' Fair Credit Reporting Act disclosure form lacked sufficient clarity in a published opinion).
- g. *Rodriguez v. U.S. Healthworks*, 813 Fed.Appx. 315 (9th Cir. 2020) (reversed district court's summary judgement in favor of Defendants with instructions to remand the action to state court).
- h. *Harris v. KM Industrial, Inc.*, 980 F.3d 694 (9th Cir. November 13, 2020) (affirmed the district court's granting of Plaintiff's motion to remand, holding in a published opinion that Defendants had failed to establish by a preponderance of the evidence that the amount in controversy exceeded \$5 million as required under the Class Action Fairness Act for removal).

- 1 i. *Ahlstrom v. DHI Mortg. Co., Ltd., L.P.*, 21 F.4th 631 (9th Cir. 2021) (reversed the
2 district court’s ruling compelling claims to arbitration, holding that parties cannot
3 delegate issues of formation of an arbitration agreement to the arbitrator for
4 determination).
- 5 j. *Ortiz v. Randstad Inhouse Services, LLC et al.*, 2024 WL 1070823 (9th Cir. March 12,
6 2024), (affirmed the District Court’s order denying Defendants’ Motion to Compel
7 Arbitration in a wage and hour class action, holding that warehouse workers are covered
8 by the Federal Arbitration Act’s transportation worker exception).

9 **Class Counsel Appointments.** The following is a sampling of class actions in which the Setareh
10 Law Group and I have been appointed as class counsel:

11 Federal Cases

- 12 k. *Cerdenia v. USA Truck, Inc.*, U.S. District Court, Central District of California, Case No.
13 10-CV-1489-JVS (granted final approval in an action on behalf of truck drivers for meal
14 and rest period violations, off-the-clock pre- and post-shift work, and unauthorized wage
15 deductions).
- 16 l. *Fronza v. Staffmark*, U.S. District Court, Northern District of California, Case No. 15-
17 CV-02315-MEJ (granted final approval in a case involving alleged uncompensated
18 security checks for warehouse workers).
- 19 m. *Garcia v. Am. Gen. Fin. Mgmt. Corp.*, U.S. District Court, Central District of California,
20 Case No. 09-CV-1916 (granted final approval in a case filed on behalf of account
21 managers in case involving, among other things, alleged overtime miscalculations and
22 meal and rest period violations).
- 23 n. *Jones v. Shred-It USA, Inc.*, U.S. District Court, Central District of California, Case No.
24 11-CV-00526 (granted final approval in a case brought on behalf of customer service
25 representatives and balers for alleged off-the-clock work and meal and rest period
26 violations).
- 27 o. *O’Neill v. Genesis Logistics, Inc.*, U.S. District Court, Northern District of California,
28 Case No. 08-CV-4707 (granted final approval in a case involving claims for failure to

1 provide meal periods to employees who worked as drivers delivering goods to 7-11
2 stores throughout California and failure to pay final wages in a timely manner to
3 terminated employees).

4 p. *Padilla v. UPS*, U.S. District Court, Central District of California, Case No. 08-CV-1590
5 (granted final approval in a case involving claims for failure to provide meal periods to
6 part time employees engaged in sort operations and failure to pay final wages in a timely
7 manner to terminated employees).

8 q. *Pitre v. Wal-Mart Stores, Inc.*, U.S. District Court, Central District of California, Case
9 No. 17-cv-01281-DOC (granting class certification in a highly contested Action against
10 Wal-Mart for a class of almost 5,000,000 in a Fair Credit Reporting Act action).

11 r. *Utne v. Home Depot U.S.A., Inc.*, U.S. District Court, Northern District of California,
12 Case No. 16-cv-01854-RS (granting class certification in a highly contested Action
13 against Home Depot in connection with uncompensated off-the-clock work occurring at
14 the start of all employee shifts and at the end of closing shifts).

15 s. *Vang v. Burlington Coat Factory Warehouse Corp.*, U.S. District Court, Central District
16 of California Case No. 09-CV-8061 (granted final approval in a case involving, among
17 other things, vacation pay forfeitures, failures to provide meal and rest periods, and
18 failures to pay overtime wages based on employee misclassification).

19 t. *Wilson v. TE Connectivity*, Northern District of California Case No. 3:14-cv-04872-EDL
20 (granted class certification through contested motion in case on behalf of manufacturing
21 facility employees subject to auto-deduction of meal breaks).

22 State Cases

23 u. *Alvarez v. Gary Grace Enterprises, LP*, Marin Superior Court, Case No. CIV 1002553
24 (granted final approval in a case on behalf of hair salon employees for overtime
25 miscalculation and related claims).

26 v. *Butler v. Lexxiom, Inc.*, San Bernardino Superior Court, Case No. CIVRS 1001579
27 (granted final approval in an action on behalf of debt resolution center employees
28 alleging, among other things, meal and rest period violations and overtime calculation

