

Kane Moon (SBN 249834)
Allen Feghali (SBN 301080)
S. Phillip Song (SBN 326572)
MOON LAW GROUP, PC
725 S. Figueroa St., 31st Floor
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125
E-mail: kmoon@moonlawgroup.com
E-mail: afeghali@moonlawgroup.com
E-mail: psong@moonlawgroup.com

Attorneys for Plaintiff Kastin DeCombre

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

KASTIN DECOMBRE, individually, and on
behalf of all others similarly situated,

Plaintiff,

vs.

PARKING CONCEPTS, INC., a California
corporation; and DOES 1 through 10, inclusive,

Defendants.

Case No.: 25STCV05909

CLASS AND REPRESENTATIVE ACTION

[Assigned for all purposes to the Hon. Elaine
Lu, Dept. 9]

**PLAINTIFF'S NOTICE OF MOTION AND
MOTION FOR PRELIMINARY
APPROVAL OF CLASS AND
REPRESENTATIVE ACTION
SETTLEMENT; MEMORANDUM OF
POINTS AND AUTHORITIES**

*[Filed with the Declaration of Kane Moon, the
Declaration of Plaintiff, the Declaration of
Sean Hartranft, and [Proposed] Preliminary
Approval Order]*

Briefing Schedule by Court

Hearing Date: October 29, 2026 at 10:00 a.m.

Motion Filing Deadline: September 9, 2026

Opposition Due: October 1, 2026

Reply Due: October 15, 2026

Action Filed: March 3, 2025

FAC Filed: May 9, 2025

Trial Date: Not set

1 **TO THE COURT, AND TO ALL PARTIES AND THEIR COUNSEL OF RECORD:**

2 PLEASE TAKE NOTICE that on October 29, 2026 at 10:00 a.m. in Department 9 of this Court
3 located at 312 North Spring Street, Los Angeles, California, 90012 pursuant to Code of Civil Procedure
4 section 382 and California Rules of Court, rule 3.769 *et seq.*, Plaintiff Kastin DeCombre (“Plaintiff”)
5 will, and hereby does, move the Court for an order granting preliminary approval of the proposed class
6 action settlement between Plaintiff and Defendant Parking Concepts, Inc. Specifically, Plaintiff moves
7 the Court for an order:

- 8 1. Granting preliminary approval of the Joint Stipulation of Class and Representative Action
9 Settlement Agreement;
- 10 2. Certifying a Class, for settlement purposes only;
- 11 3. Approving the Class Notice and plan for its distribution;
- 12 4. Appointing Plaintiff as the Class Representative, for settlement purposes only;
- 13 5. Appointing Moon Law Group, PC as Class Counsel, for settlement purposes only;
- 14 6. Appointing APEX Class Action Administration as the Administrator; and
- 15 7. Setting a Final Approval Hearing at least 120 days from the date of preliminary approval.

16 The motion will be based upon this notice, the attached memorandum of points and authorities,
17 the supporting declarations and attachments thereto, the record and files in this action, and any other
18 evidence or argument that the Court may properly receive at or before the hearing.

19 As this Motion is unopposed, the Parties respectfully request relief from the page limit
20 requirement set by California Rules of Court, Rule 3.1113(d).

21 Respectfully submitted,

22 Dated: September 9, 2026

MOON LAW GROUP, PC

23 By: _____

24 Kane Moon
25 Allen Feghali
26 S. Phillip Song
27 *Attorneys for Plaintiff*
28

TABLE OF CONTENTS

1		
2	TABLE OF CONTENTS.....	ii
3	TABLE OF AUTHORITIES	iv
4	I. INTRODUCTION	1
5	II. SUMMARY OF THE LITIGATION AND SETTLEMENT.....	1
6	A. Plaintiff’s Claims and Procedural History	1
7	B. Discovery and Investigation	3
8	C. Settlement Negotiations and Notice of Settlement to the LWDA	4
9	D. Key Terms of the Proposed Settlement	5
10	III. THE COURT SHOULD GRANT PRELIMINARY APPROVAL	6
11	A. The Settlement Is Fair, Reasonable, Adequate, and the Product of Investigation,	
12	Litigation, and Negotiation.....	7
13	1. The Settlement Is the Product of Discovery, Investigation, Informed and Non-	
14	Collusive Arm’s-Length Negotiations, and Realistic Claims Analysis	7
15	2. The Class Settlement Is Fair Considering the Parties’ Respective Positions and	
16	Significant Risks to Certification and Proof on the Merits	8
17	3. The PAGA Settlement Is Fair Considering the Parties’ Respective Positions	
18	and Significant Risks	10
19	4. Plaintiff’s Counsel Have Extensive Experience in Class and PAGA Action	
20	Litigation, Which Was Integral to Negotiating the Settlement	11
21	B. The Proposed Attorneys’ Fees and Costs Are Reasonable.....	11
22	1. Counsel Request a Fees Award Based On the “Common Fund” Method.....	12
23	2. The Requested Fee Award Is in Line with Typical Cases.....	13
24	3. This Matter Involves a “Fee-Shifting” Provision of the Labor Code	13
25	4. Counsel’s Experience, Reputation, and Ability Support the Fees Request.....	14
26	C. The Enhancement Award to Plaintiff Is Reasonable	14
27	IV. CERTIFICATION FOR SETTLEMENT PURPOSES IS WARRANTED.....	15
28	A. Legal Standard	15

1	B. The Criteria for Class Certification Are Satisfied	16
2	1. The Class Is Ascertainable and Numerous	16
3	2. There Are Many Common Issues of Law and Fact Which Predominate	17
4	3. Plaintiff’s Claims Are Typical of the Claims of the Class	18
5	4. Plaintiff and His Counsel Meet the Adequacy Requirement.....	18
6	5. A Class Action Is Superior to a Multiplicity of Litigation	19
7	V. THE PROPOSED CLASS NOTICE IS CONSTITUTIONALLY SOUND AND	
8	SATISFIES RULES OF COURT	19
9	VI. CONCLUSION.....	20

TABLE OF AUTHORITIES

FEDERAL CASES

<i>Angeles v. United States Airways, Inc.</i> (N.D. Cal. Feb. 19, 2013, No. C 12-05860 CRB) 2013 WL 622032	3
<i>Frank v. Eastman Kodak Co.</i> (W.D.N.Y. 2005) 228 F.R.D. 174	15
<i>Leyva v. Medline Industries Inc.</i> (9th Cir. 2013) 716 F.3d 510	19
<i>Pedroza v. PetSmart, Inc.</i> (C.D. Cal. June 14, 2012, No. ED CV 11–298 GHK (DTBx)) 2012 WL 9506073	3
<i>Priddy v. Edelman</i> (6th Cir. 1989) 883 F.2d 438	7
<i>Rodriguez v. West Publishing Corp.</i> (9th Cir. 2009) 563 F.3d 948	14
<i>Van Vranken v. Atlantic Richfield Co.</i> (N.D. Cal. 1995) 901 F.Supp. 294	13
<i>Vincent v. Hughes Air West, Inc.</i> (9th Cir. 1977) 557 F.2d 759	12

OTHER AUTHORITIES

Eisenberg & Miller, <i>Incentive Awards to Class Action Plaintiffs: An Empirical Study</i> (2006) 53 UCLA L. Rev. 1303	15
---	----

COURT RULES

California Rules of Court, rule 3.766(e), (f)	19
California Rules of Court, rule 3.769(f)	19

TREATISES

Newberg, Newberg on Class Actions (3rd ed. 1992) § 8.39	19
Newberg, Newberg on Class Actions (3rd ed. 1992) § 11.51	7
Newberg, Newberg on Class Actions (3rd ed. 1992) § 14.03	13

