

LIDMAN LAW, APC
Scott M. Lidman (SBN 199433)
slidman@lidmanlaw.com
Elizabeth Nguyen (SBN 238571)
enguyen@lidmanlaw.com
Milan Moore (SBN 308095)
mmoore@lidmanlaw.com
2155 Campus Drive, Suite 150
El Segundo, California 90245
Tel: (424) 322-4772
Fax: (424) 322-4775

Attorneys for Plaintiff
LUIS MANUEL JARA

HAINES LAW GROUP, APC
Paul K. Haines (SBN 248226)
phaines@haineslawgroup.com
2155 Campus Drive, Suite 180
El Segundo, California 90245
Tel: (424) 292-2350
Fax: (424) 292-2355

Attorneys for Plaintiff
LUIS MANUEL JARA

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

LUIS MANUEL JARA, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

REID PRODUCTS, INC., a California
corporation; and DOES 1 through 100,
inclusive.

Defendants.

Case No.: CIVSB2204688

*[Assigned for all purposes to the
Hon. Gilbert Ochoa, Dept. S-24]*

**DECLARATION OF SCOTT M. LIDMAN
IN SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: November 29, 2023
Time: 8:30 a.m.
Dept.: S-24

1 I, SCOTT M. LIDMAN, declare as follows:

2 1. I am a shareholder and principal of the law firm Lidman Law, APC, and counsel
3 for the named Plaintiff Luis Manuel Jara ("Plaintiff") and the proposed Settlement Class in the
4 above-captioned matter. I am a member in good standing of the bar of the State of California and
5 am admitted to practice in this Court. I have personal knowledge of the facts stated in this
6 declaration and could testify competently to them if called upon to do so.

7 2. I am a 1998 graduate of Santa Clara University School of Law, where I graduated
8 *summa cum laude*. During law school, I worked as a summer associate for the international
9 employment law firm of Littler Mendelson, P.C., located in Los Angeles, California.

10 3. Since graduating from law school, my practice has focused exclusively on
11 employment litigation. In September 1998, I began working as an associate attorney at the
12 international law firm of Littler Mendelson P.C., at its Los Angeles office, which according to its
13 website is the largest law firm in the world exclusively devoted to representing management in
14 employment, employee benefits and labor law matters.

15 4. In 2000, I left Littler Mendelson to work at the Los Angeles office of Jones Day,
16 which was at the time one of the largest international firms in the world. During my employment
17 at Jones Day, I worked exclusively in the labor and employment department. In or around 2003,
18 I went to work at the law firm of Loeb & Loeb, again working exclusively in the Labor &
19 Employment department. In 2008, I returned to Littler Mendelson, was promoted to Shareholder
20 in 2009, and from 2008 until the end of 2017, I practiced exclusively labor and employment law,
21 with a strong emphasis and most of my time working on wage and hour class actions venued in
22 both state and federal courts. During that time and my legal career in general, I also worked on a
23 number of single and multi-plaintiff wage and hour matters as well.

24 5. During my employment at Littler Mendelson, I played a significant role in the class
25 actions that I was staffed on, and ran many on my own both as an Of Counsel and as a Shareholder.
26 In particular, I received a wide-array of wage and hour class action experience performing the
27 following types of tasks: drafting demurrers, motions to strike and/or dismiss; removing actions
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1 from state court to federal court; drafting and responding to written discovery; drafting and
2 opposing discovery related motions; arguing discovery related motions; drafting motions to
3 consolidate related matters; interviewing putative class members and obtaining declarations in
4 connection with class certification; drafting oppositions to motions for class certification; drafting
5 motions for decertification following class certification; conducting exposure analyses to assess
6 the strengths and weaknesses of asserted claims, the likelihood of prevailing at class certification
7 and potential damages resulting from such claims; drafting mediation briefs; serving as the primary
8 contact to in-house counsel; deposing named plaintiffs and putative class members; deposing
9 retained expert witnesses; and defending the depositions of corporate witnesses. I also was
10 involved in the negotiations and settlements of many large wage and hour class actions. In short,
11 I played an integral role in all aspects of litigation from the inception of a matter through and
12 beyond class certification. I also supervised the work of several junior attorneys who were staffed
13 on the same wage and hour class actions.