- errors).
- w. *Calderon v. GreatCall, Inc.*, San Diego Superior Court, Case No. 37-2010- 00093743-CU-OE-CTL (granted final approval in a case on behalf of customer service employees for, among other things, alleged meal and rest period violations and overtime calculation errors).
- x. *Douglas v. California Credit Union*, Los Angeles Superior Court, Case No. BC445050 (granted final approval in a case on behalf of customer service representatives alleging overtime miscalculation claims).
- y. *Green v. Staples Contract and Commercial, Inc.*, Los Angeles Superior Court, Case No. BC389789 (granted final approval in a case involving claims for unprovided meal and rest periods, inaccurate wage statements, waiting time penalties, and unfair business practices on behalf of truck drivers delivering Staples office supplies in California).
- z. *Green v. Universal Music Group*, Los Angeles Superior Court, Case No. BC374253 (granted final approval in a case involving misclassification claims of current or former IT Support employees, including engineers, server analysts, desktop support, and technical leads).
- aa. *Sandoval v. Rite Aid Corp.*, Los Angeles County Superior Court, Case No. BC431249 (granted class certification through contested motion in case on behalf of former pharmacy employees based on late final wage payments in violation of Labor Code §§ 201–203; subsequently granted final approval of class action settlement).
- bb. *Spokes v. Lush Cosmetics, LLC*, Los Angeles Superior Court, Case No. BC391397 (granted final approval in a case alleging failures to provide meal and rest periods and failure to timely pay all final wages to California sales associates and key holders).
- cc. *Valencia v. SCIS Air Security Corp.*, Los Angeles Superior Court, Case No. BC421485 (granted class certification through contested motion in case on behalf of former security workers based on late final wage payments in violation of Labor Code §§ 201–203; subsequently granted preliminary approval of proposed class action settlement).

5. I am the owner and managing attorney of Setareh Law Group. All strategic decisions regarding the selection of clients to represent and the major strategic decisions for each client fall to me to make or approve. I bear all of the risk associated with the operation of a law firm. As a result, my scope of responsibility is substantially greater than an attorney of equal years of experience who does not bear these additional obligations.

6. As the above shows, the Setareh Law Group and I have substantial experience in wage-and-hour class action litigation, including actions alleging failure to pay lawful wages, failure to provide lawful meal or rest periods or compensation in lieu thereof, failure to timely pay wages during employment, failure to timely pay wages upon termination, failure to provide accurate wage statements, failure to indemnify employees, violation of the unfair competition law, and other related claims. We are knowledgeable about the applicable law and have worked diligently to investigate and identify the potential claims in this action. I will continue to commit my firm's resources to further the interests of the Class. Setareh Law Group and I have no known conflicts of interest with Plaintiffs or with absent Class Members or aggrieved employees.

Procedural Background

7. On January 6, 2022, Plaintiff Christine Flynn filed a Class Action Complaint in Alameda County Superior Court, Case No. 22CV005118, alleging causes of action for (1) failure to pay lawful wages; (2) failure to provide lawful meal periods or compensation in lieu thereof; (3) failure to provide lawful rest periods or compensation in lieu thereof; (4) failure to timely pay wages during employment; (5) failure to timely pay wages upon termination; (6) knowing and intentional failure to comply with itemized wage statement provisions; (7) failure to indemnify employees; and (8) violation of the unfair competition law.

8. On May 23, 2022, Plaintiff Ramirez filed a complaint in Alameda County Superior Court, Case No. 22CV011657, alleging causes of action for: (1) failure to provide meal periods; (2)

1 failure to provide rest periods; (3) failure to pay hourly wages and overtime; (4) failure to pay all
2 final wages; (5) failure to indemnify employees; and (6) violation of the unfair competition law.

3 9. On December 16, 2025, the Ramirez Action, Case No. Case 22CV011657, was
4 consolidated with the Flynn Action, Case No. Case 22CV005118, with Case No. Case 22CV005118
5 as the lead case. The Actions have been consolidated for settlement purposes only and are resolved
6 together pursuant to the Settlement Agreement.
7

8 ***The Settlement Meets All the Criteria for Approval***

9 10. Plaintiffs and Class Counsel have diligently investigated the claims of the members of
10 the settlement class. Plaintiffs and Class Counsel concluded, after taking into account the disputed
11 factual and legal issues involved in this Action, the substantial risks attending further prosecution,
12 including risks related to the outcome of certification and possible summary judgment efforts, and the
13 substantial benefits to be received pursuant to the compromise and settlement of the Action as set forth
14 in the Settlement, that settlement on the terms agreed to are in the best interest of Plaintiffs and the
15 putative class and are fair and reasonable. Plaintiffs' counsel brought to bear a great deal of experience
16 with class actions in negotiating the settlement of this case.

17 11. We have engaged in the necessary investigation in this case that made it possible for us
18 to exercise informed judgment in those aspects of the settlement process in which we were involved.
19 Class Counsel is well informed of the strengths and risks of the claims against Defendant, and Plaintiffs
20 had more than enough information upon which to evaluate a fair and reasonable settlement amount.

21 12. The Settlement is the product of arm's-length negotiations between the Parties occurring
22 throughout the litigation. In light of the uncertainties of protracted litigation and the state of the law
23 regarding the legal positions of the Parties, the settlement amount reflects the best feasible recovery.
24 Given the strong case that Defendant could bring to bear, this is not an inconsequential settlement.

25 ***Actual Litigation Costs***

26 13. Class Counsel request litigation costs, supported by proof, to be paid out of the GSA.
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1 14. Setareh Law Group has incurred litigation costs, to date, of **\$2,427.38**. At the time of
2 Plaintiffs' Motion for Final Approval, Plaintiffs will submit itemized details for expenses and costs
3 for which reimbursement is sought.

4 I declare under the penalty of perjury of the laws of the State of California that the foregoing
5 is true and correct to the best of my knowledge.

6 Executed on this 11th day of September, 2026 in Beverly Hills, California.

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8 Shaun Setareh

eSignature Details

Signer ID:	mCj7kaFidramgMaBwNWVJkTV
Signed by:	Shaun Setareh
Sent to email:	shaun@setarehlaw.com
IP Address:	12.77.165.218
Signed at:	Sep 11 2026, 11:38 am PDT