STATE CASES

<i>Cartt v. Superior Court</i> (1975) 50 Cal.App.3d 960	20
<i>Chavez v. Netflix, Inc.</i> (2008) 162 Cal.App.4th 43	13
<i>City and County of San Francisco v. Sweet</i> (1995) 12 Cal.4th 105	12
<i>Classen v. Weller</i> (1983) 145 Cal.App.3d 27	18
<i>Clothesrigger, Inc. v. GTE Corp.</i> (1987) 191 Cal.App.3d 605	17

1	<i>Collins v. Rocha</i> (1972) 7 Cal.3d 232.....	17
2	<i>Daar v. Yellow Cab Co.</i> (1967) 67 Cal. 2d 695.....	16
3	<i>Dunk v. Ford Motor Co.</i> (1996) 48 Cal.App.4th 1794	6, 17
4	<i>Gentry v. Superior Court</i> (2007) 42 Cal.4th 443	15, 19
5	<i>Kullar v. Foot Locker Retail, Inc.</i> (2008) 168 Cal.App.4th 116.....	7, 10
6	<i>Laffitte v. Robert Half International Inc.</i> (2016) 1 Cal.5th 480.....	12
7	<i>Linder v. Thrifty Oil Co.</i> (2000) 23 Cal.4th 429	16
8	<i>Mallick v. Superior Court</i> (1979) 89 Cal.App.3d 434	6
9	<i>McGhee v. Bank of America</i> (1976) 60 Cal.App.3d 442	18
10	<i>Miller v. Woods</i> (1983) 148 Cal.App.3d 862.....	16, 18
11	<i>Munoz v. BCI Coca-Cola Bottling Co. of Los Angeles</i> (2010) 186 Cal.App.4th 399	7, 10, 14
12	<i>Neary v. Regents of University of California</i> (1992) 3 Cal.4th 272	6
13	<i>Quinn v. State of California</i> (1975) 15 Cal.3d 162.....	12
14	<i>Richmond v. Dart Industries, Inc.</i> (1981) 29 Cal. 3d 462.....	16
15	<i>Rose v. City of Hayward</i> (1981) 126 Cal.App.3d 926	17
16	<i>Serrano v. Priest</i> (1977) 20 Cal.3d 25	12
17	<i>Stamburgh v. Superior Court</i> (1976) 62 Cal.App.3d 231.....	7, 19
18	<i>Wershba v. Apple Computer, Inc.</i> (2001) 91 Cal.App.4th 224.....	8
19	<i>Wilner v. Sunset Life Insurance Co.</i> (2000) 78 Cal.App.4th 952	17
20	STATE STATUTES	
21	California Code of Civil Procedure § 382	16
22	California Labor Code § 90.5	14
23	California Labor Code § 218.5	13
24	California Labor Code § 226	13
25	California Labor Code § 1194	13
26	California Labor Code §§ 2698, <i>et seq.</i>	10
27	California Labor Code § 2699(e)(2)	10, 11
28	California Labor Code § 2699(k)(1).....	13

1	California Labor Code § 2802(d).....	13
---	--------------------------------------	----

2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

MEMORANDUM OF POINTS AND AUTHORITIES

I. INTRODUCTION

Plaintiff Kastin DeCombre (“Plaintiff”) seeks preliminary approval of a proposed \$550,000.00 non-reversionary, wage-and-hour class action settlement (the “Settlement”) with Parking Concepts, Inc. (“Defendant”) (together with Plaintiff, the “Parties”). The Settlement will provide substantial monetary payments to an estimated 1,153 Class Members who worked an estimated aggregate of 27,500 Class Pay Periods, and 1,153 Aggrieved Employees who worked an estimated aggregate of 27,500 PAGA Pay Periods. As set forth more fully below, the proposed Settlement satisfies all the criteria for settlement approval under California law. The Settlement was reached after extensive investigation, informal discovery, and negotiations between the Parties. The negotiations were at arm’s-length and were facilitated through private mediation by an experienced and neutral class action mediator, Steven Rottman, Esq. Accordingly, Plaintiff requests the Court preliminarily approve the Settlement, certify the proposed Class, approve the proposed Class Notice to Class Members, and set a final approval hearing no earlier than 120 days from the date of preliminary approval.

II. SUMMARY OF THE LITIGATION AND SETTLEMENT

A. Plaintiff’s Claims and Procedural History

This is a wage-and-hour class action and representative action for alleged Labor Code violations and claims for civil penalties pursuant to the California Private Attorneys General Act, Labor Code sections 2698, *et seq.* (“PAGA”). (Declaration of Kane Moon in Support of Plaintiff’s Motion for Preliminary Approval of Class and Representative Action Settlement [“Moon Decl.”], ¶ 2.) Plaintiff seeks to represent a class of all current and former hourly-paid or non-exempt employees of Defendant in California employed during the Class Period, which for the avoidance of doubt may also include Aggrieved Employees, as set forth in the Joint Stipulation of Class and Representative Action Settlement Agreement (the “Settlement”). (*Id.*)

Defendant is a parking management and transportation company based in Irvine, California, that manages and operates over 250 facilities, serving hospitals, office buildings, shopping centers, hotels, restaurants, airports, recreational facilities, and medical buildings throughout the country. (*Id.* at ¶ 3.) Defendant employed Plaintiff and other non-exempt, hourly-paid employees during the Class

1 Period. (*Id.*) Plaintiff worked for Defendant in a non-exempt, hourly-paid position from approximately
2 August 2023 to March 2024. (Declaration of Plaintiff Kastin DeCombre in Support of Class Action
3 and Representative Action Settlement [“Plaintiff Decl.”], ¶ 2.) Plaintiff contends he and his coworkers
4 were subjected to the same unlawful labor practices, including failure to pay wages for all hours
5 worked. (*Id.* at ¶ 5; Moon Decl., ¶ 3.)

6 Plaintiff’s claim for unpaid minimum and overtime wages stem from allegations that Defendant
7 failed to compensate Plaintiff and others for off-the-clock work and failed to incorporate all
8 remuneration into employees’ regular rate of pay for purposes of paying overtime, meal premium, or
9 sick pay. (Moon Decl., ¶ 4.) Plaintiff’s meal and rest period claims are based on allegations that due to
10 the nature of their work, Class Members’ breaks were often short, late, interrupted, and sometimes
11 missed altogether, and that Defendant did not pay all premium wages for non-compliant breaks. (*Id.*)
12 Plaintiff further brings a claim for unreimbursed necessary business expenses based on allegations that
13 Class Members were required to purchase specific clothing, shoes, and other items such as gloves and
14 tools, and use their personal cellphone for work purposes without reimbursement from Defendant. (*Id.*)
15 Finally, Plaintiff also brings derivative claims for waiting time penalties, wage statement violations,
16 unfair business practices, and civil penalties under PAGA. (*Id.*)

17 Because of the foregoing alleged violations of various provisions of the Labor Code, Plaintiff
18 filed a class action on March 3, 2025, which alleges Defendant systematically: (1) failed to pay
19 minimum wages, (2) failed to pay overtime compensation, (3) failed to provide meal periods, (4) failed
20 to authorize and permit rest periods, (5) failed to indemnify necessary business expenses, (6) failed to
21 timely pay final wages at termination, (7) failed to provide accurate itemized wage statements, and (8)
22 engaged in unfair business practices. (*Id.* at ¶ 5.)