14 6. Although not exhaustive, below is a list of many of the wage and hour class and
15 PAGA actions that I performed substantial work on while I was a shareholder at Littler Mendelson:

- 16 ► *Ortega v. J.B. Hunt Transport, Inc.*, Case No. 07-cv-8336-RGK-AFMx,
17 United States District Court, Central District of California, Honorable Gary
18 Klausner, presiding¹.
- 19 ► *Aceves v. J.B. Hunt Transport, Inc.*, Case No. CIVDS1306133, California
20 Superior Court, County of San Bernardino, Honorable Michael Sachs,
21 presiding.
- 22 ► *Moreno v. J.B. Hunt Transport, Inc.*, Case No. BC388612, California
23 Superior Court, County of Los Angeles, Honorable Mel Red Recana,
24 presiding.

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27 ¹ My work on this matter including proceedings not only in District Court, but also work before the United States
28 Court of Appeals for the Ninth Circuit as well as the United States Supreme Court.

- 1 ▶ *Newcomb v. J.B. Hunt Transport, Inc.*, Case No. RG16815734, California
2 Superior Court, County of Alameda, Honorable Winifred Smith, presiding.
- 3 ▶ *Vaquero v. Stoneledge Furniture, LLC, et al.*, Case No. 12-cv-08590-PA-
4 MAN, United States District Court, Central District of California,
5 Honorable Percy Anderson, presiding.
- 6 ▶ *Vaquero v. Stoneledge Furniture, LLC, et al.*, Case No. BC388612,
7 California Superior Court, County of Los Angeles, Honorable Elihu Berle,
8 presiding.²
- 9 ▶ *Dugan v. Stoneledge Furniture, LLC*, Case No. 16-cv-01125-PA-FFMx,
10 United States District Court, Central District of California, Honorable Percy
11 Anderson, presiding.
- 12 ▶ *Klune v. Stoneledge Furniture, LLC*, Case No. 14-cv-03986-PA-FFMx,
13 United States District Court, Central District of California, Honorable Percy
14 Anderson, presiding.
- 15 ▶ *Diaz v. ABM Industries, Inc.; Ampco Parking*, Case No. BC362932,
16 California Superior Court, County of Los Angeles, Honorable Jane
17 Johnson, presiding.³
- 18 ▶ *Adams v. Luxottica Retail North America, Inc.*, Case No. 07CC01346,
19 California Superior Court, County of Orange, Honorable Thierry Patrick
20 Colaw, presiding.
- 21 ▶ *Sakkab v. Luxottica Retail North America, Inc.*, Case No. 12-cv-00436-
22 GPC-KSC, United States District Court, Southern District of California.⁴

25 ² My work on this matter included proceedings not only in the trial court, but also before the California Courts of
26 Appeal and the California Supreme Court.

27 ³ This matter was consolidated and litigated collectively with Case Nos. BC380923, BC 381523 and BC 406663.

28 ⁴ The work I performed on this case included work in the United States Court of Appeals for the Ninth Circuit.