23 Pursuant to PAGA, on March 2, 2025, Plaintiff gave written notice to the California Labor and
24 Workforce Development Agency (the “LWDA”) of the alleged Labor Code violations, with certified
25 mail service on Defendant, and paid the required filing fee. (*Id.* at ¶ 6, Ex. 2.) On May 9, 2025, Plaintiff
26 timely filed a First Amended Class and Representative Action Complaint to add a ninth cause of action
27 for civil penalties under PAGA (the “Operative Complaint”). (*Id.* at ¶ 6.) In compliance with Labor
28 Code section 2699(s)(1), Plaintiff subsequently submitted to the LWDA a file-stamped copy of the

1 Operative Complaint containing the Court-assigned case number. (*Id.*) To date, the LWDA has not
2 indicated its intent to investigate the alleged violations or intervene in this Action. (*Id.*)

3 Defendant ardently opposes the merits of this case and denies Plaintiff’s factual allegations. (*Id.*
4 at ¶ 7.) Defendant asserts it complied with all its compensation obligations, including compensating
5 Class Members for any and all off-the-clock work and overtime work, and therefore, Plaintiff and other
6 Class Members were paid all wages owed. (*Id.*) Defendant argues it did not fail to incorporate any non-
7 discretionary bonuses into the regular rate of pay for purposes of paying overtime, meal premium, or
8 sick pay, and that all bonuses were discretionary. (*Id.*) Defendant maintains compliance with all its
9 meal and rest period obligations. (*Id.*) Defendant asserts it complied with all its reimbursement
10 obligations, and that Plaintiff and other employees were compensated for any and all business expenses
11 necessarily incurred. (*Id.*) To the extent employees received wage statements that were allegedly
12 inaccurate, Defendant asserts employees suffered no actual damage or harm as a result. (*Id.*; *see, e.g.,*
13 *Angeles v. U.S. Airways, Inc.* (N.D. Cal. Feb. 19, 2013, No. C 12–05860 CRB) 2013 WL 622032, at
14 *10 [“A plaintiff must adequately plead an injury arising from an employer’s failure to provide full and
15 accurate wage statements, and the omission of the required information alone is not sufficient.”].) With
16 respect to Plaintiff’s claim for waiting time penalties, Defendant alleges its good-faith belief that it paid
17 all wages precludes the imposition of waiting time penalties since Plaintiff cannot prove Defendant’s
18 alleged failure to pay all final wages at the time of separation was “willful.” (Moon Decl., ¶ 7; *see, e.g.,*
19 *Pedroza v. PetSmart, Inc.* (C.D. Cal. June 14, 2012, No. ED CV 11–298 GHK (DTBx)) 2012 WL
20 9506073, *5.) For these reasons, among others, Defendant denies all of Plaintiff’s claims and
21 allegations, and further claims it did not engage in any unfair business practices and denies liability
22 under PAGA. (Moon Decl., ¶ 7.) Defendant also maintains the claims are improper for class treatment,
23 in part, due to the individualized and testimony-intensive nature of the wage claims that could bar class
24 certification or significantly reduce Defendant’s overall liability. (*Id.*)

25 **B. Discovery and Investigation**

26 The Parties agreed to mediate this action with Steven Rottman, Esq., an experienced class and
27 PAGA action mediator. (*Id.* at ¶ 8.) In preparation for mediation, the Parties agreed to a protocol for an
28 informal production of documents and information before mediation. (*Id.*) Prior to mediation, Plaintiff

1 obtained from Defendant, through informal discovery, documents and data that were necessary and
2 helpful to evaluate the claims asserted in this action. (*Id.*) Defendant produced a statistically sound
3 sample of time and pay records for approximately 15.1% of the putative Class, Plaintiff's personnel
4 file and time and pay records, and Defendant's written employment policies in effect during the Class
5 Period. (*Id.*) Defendant also provided information regarding the estimated number of current and
6 formerly employed Class Members, Aggrieved Employees, and PAGA Pay Periods. (*Id.*)

7 In preparation for mediation, Plaintiff's Counsel reviewed and analyzed all the information
8 Defendant provided, including the sample records and documents regarding Defendant's wage-and-
9 hour policies. (*Id.* at ¶ 9.) Plaintiff's Counsel retained a statistics expert to analyze the sample records
10 and prepare a damage analysis prior to the mediation. (*Id.*) The sample time and pay records analyzed
11 contained 35,645 actual shifts worked (representing roughly 14% of total shifts worked in the Class
12 Period), which allowed Plaintiff's expert to prepare an analysis with a reasonable degree of certainty.
13 (*Id.*) In conjunction with their extensive factual investigation, Plaintiff's Counsel also investigated the
14 applicable law regarding the claims and defenses asserted in the litigation. (*Id.*) Accordingly, Plaintiff's
15 Counsel was able to evaluate the probability of class certification, success on the merits, and
16 Defendant's maximum and realistic monetary exposure for all claims. (*Id.*) Thus, Plaintiff's and his
17 Counsel's familiarity with the facts of the case and the legal issues raised by the pleadings allowed
18 them to act intelligently in negotiating the Settlement. (*Id.*)

19 **C. Settlement Negotiations and Notice of Settlement to the LWDA**

20 On January 29, 2026, the Parties participated in a full day of private mediation with Steven
21 Rottman, Esq. (*Id.* at ¶ 10.) The negotiations were at arm's-length and, although conducted in a
22 professional manner, were adversarial. (*Id.*) The Parties went into the mediation willing to explore the
23 potential for a settlement of the dispute, but each side was also prepared to litigate their position through
24 trial and appeal if a settlement had not been reached. (*Id.*) After a full discussion regarding the strengths
25 and weaknesses of Plaintiff's claims and Defendant's defenses and with the assistance of the mediator,
26 the Parties reached a resolution, the material terms of which are set out in the Settlement. (*Id.*, Ex. 1.)

27 In compliance with Labor Code section 2699(s)(2), notice of settlement and a copy of the
28 proposed Settlement has been submitted to the LWDA along with a copy of Plaintiff's preliminary

1 approval motion and the hearing date. (*Id.* at ¶ 11, Ex. 3.) To date, the LWDA has not indicated any
2 objection to the Settlement. (*Id.* at ¶ 11.)

3 **D. Key Terms of the Proposed Settlement**

4 Under the Settlement, Defendant will pay a non-reversionary amount of *no less than*
5 **\$550,000.00** (“GSA”), subject to potential increase under an Escalator Clause, to resolve this action.
6 (Settlement, ¶ 3.1.) Defendant will separately pay its employer-side payroll taxes owed on the Wage
7 Portion of Individual Class Payments. (*Id.*) Other key terms of the Settlement are outlined in the counsel
8 declaration submitted concurrently herewith. (Moon Decl., ¶¶ 12–30.) The proposed Settlement
9 Administrator—APEX Class Action Administration—was jointly selected by the Parties based on its
10 bid of \$14,990.00. (*Id.* at ¶ 16, Ex. 5; Settlement, ¶¶ 1.1, 6.1.)

11 The Class is defined as all current and former hourly-paid or non-exempt employees of
12 Defendant in California employed during the Class Period from March 2, 2024, through February 20,
13 2026, which for the avoidance of doubt may also include Aggrieved Employees as defined below. (*Id.*
14 at ¶¶ 1.3, 1.11.) “Aggrieved Employees” is defined as all current and former hourly-paid or non-exempt
15 employees of Defendant in California employed during the PAGA Period from March 2, 2024, through
16 February 20, 2026. (*Id.* at ¶¶ 1.33, 1.31.) The Settlement allocates \$10,000.00 from the GSA for
17 settlement of the Released PAGA Claims, which will be distributed 65% (\$6,500.00) to the LWDA
18 and 35% (\$3,500.00) to Aggrieved Employees pursuant to PAGA law governing Plaintiff’s claims. (*Id.*
19 at ¶¶ 1.35, 3.2.5.) Each Aggrieved Employee will be entitled to a pro rata share of the 35% share of the
20 PAGA Penalties directly proportional to their number of PAGA Pay Periods. (*Id.* at ¶ 3.2.5.a.) This
21 results in an average Individual PAGA Payment of roughly **\$3.04** for each of the estimated 1,153
22 Aggrieved Employees (\$3,500 / 1,153), and a PAGA Pay Period value of roughly **\$0.13** for each of the
23 27,500 estimated Pay Periods in the PAGA Period (\$3,500 / 27,500). (Moon Decl., ¶ 18.)

24 The Net Settlement Amount is the Gross Settlement Amount, less the following payments in
25 the amounts approved by the Court: the Individual PAGA Payments, the LWDA PAGA Payment, the
26 Class Representative Enhancement Award, the Class Counsel Fees Payment, the Class Counsel
27 Litigation Expenses Payment, and the Administration Expenses Payment. (Settlement, ¶ 1.26.) The
28 remainder is to be paid to Participating Class Members as Individual Class Payments. (*Id.*)

Accordingly, the Net Settlement Amount will be *no less than* **\$304,176.67** for an estimated Class of **1,153 individuals**.¹ (Moon Decl., ¶ 19.) Each Class Member who does not opt-out will be entitled to a pro rata share of the Net Settlement Amount that is directly proportional to the number of Pay Periods worked during the Class Period. (Settlement, ¶ 3.2.4.) The estimated **\$304,176.67** Net Settlement Amount results in an average Individual Class Payment of roughly **\$263.81** for each of the estimated 1,153 Class Members ($\$304,176.67 / 1,153$),² and a Pay Period value of roughly **\$11.06** for each of the 27,500 estimated Pay Periods in the Class Period ($\$304,176.67 / 27,500$). (Moon Decl., ¶ 21.)

The Parties, Class Counsel, and Defense Counsel represent that they are not aware of any other pending matter or action asserting claims that will be extinguished or affected by the Settlement. (Settlement, ¶ 2.8.)

III. THE COURT SHOULD GRANT PRELIMINARY APPROVAL

The law favors the settlement of lawsuits, particularly in class actions and other complex cases. (*See, e.g., Neary v. Regents of Univ. of Cal.* (1992) 3 Cal.4th 272, 277–81.) To prevent fraud, collusion, or unfairness to the class, the settlement of a class action requires court approval. (*Dunk v. Ford Motor Co.* (1996) 48 Cal.App.4th 1794, 1800–01 [citing authority omitted].) To approve a settlement, the Court must find “the settlement is fair, adequate, and reasonable.” (*Id.*) This Court has wide discretion in making this determination. (*Mallick v. Super. Ct.* (1979) 89 Cal.App.3d 434, 438.) Fairness, adequacy, and reasonableness are presumed, as here, when: “(1) the settlement is reached through arm’s-length bargaining; (2) investigation and discovery are sufficient to allow counsel and the court to act intelligently; (3) counsel is experienced in similar litigation; and (4) the percentage of objectors is small.” (*Dunk*, 48 Cal.App.4th at p. 1802 [citing Newberg, Newberg on Class Actions (3rd ed. 1992) § 11.41].)

¹ The Net Settlement Amount was calculated by deducting the following from the \$550,000.00 GSA: \$7,500.00 for the Class Representative Enhancement Award, up to \$14,990.00 for the Administration Expenses Payment, \$10,000.00 for the PAGA Penalties to the LWDA and Aggrieved Employees, \$183,333.33 for the Class Counsel Fees Payment, and up to \$30,000.00 for the Class Counsel Expenses Payment. (Moon Decl., 19, n.1; Settlement, ¶¶ 3.2–3.2.5.)

² At this time, the actual amounts to Class Members and/or Aggrieved Employees are unknown and will be calculated by the Administrator following preliminary approval and receipt and processing of the Class Data. (Moon Decl., ¶ 21, n.2; Settlement, ¶ 6.2.) The high and low range of payments will be provided to the Court in a motion for final approval. (Moon Decl., ¶ 21, n.2.)

1 In evaluating a settlement, the trial court considers the following factors: (1) the strength of
2 plaintiff's case; (2) the risk, expense, complexity, and likely duration of further litigation; (3) the risk
3 of maintaining class action status through trial; (4) the settlement amount offered; (5) the extent of
4 discovery completed and the stage of the proceedings; (6) counsel's experience and views; (7) the
5 presence of a governmental participant; and (8) the class members' reaction to the proposed settlement.
6 (*Kullar v. Foot Locker Retail, Inc.* (2008) 168 Cal.App.4th 116, 128.) To approve a class action
7 settlement, "the court must satisfy itself that the class settlement is within the 'ballpark' of
8 reasonableness." (*Id.* at p. 133.) The record need not contain an explicit statement of the maximum
9 theoretical recovery. (*Munoz v. BCI Coca-Cola Bottling Co. of L.A.* (2010) 186 Cal.App.4th 399, 408–
10 09 [holding that *Kullar* does not require "an explicit statement of the maximum amount the plaintiff
11 class could recover if it prevailed on all its claims," but instead, only an "understanding of the amount
12 that is in controversy and the realistic range of outcomes of the litigation"].)

13 As discussed below, Plaintiff's Counsel have provided materials and information exceeding the
14 threshold required for this Court to conclude the Settlement is fair, reasonable, and adequate.

15 **A. The Settlement Is Fair, Reasonable, Adequate, and the Product of Investigation,**
16 **Litigation, and Negotiation**

17 **1. The Settlement Is the Product of Discovery, Investigation, Informed and Non-**
18 **Collusive Arm's-Length Negotiations, and Realistic Claims Analysis**

19 Courts presume the absence of fraud or collusion in the negotiation of a settlement, unless
20 evidence to the contrary is offered. (Newberg, *Newberg on Class Actions* (3rd ed. 1992) § 11.51.)
21 Settlement is favored, and settlement agreements are realistically assessed. (*Stamburgh v. Super. Ct.*
22 (1976) 62 Cal.App.3d 231, 236; *Priddy v. Edelman* (6th Cir. 1989) 883 F.2d 438, 447 ["The fact that
23 the plaintiff might have received more if the case had been fully litigated is no reason not to approve
24 the settlement."].) Thus, there is a presumption here that negotiations were conducted in good faith.

25 Here, Plaintiff's Counsel have conducted a thorough investigation into the facts of this case.
26 (Moon Decl., ¶ 31.) As previously noted, the Settlement at issue was reached through arm's-length
27 negotiations, private mediation, and the assistance of a statistics expert. (*Id.*) Based on Defendant's
28 informal class-wide discovery production, on Plaintiff's Counsel independent investigation and

1 evaluation, and on their extensive experience in wage-and-hour litigation, Plaintiff's Counsel are of the
2 opinion that the proposed Settlement is fair, reasonable, and adequate. (*Id.*)

3 Based on Plaintiff's Counsel's review of the time, payroll, and additional data provided by
4 Defendant, on Plaintiff's expert's analysis of the sample records provided by Defendant, and on
5 information from Plaintiff, Plaintiff's Counsel evaluated the estimated maximum and risk-adjusted
6 exposure that Defendant faced. (*Id.* at ¶ 32.) Specifically, based on the information provided for
7 mediation, the total estimated **realistic recovery** (adjusted for risks at certification and proof on the
8 merits) for the alleged claims, including penalties, is estimated to be **\$898,800.05**. (Moon Decl., ¶¶ 32,
9 39.) This amount was calculated as follows: **\$9,138.50** (75% discount) for the regular rate claim;
10 **\$57,199.46** (90% discount) for the off-the-clock work claim; **\$201,433.41** (75% discount) for the meal
11 period claim; **\$240,229.61** (90% discount) for the rest period claim; **\$17,187.50** (90% discount) for the
12 unreimbursed business expenses claim; **\$101,494.08** (95% discount) for the waiting time penalties
13 claim; **\$134,617.50** (95% discount) for the wage statement claim; and **\$137,500.00** (95% discount) for
14 the PAGA penalties claim. (*Id.* at ¶¶ 32–38.) The foregoing discounts were based on the evidence
15 presented for mediation and arguments made during arm's-length settlement negotiations. (*Id.*)