- 1 ▶ *Page v. Oakley, Inc.*, Case No. FCS041512, California Superior Court,
2 County of Solano, Honorable Paul Berman, presiding.
- 3 ▶ *Ramirez v. Oakley, Inc.*, Case No. 30-2014-00731617-CU-OE-CJC
4 California Superior Court, County of Orange, Honorable William Claster,
5 presiding.
- 6 ▶ *Ramirez v. Oakley, Inc.*, Case No. 30-2014-00723846-CU-DE-CXC,
7 California Superior Court, County of Orange, Honorable William Claster,
8 presiding.
- 9 ▶ *Sierra v. Oakley, Inc.*, Case No. 13-cv-00319-AG-JPR, United States
10 District Court, Central District of California, Honorable Andrew Guilford,
11 presiding.⁵
- 12 ▶ *Cordova v. Comerica Bank, et al.*, Case No. 09-cv-08905-MMM-PLAx,
13 United States District Court, Central District of California, Honorable
14 Margaret Morrow, presiding.
- 15 ▶ *Cordova v. Comerica Bank, et al.*, Case No. 09-cv-08905-MMM-PLAx,
16 United States District Court, Central District of California, Honorable
17 Margaret Morrow, presiding.
- 18 ▶ *Khelghatian v. Comerica Bank, et al.*, Case No. 11-cv-7689-DSF-FFMx,
19 United States District Court, Southern District of California, Honorable
20 John A. Houston, presiding.
- 21 ▶ *Babasa v. Comerica Bank, et al.*, Case No. 11-cv-0595-JAH-BGS, United
22 States District Court, Central District of California, Honorable Margaret
23 Morrow, presiding.

28 ⁵ The work I performed on this case included work in the United States Court of Appeals for the Ninth Circuit.

- 1 ▶ *Bernal v. Comerica Bank, et al.*, Case No. 11-cv-01298-JAH-BGS, United
2 States District Court, Central District of California, Honorable Margaret
3 Morrow, presiding.
- 4 ▶ *Khalili v. Comerica Bank, et al.*, Case No. 09-cv-08905-MMM-PLAx,
5 United States District Court, Northern District of California.
- 6 ▶ *Granata v. Comerica Bank, et al.*, Case No. 37-2011-00086316-CU-OE-
7 CTL, California Superior Court, County of San Diego, Honorable Jeffrey
8 B. Barton, presiding.
- 9 ▶ *Mathews v. Comerica Bank, et al.*, Case No. 111CV194781, California
10 Superior Court, County of Santa Clara.
- 11 ▶ *Gallegos v. Comerica Bank, et al.*, Case No. BC455515, California Superior
12 Court, County of Los Angeles, Honorable Terry Green, presiding.
- 13 ▶ *Rumohr v. Comerica Bank, et al.*, Case No. CGC-11-508433, California
14 Superior Court, County of San Francisco.
- 15 ▶ *Smith v. Werner Enterprises*, Case No. 15-cv-02978-RS, United States
16 District Court, Northern District of California, Honorable Richard Seeborg,
17 presiding.

18 7. In January 2018, I voluntarily resigned from Littler Mendelson in order to open my
19 own law firm, Lidman Law, APC, to represent employees with work-related claims, including
20 primarily wage and hour claims and almost exclusively on a class-action basis. I am the President
21 and Shareholder of Lidman Law. Currently, over ninety percent (90%) of my practice is dedicated
22 exclusively to the prosecution of wage and hour class actions, and I am currently responsible for
23 prosecuting over sixty-five (65) wage and hour class actions filed in State courts throughout
24 California, with several of them having been removed to Federal courts. I believe that my
25 professional experience renders me more than qualified to serve as class counsel in this lawsuit
26 involving claims of underpaid overtime and minimum wages, meal and rest period violations, and
27 derivative penalty claims. Not only have I litigated dozens of wage and hour cases throughout my
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1 career involving similar claims, including the wage and hour class actions identified above, I have
2 litigated similar claims from both plaintiff and defense perspectives. As a result, I am able to
3 realistically assess and evaluate the facts and legal arguments that can be made in pursuit and
4 defense of similar wage and hour claims, as well as those facts and arguments in support and in
5 opposition to class certification. Consequently, I am able to appreciate the significant risks,
6 uncertainties, and delay involved in wage and hour class action litigation.

7 8. I have been appointed Class Counsel in: *Guardado v. Wesley Allen, Inc.*, Case No.
8 BC683027, California Superior Court, County of Los Angeles, Honorable Judge Carolyn B. Kuhl
9 presiding; *Rodriguez v. Satco, Inc.*, Case No. BC682137, California Superior Court, County of
10 Los Angeles, Honorable Judge Ann I. Jones presiding; *Ong v. Howard's Appliances, Inc.*, Case
11 No. 30-2017-00964213-CU-OE-CXC, California Superior Court, County of Orange, Honorable
12 Judge William Claster presiding; *Hanke v. C&W Facility Services, Inc.*, Case No.
13 CIVDS1814412, California Superior Court, County of San Bernardino, Honorable Judge David
14 Cohn presiding; *Molina v. Mader News, Inc.*, Case No. BC685960, California Superior Court,
15 County of Los Angeles, Honorable Judge Yvette M. Palazuelos presiding; *Alvarez v.*
16 *Salamander Fire Protection, Inc.*, Case No. BC688326, California Superior Court, County of Los
17 Angeles, Honorable Judge William F. Highberger presiding; *Rodriguez v. H.F. Cox, Inc.*, Case
18 No. BC653164, California Superior Court, County of Los Angeles, Honorable Judge Carolyn B.
19 Kuhl presiding; *Fregoso v. Amerigas Propane, Inc.*, Case No. BC697973, California Superior
20 Court, County of Los Angeles, Honorable Judge Rafael A. Ongkeko presiding; *Teran v. Western*
21 *Plastics, Inc.*, Case No. RIC1722619, California Superior Court, County of Riverside, Honorable
22 Judge Sunshine Sykes presiding; *Villegas de Torres v. El Monte Superstore Inc.*, Case No.
23 BC688477, California Superior Court, County of Los Angeles, Honorable Judge Daniel J.
24 Buckley presiding; *Huynh v. Polypeptide Laboratories, Inc.*, Case No. BC680872, California
25 Superior Court, County of Los Angeles, Honorable Judge Rafael A. Ongkeko presiding; *Guzman*
26 *v. Century Blinds*, Case No. RIC1723654, California Superior Court, County of Riverside,
27 Honorable Judge Sunshine S. Sykes presiding; *George v. Convergence Marketing*, Case No.

1 CIVDS1901039, California Superior Court, County of San Bernardino, Honorable Judge David
2 S. Cohn presiding; *Coffee, et al. v. Flyers Transportation Energy, LLC*, Case No. 34-2017-
3 00222084, California Superior Court, County of Sacramento, Honorable Judge Alan G. Perkins
4 presiding; *Romero v. Fillmore Hospitality, LLC*, Case No. BC705667, California Superior Court,
5 County of Los Angeles, Honorable Judge Maren E. Nelson presiding; *Wennerstrom, et al. v.*
6 *Giant Inland Empire R.V. Center*, Case No. CIVDS1617291, California Superior Court, County
7 of San Bernardino, Honorable Judge David S. Cohn presiding; *Contreras, et al. v. Letter Ride,*
8 *LLC*, Case No. 37-2018-00020841-CU-OE-CTL, California Superior Court, County of San
9 Diego, Honorable Judge Eddie C. Sturgeon presiding; *Davis v. WeDriveU*, Case No.
10 18CV322578, California Superior Court, County of Santa Clara, Honorable Judge Brian C. Walsh
11 presiding; *Acuna v. Canton Food Co., Inc.*, Case No. BC685001, California Superior Court,
12 County of Los Angeles, Honorable Judge David S. Cunningham presiding; and *Contreras v.*
13 *Worldwide Flight Services, Inc.*, Case No. 2:18-cv-06036-PSG-SS, United States District Court
14 for the Central District of California, the Honorable Judge Philip S. Gutierrez presiding.

15 9. As co-lead counsel for Plaintiff and the proposed Settlement Class, I have been
16 intimately involved in every aspect of this case from its inception through the present, and I believe
17 that the proposed Settlement is a favorable result for the Settlement Class Members under the
18 circumstances presented.

19 10. The details of the work completed by my firm and/or my co-counsel are set forth
20 in the declaration of Elizabeth Nguyen filed concurrently herewith.

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

23 Executed on October 19, 2023 at El Segundo, California.

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Scott M. Lidman