16 **The \$550,000.00 gross settlement figure represents roughly 61% of the total realistic**
17 **recovery.** (*Id.* at ¶ 39.) This is an excellent result for the Class, particularly because, under the
18 Settlement, Class Members will receive timely and guaranteed relief, avoiding the risk of not being
19 able to recover anything. (*Id.*)

20 **2. The Class Settlement Is Fair Considering the Parties' Respective Positions and** 21 **Significant Risks to Certification and Proof on the Merits**

22 A settlement is not judged against what a plaintiff might recover had he prevailed at trial, nor
23 does the settlement have to provide 100% of the damages sought to be fair and reasonable. (*Wershba*
24 *v. Apple Comp., Inc.* (2001) 91 Cal.App.4th 224, 246, 250 [“Compromise is inherent and necessary in
25 the settlement process . . . even if ‘the relief afforded by the proposed settlement is substantially
26 narrower than it would be if the suits were to be successfully litigated,’ this is no bar to a class settlement
27 because ‘the public interest may indeed be served by a voluntary settlement in which each side gives
28

1 ground in the interest of avoiding litigation.”] [quoting *Air Line Stewards v. Am. Airlines, Inc.* (7th
2 Cir. 1972) 455 F.2d 101, 109].)

3 Here, considering all known facts and circumstances, the risk of significant delay, trial risk,
4 appellate risk, and the defenses Defendant may assert both to certification and on the merits, the
5 Settlement is in the best interest of the Class and LWDA. (Moon Decl., ¶ 31.) While Plaintiff is
6 confident in the merits of his claims, a legitimate controversy exists as to each cause of action. (*Id.* at
7 ¶ 42.) Plaintiff also recognizes that proving the amount owed to each Class Member would be an
8 expensive, time-consuming, and uncertain proposition. (*Id.*)

9 The Settlement obviates the significant risk that this Court may deny certification of all or some
10 of Plaintiff’s claims. (*Id.* at ¶ 43.) Plaintiff’s Counsel took into account the risk of not prevailing at trial
11 due to low or no participation by Class Members. (*Id.*) Indeed, the individualized and testimony-
12 intensive nature of the claims could bar manageability of the representative claims or otherwise
13 significantly reduce any recovery whatsoever. (*Id.*) For example, the rest period and unreimbursed
14 expense claims are testimony-driven claims and the rest period claim assume a 50% violation rate,
15 which would not likely be demonstrated at trial, as it assumes either the participation of a majority or
16 all employees (which would be difficult given the reality that many, if not all, employees would be
17 unwilling to participate due to fear of retaliation), or alternatively, the use of surveys or statistical data
18 as a surrogate (which would still require the participation of a majority of employees to establish a
19 sound representation of all non-exempts). (*Id.*) Even assuming employees would be willing to
20 participate, obtaining declarations would potentially reveal that each individual employee had a
21 different experience. (*Id.*)

22 Furthermore, even if Plaintiff was able to pursue his claims on a class-wide basis and obtain
23 certification of all or some of the claims, continued litigation would be expensive, involving a trial and
24 possible appeals, and would substantially delay and reduce any recovery by the Class. (*Id.* at ¶ 44.)
25 Although the Parties have engaged in a significant amount of investigation, informal discovery, and
26 class-wide data analysis, they have not conducted extensive formal discovery. (*Id.*) Moreover,
27 preparation for class certification and a trial would remain for the Parties as well as the prospect of
28 appeals in the wake of a disputed class certification ruling for Plaintiff and/or any summary judgment

1 ruling. (*Id.*) As a result, the Parties would incur considerably more attorneys’ fees and costs through
2 trial. (*Id.*) In sum, this Settlement avoids the risks, burdens, and the accompanying expense of further
3 litigation (*Id.*)

4 The proposed \$550,000.00 Settlement therefore represents a substantial recovery when
5 compared to the reasonably forecasted recovery for the Class. (*Id.* at ¶ 45/) When considering the risks
6 of litigation, the uncertainties involved in continued litigation, the burdens of proof necessary to
7 establish liability, and the probability of appeal, it is clear the Settlement amount is within the
8 “ballpark” of reasonableness, and that preliminary settlement approval is appropriate. (*Id.*; *Kullar*,
9 *supra*, 168 Cal.App.4th at p. 133; *see Munoz, supra*, 186 Cal.App.4th at pp. 408–09.)

10 **3. The PAGA Settlement Is Fair Considering the Parties’ Respective Positions**
11 **and Significant Risks**

12 With regards to the PAGA claims, the Settlement is a fair and reasonable resolution that satisfies
13 PAGA’s dual statutory purposes of deterrence and punishment, on the one hand, and providing
14 Aggrieved Employees with genuine and meaningful relief, on the other. (Moon Decl., ¶ 40; Lab. Code
15 §§ 2698, *et seq.*) As a result of this litigation, Defendant has had to hire legal counsel, engage in informal
16 class-wide discovery, and participate in mediation. (Moon Decl., ¶ 40.) Defendant will also have to pay
17 civil penalties to the LWDA under the Settlement, assuming final settlement approval is granted. (*Id.*;
18 Settlement, ¶ 3.2.5.) Not including its own attorneys’ fees and costs as well as the employer’s share of
19 payroll taxes, Defendant will pay no less than \$550,000.00 to resolve this matter—of which \$10,000.00
20 is allocated toward the PAGA claims and will be distributed, in compliance with Labor Code section
21 2699 as 65% (\$6,500.00) to the LWDA and 35% (\$3,500.00) to Aggrieved Employees—and the release
22 obtained under the Settlement does not preclude Aggrieved Employees from pursuing any individual
23 claims they may have against Defendant or the other Released Parties. (Moon Decl., ¶ 40.)

24 Moreover, Plaintiff’s Counsel are of the opinion that because the issues here are fairly contested,
25 there is a possibility of the Court not awarding the PAGA penalties even if Plaintiff prevailed on the
26 merits due to the largely discretionary nature of awarding PAGA penalties. (*Id.*) Indeed, under PAGA,
27 a Court can reduce penalties “if, based on the facts and circumstances of the particular case, to do
28 otherwise would result in an award that is unjust, arbitrary and oppressive, or confiscatory.” (Lab. Code

§ 2699(e)(2).) In other words, were this matter to go to trial, any award granted would be at the discretion of the Court and subject to a substantial reduction. (Moon Decl., ¶ 40.) Further, Plaintiff’s Counsel took into account the risk of not being able to proceed on a representative basis due to the potential manageability issues and that even if Plaintiff prevailed at trial, penalties would likely be limited due to the largely discretionary nature of awarding PAGA penalties and in light of other defenses available to Defendant. (*Id.* at ¶ 41.) Thus, it is entirely possible that even if Plaintiff would be successful at trial, assuming he is first able to certify the claims and defeat the manageability issues presented at litigation, Plaintiff could be awarded substantially less than what was obtained through the Settlement. (*Id.*)

In sum, the \$10,000.00 PAGA Penalties allocation under the Settlement constitutes “genuine and meaningful” relief that is “consistent with the underlying purpose of the statute to benefit the public.” (*See O’Connor v. Uber Tech., Inc.* (N.D. Cal. 2016) 201 F.Supp.3d 1110, 1133–35 [denying settlement approval where allocation for PAGA claims was 0.1% of the estimated full worth].)

4. Plaintiff’s Counsel Have Extensive Experience in Class and PAGA Action Litigation, Which Was Integral to Negotiating the Settlement

The Settlement negotiations were conducted by highly capable counsel with considerable experience and demonstrated competence with litigating wage-and-hour class actions. (Moon Decl., ¶¶ 50–64.) Plaintiff’s Counsel have a strong record of vigorous and effective advocacy for their clients and are experienced in handling complex wage-and-hour class action litigation. (*Id.*) Their experience was helpful in assessing the reasonableness of the Settlement at issue here, and from this experience they concluded that this litigation could not have been settled on better terms than provided under the Settlement. (*Id.* at ¶ 65.) Although Plaintiff and his counsel were prepared to try the claims alleged in the litigation, they support the proposed Settlement as being in the best interest of the Class based on objective evidence that has been considered and weighed against the risks, expenses, and time consumption to both sides of continued litigation. (*Id.* at ¶¶ 10, 31.)

B. The Proposed Attorneys’ Fees and Costs Are Reasonable

Subject to the Court’s approval, the Settlement provides a fee application of one-third of the Gross Settlement Amount, currently estimated to be \$183,333.33, and litigation costs up to

1 \$30,000.00.³ (Settlement, ¶ 3.2.2.) These amounts are disclosed to Class Members in the proposed
2 Class Notice and are reasonable. (*Id.* at Ex. A.)

3 **1. Counsel Request a Fees Award Based On the “Common Fund” Method**

4 California courts have long awarded attorneys’ fees as a percentage of the benefit created by
5 counsel in pursuing claims on behalf of a class. (*See, e.g., Serrano v. Priest* (1977) 20 Cal.3d 25.) The
6 California Supreme Court has held, “when a number of persons are entitled in common to a specific
7 fund, and an action brought by a plaintiff or plaintiffs for the benefit of all results in the creation or
8 preservation of that fund, such plaintiff or plaintiffs may be awarded attorney’s fees out of the fund.”
9 (*Id.* at p. 34.)

10 Plaintiff’s Counsel seek an award of attorneys’ fees on the “percentage of recovery/common
11 fund” theory. (Moon Decl., ¶ 67.) The purpose of this approach is to “spread litigation costs
12 proportionately among all the beneficiaries so that the active beneficiary does not bear the entire burden
13 alone.” (*Vincent v. Hughes Air W., Inc.* (9th Cir. 1977) 557 F.2d 759, 769.) In *Quinn v. State of*
14 *California* (1975) 15 Cal.3d 162, the California Supreme Court stated, “one who expends attorneys’
15 fees in winning a suit which creates a fund from which others derive benefits, may require those passive
16 beneficiaries to bear a fair share of the litigation costs.” (*Id.* at p. 167.) Similarly, in *City and County of*
17 *San Francisco v. Sweet* (1995) 12 Cal.4th 105, the California Supreme Court recognized that the
18 common fund doctrine has been applied “consistently in California when an action brought by one
19 party creates a fund in which other persons[] are entitled to share.” (*Id.* at pp. 110–11 [pincite omitted].)

20 The California Supreme Court affirmed in *Laffitte v. Robert Half International Inc.* (2016) 1
21 Cal.5th 480 that, “when class action litigation establishes a monetary fund for the benefit of the class
22 members, and the trial court in its equitable powers awards class counsel a fee out of that fund, the
23 court may determine the amount of a reasonable fee by choosing an appropriate percentage of the fund
24 created.” (*Id.* at p. 503.) The court explained: “The recognized advantages of the percentage method—
25 including relative ease of calculation, alignment of incentives between counsel and the class, a better
26

27
28 ³ Plaintiff’s Counsel’s current litigation costs are \$28,356.92, and they anticipate incurring
additional costs up to final approval. (Moon Decl., ¶¶ 15, 72, Ex. 4.)

1 approximation of market conditions in a contingency case, and the encouragement it provides counsel
2 to seek an early settlement and avoid unnecessarily prolonging the litigation[]—convince us the
3 percentage method is a valuable tool that should not be denied our trial courts.” (*Id.* [internal citations
4 omitted].) This line of legal authority supports a request for attorneys’ fees based on the percentage of
5 recovery/common fund method.

6 **2. The Requested Fee Award Is in Line with Typical Cases**

7 According to a leading treatise on class actions: “No general rule can be articulated on what is
8 a reasonable percentage of a common fund. Usually 50% of the fund is the upper limit on a reasonable
9 fee award from a common fund in order to assure that the fees do not consume a disproportionate part
10 of the recovery obtained for the class, although somewhat larger percentages are not unprecedented.”
11 (Newberg, *Newberg on Class Actions* (3rd ed. 1992) § 14.03.) Attorneys’ fees that are fifty percent of
12 the fund are typically considered the upper limit, with thirty to forty percent commonly awarded in
13 cases where the settlement is relatively small. (*Id.*; *see also Van Vranken v. Atlantic Richfield Co.* (N.D.
14 Cal. 1995) 901 F.Supp. 294, 297 [stating that most cases where 30–50% was awarded involved
15 “smaller” settlement funds of under \$10 million].)

16 Here, Plaintiff’s Counsel’s fees request for one-third of the GSA, is in line with the prevailing
17 guidelines established in California case law and academic literature and is consistent with awards in
18 California. (*Compare* Settlement, ¶ 3.2.2, *with Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66,
19 n.11 [“Empirical studies show that, regardless whether the percentage method or the lodestar method
20 is used, fee awards in class actions average around one-third of the recovery.”].) Accordingly, Plaintiff
21 requests the Court preliminarily approve the attorneys’ fees as negotiated by the Parties.

22 **3. This Matter Involves a “Fee-Shifting” Provision of the Labor Code**

23 Labor Code sections 218.5, 226, 1194, 2699, and 2802 provide for the recovery of reasonable
24 fees and costs of suit, for the claims made in this action. (Lab. Code §§ 218.5, 226, 1194, 2699(k)(1),
25 2802(d).) Under these sections, Plaintiff would be permitted to recover his actual attorneys’ fees, even
26 if those fees were larger than the total class recovery at the conclusion of this case. (*Id.*) This Settlement
27 is beneficial in that it limits the risk of continued expenses and consumption of time, energy, and
28 resources facing Defendant while at the same time rewarding Plaintiff’s Counsel for their decision to

1 assume risk by taking on this matter on a contingent basis with no guarantee of recovery. (Moon Decl.,
2 ¶¶ 69–71.) In fact, prosecution of this action involved significant financial risk for Plaintiff’s Counsel.
3 (*Id.*) Once Plaintiff’s Counsel undertook this litigation, they committed to pursue it to its conclusion,
4 placing their fiduciary duty to the Class ahead of all other concerns. (*Id.* at ¶ 70.)

5 **4. Counsel’s Experience, Reputation, and Ability Support the Fees Request**

6 As demonstrated by their past experience in pursuing class actions on behalf of consumers and
7 employees, Plaintiff’s Counsel possess considerable expertise in litigating class actions. (*Id.* at ¶¶ 50–
8 64.) Plaintiff’s Counsel have been involved as lead counsel or co-counsel in numerous class actions
9 that resulted in millions in recovery. (*Id.*) As noted above, their experience in wage-and-hour litigation
10 was integral in evaluating the strengths and weaknesses of the case against Defendant and the
11 reasonableness of the Settlement. (*Id.* at ¶ 65.) Practice in the narrow field of wage-and-hour litigation
12 requires skill and knowledge concerning the rapidly evolving substantive law (state and federal) as well
13 as the procedural law of class action litigation. (*Id.* at ¶ 63.) Based on these and other factors, Plaintiff’s
14 Counsel have frequently received fee awards of this percentage from the gross recovery for the class.
15 (*See id.* at ¶¶ 54, 59, 62.) Because it is reasonable to compensate counsel commensurate with their skill,
16 reputation, and experience, the requested fee award is supported here.

17 **C. The Enhancement Award to Plaintiff Is Reasonable**

18 Named plaintiffs in class action lawsuits “are eligible for reasonable incentive payments to
19 compensate them for the expense or risk they have incurred in conferring a benefit on other members
20 of the class.” (*Munoz, supra*, 186 Cal.App.4th at p. 412.) Courts routinely grant approval of class action
21 settlement agreements containing enhancements for the class representatives, which are necessary to
22 provide incentive to represent the class and are appropriate given the benefit the class representatives
23 help to bring about for the class. (*See Rodriguez v. W. Publ’g Corp.* (9th Cir. 2009) 563 F.3d 948, 958–
24 59.) Service awards are particularly important to plaintiffs in wage-and-hour cases because they
25 promote the important public policies underlying the wage-and-hour laws. This strong policy is
26 codified in California Labor Code section 90.5, which provides, “[i]t is the policy of this state to
27 vigorously enforce minimum labor standards in order to ensure employees are not required or permitted
28 to work under substandard unlawful conditions . . .” (Lab. Code § 90.5.) Nonetheless, the California

1 Supreme Court has noted that “retaliation against employees for asserting statutory rights under the
2 Labor Code is widespread,” despite anti-retaliation statutes designed to protect employees. (*Gentry v.*
3 *Super. Ct.* (2007) 42 Cal.4th 443, 460–61.) In this context, class representatives should be rewarded for
4 assuming the risk of retaliation for the sake of class members. (*See Frank v. Eastman Kodak Co.*
5 (W.D.N.Y. 2005) 228 F.R.D. 174, 187.)

6 Under the Settlement here, subject to the Court’s approval, a Class Representative Enhancement
7 Award of \$7,500.00 will go to Plaintiff, in addition to his amount as a Class Member. (Settlement, ¶¶
8 1.13, 3.2.1.) This award is for initiating and providing services in support of the Action. (*Id.* at ¶ 1.13.)
9 Plaintiff has devoted a great deal of time and work assisting counsel in the case and communicated with
10 counsel frequently for litigation and to prepare for mediation. (Moon Decl., ¶¶ 46–49; Plaintiff Decl.,
11 ¶¶ 11–21.) The requested award is fair and reasonable, particularly considering the substantial benefits
12 Plaintiff generated for all Class Members. (Moon Decl., ¶ 46–49.)

13 When compared with the amounts awarded in typical class action cases, the amount requested
14 here is particularly reasonable. A 2006 study examining the average incentive award given to class
15 action plaintiffs from 1993 to 2002 found that the “average award per class representative was \$15,992
16 and the median award per class representative was \$4357.” (Eisenberg & Miller, *Incentive Awards to*
17 *Class Action Plaintiffs: An Empirical Study* (2006) 53 UCLA L. Rev. 1303, 1307–08.) The same study
18 found that named plaintiffs in employment discrimination class actions received an average award of
19 \$69,850 and a median award of \$31,081, while named plaintiffs in other employment class actions
20 received an average award of \$12,121 and a median award of \$13,059. (*Id.* at p. 1333.) The authors of
21 the study found that higher awards in employment cases reflected the “courts’ wish to make
22 representative plaintiffs whole by compensating them for the high costs of their service to the class,
23 including risks of stigmatization or retaliation on the job.” (*Id.* at p. 1308.)

24 **IV. CERTIFICATION FOR SETTLEMENT PURPOSES IS WARRANTED**

25 **A. Legal Standard**

26 The proposed Settlement Class is well suited for class certification. The claims all derive from
27 a core set of alleged violations of California’s wage and hour laws and regulations. (Moon Decl., ¶¶ 4–
28 5.) For the reasons set forth more fully below, the Class, for purposes of Settlement, satisfies the

1 prerequisites for certification under Code of Civil Procedure section 382. (Code Civ. Proc. § 382.)
2 Section 382 provides that “when the question is one of a common or general interest, of many persons,
3 or when the parties are numerous, and it is impracticable to bring them all before the court, one or more
4 may sue or defend for the benefit of all.” (*Id.*) There are two requirements to section 382: “(1) there
5 must be an ascertainable class[]; and (2) there must be a well defined community of interest in the
6 questions of law and fact involved affecting the parties to be represented.” (*Daar v. Yellow Cab Co.*
7 (1967) 67 Cal. 2d 695, 704 [internal citations omitted].) To clarify these requirements, the California
8 Supreme Court has looked to Federal Rule of Civil Procedure 23 to explain that the community-of-
9 interest requirement itself embodies three factors: “(1) predominant common questions of law or fact;
10 (2) class representatives with claims or defenses typical of the class; and (3) class representatives who
11 can adequately represent the class.” (*Richmond v. Dart Indus., Inc.* (1981) 29 Cal. 3d 462, 470.)

12 California law and policy favor the fullest and most flexible use of the class action device. (*Id.*
13 at pp. 469–73.) Indeed, “Courts long have acknowledged the importance of class actions as a means to
14 prevent a failure of justice in our judicial system” particularly where the rights of consumers are at
15 issue. (*Linder v. Thrifty Oil Co.* (2000) 23 Cal. 4th 429, 434.) Any doubt as to the appropriateness of
16 class treatment should be resolved in favor of certification. (*Richmond, supra*, 29 Cal.3d at pp. 473–
17 75.)

18 **B. The Criteria for Class Certification Are Satisfied**

19 **1. The Class Is Ascertainable and Numerous**

20 When determining whether a class is ascertainable, California courts focus on the following
21 three factors: “(1) the class definition, (2) the size of the class and (3) the means of identifying class
22 members.” (*Miller v. Woods* (1983) 148 Cal.App.3d 862, 873.) Here, Plaintiff maintains there is an
23 easily ascertainable Class, defined by objective and precise criteria. (Settlement, ¶¶ 1.3, 1.11.) The
24 proposed Class that Plaintiff seeks to represent is ascertainable because (1) the Class definition is
25 sufficiently precise, (2) the Class consists of about 1,153 individuals, and (3) Class Members can be
26 readily identified by Defendant’s records. (*Id.* at ¶¶ 1.3, 1.11.) Because Class Members are identified
27 using specific criteria in the regular business records of Defendant—their employment by Defendant
28 in California, non-exempt classification, hourly wage, and actual work during the Class Period—the

1 Class is ascertainable. (*See Wilner v. Sunset Life Ins. Co.* (2000) 78 Cal.App.4th 952, 959–60 [class
2 membership defined by ownership of product that is the subject of the lawsuit is sufficient to make the
3 class ascertainable].) “The requirement of Code of Civil Procedure section 382 that there be ‘many’
4 parties to a class action suit is indefinite and has been construed liberally.” (*Rose v. City of Hayward*
5 (1981) 126 Cal.App.3d 926, 934.) “Where a question is of common interest to ‘many’ persons, an
6 action may be maintained as a class action even where the parties are numerous and it is in fact
7 practicable to join them all.” (*Id.*) “No set number is required as a matter of law for the maintenance of
8 a class action.” (*Id.*) “Thus, our Supreme Court has upheld a class representing the 10 beneficiaries of
9 a trust in an action for removal of the trustees.” (*Id.* [citing *Bowles v. Super. Ct.* (1955) 44 Cal.2d 574];
10 *see also Collins v. Rocha* (1972) 7 Cal.3d 232 [upholding a class of 9 plaintiffs and 35 members].)
11 Therefore, numerosity is plainly satisfied.

12 **2. There Are Many Common Issues of Law and Fact Which Predominate**

13 To satisfy the community of interest requirement, a proponent must show (1) common questions
14 of law and fact that predominate over individual issues, (2) class representatives have claims or
15 defenses typical of the class, and (3) class representatives adequately represent the class. (*Dunk, supra*,
16 48 Cal.App.4th at p. 1806.) This inquiry tests whether proposed classes are sufficiently cohesive to
17 rationally warrant adjudication by representation. (*See, e.g., Clothesrigger, Inc. v. GTE Corp.* (1987)
18 191 Cal.App.3d 605, 611–12.)

19 Here, Plaintiff’s claims satisfy all three requirements. The employment practices at issue
20 include whether Defendant: paid employees all minimum, overtime, meal premium, and sick pay wages
21 owed; reimbursed employees for necessary business expenses; provided employees with and authorize
22 meal and rest periods or paid premiums for non-compliant breaks; paid all final wages to employees at
23 the time of termination; intentionally failed to pay all final wages; provided inaccurate itemized wage
24 statements and whether Class Members were harmed; engaged in unfair business practices; and
25 violated civil penalty provisions under PAGA. (Moon Decl., ¶¶ 4–5.) Plaintiff contends the factual and
26 legal issues are the same for all Class Members, and further that all Class Members suffered from and
27 seek redress for the same alleged injuries. (Plaintiff Decl., ¶¶ 5–6.) Considering Class Members would
28 need to prove the same issues of law and fact to prevail, and their legal remedies are identical, it would

1 be preferable to resolve all claims through a settlement than to force each Class Member to litigate their
2 own individual claims. Thus, the Court should grant conditional class certification for settlement
3 purposes because common questions of law and fact predominate over any individual questions within
4 the Class.

5 **3. Plaintiff's Claims Are Typical of the Claims of the Class**

6 The typicality requirement does not focus on the individual characteristics or circumstances of
7 the representative plaintiff compared to those of the remainder of the class, but rather, upon the
8 typicality of the proposed representative's claims as they relate to the defendant's conduct and
9 activities. (*Classen v. Weller* (1983) 145 Cal.App.3d 27, 47 ["The only requirements are [sic] that
10 common questions of law and fact *predominate* and that the class representative be *similarly* situated"
11 vis-à-vis the class.] [emphasis in original].) A representative plaintiff's claims are typical of the class
12 if they arise from the same event, practice, or course of conduct, and if the claims rest on the same legal
13 theories. (*Id.*) That is precisely the case here. Plaintiff is a former employee of Defendant and alleges
14 he was subject to the same policies and practices as other similarly situated employees. (Plaintiff Decl.,
15 ¶¶ 3–7.)

16 **4. Plaintiff and His Counsel Meet the Adequacy Requirement**

17 The adequacy of representation requirements is met by fulfilling two conditions: (1) a named
18 plaintiff must be represented by counsel qualified to conduct the pending litigation, and (2) a named
19 plaintiff's interests cannot be antagonistic to those of the class. (*McGhee v. Bank of Am.* (1976) 60
20 Cal.App.3d 442, 450.)

21 Here, all requirements are met. Plaintiff retained counsel with extensive experience in
22 prosecuting complex class actions, including similar class actions that previously settled. (Moon Decl.,
23 ¶¶ 50–64.) Based on their experience, Plaintiff's Counsel unquestionably are "qualified, experienced
24 and generally able to conduct the proposed litigation." (*Miller, supra*, 148 Cal.App.3d at p. 874.)
25 Plaintiff has, with counsel, litigated this case and diligently reviewed the settlement terms, showing
26 dedication, and with full knowledge and acceptance of duties, he has committed to his role as Class
27 Representative. (Plaintiff Decl., ¶¶ 11–21.) In addition, Plaintiff and his Counsel have no conflicts with
28 one another, other Class Members, or the proposed Administrator. (*Id.* at ¶¶ 8–10; Moon Decl., ¶ 66.)

1 **5. A Class Action Is Superior to a Multiplicity of Litigation**

2 Finally, in making its class certification decision, the Court must determine that a class action
3 would be superior to alternative means for the fair and efficient adjudication of the litigation. (*See*
4 *Leyva v. Medline Indus. Inc.* (9th Cir. 2013) 716 F.3d 510, 514–15.) By consolidating many potential
5 individual actions into a single proceeding, this Court’s use of the class action device enables it to
6 manage this litigation in a manner that serves the economics of time, effort, and expense for the litigants
7 and the judicial system. (*Id.*) Absent class treatment, similarly situated employees with small, but
8 nevertheless meritorious, claims for damages would, as a practical matter, have no means of redress
9 because of the time, effort, and expense required to prosecute individual actions. (*Id.* at p. 515; *Gentry*,
10 *supra*, 42 Cal.4th at pp. 457–62.) Moreover, in the context of settlement, the superiority concerns are
11 essentially non-existent. (*See generally, e.g., Stamburgh, supra*, 62 Cal.App.3d.)

12 **V. THE PROPOSED CLASS NOTICE IS CONSTITUTIONALLY SOUND AND**
13 **SATISFIES RULES OF COURT**

14 Class Notice requirements are set forth in the California Rules of Court. (Cal. Rules of Court,
15 rule 3.766(e)–(f), rule 3.769(f).) Here, the proposed Class Notice, in the form attached to the Settlement
16 as **Exhibit A**, meets all the requirements of California Rules of Court. The Class Notice summarizes
17 the proceedings to date and the terms and conditions of the proposed Settlement in an informative and
18 coherent manner. (Settlement, ¶ 6.4, Ex. A.) It also states that the final approval decision has yet to be
19 made, and provides the date, time, and location of the Final Approval Hearing. (*Id.*) It explains the right
20 and procedures to opt-out, challenge the allocated Pay Periods, or submit any written objections and/or
21 arrange to appear at the Final Approval Hearing and verbally state any objections. (Settlement, ¶ 6.13.)
22 It makes clear the Settlement does not constitute an admission of liability by Defendant, who denies all
23 liability, and it recognizes that this Court has not ruled on the merits of the action. (Settlement, Ex. A.)
24 Thus, the proposed Notice meets all the requirements of California Rule of Court 3.769(f). (Cal. Rules
25 of Court, rule 3.769(f).)

26 The Class Notice also fulfills the requirement of neutrality in class notices. (Newberg, Newberg
27 on Class Actions (3rd ed. 1992) § 8.39.) Accordingly, the Class Notice complies with the standards of
28 fairness, completeness, and neutrality required of a combined settlement-certification class notice.

1 California law vests the Court with broad discretion in fashioning an appropriate notice
2 program. (*Cartt v. Super. Ct.* (1975) 50 Cal.App.3d 960, 970, 973–74.) There is no statutory or due
3 process requirement that all class members receive actual notice, but in this matter, Class Members will
4 receive direct mailed notice, which is the best possible form of notice under the circumstances.
5 (Settlement, ¶ 6.4.) As the Court of Appeals has explained, “[t]he notice given should have a reasonable
6 chance of reaching a substantial percentage of the Class Members . . .” (*Cartt*, 50 Cal.App.3d at p. 974.)

7 **VI. CONCLUSION**

8 For the foregoing reasons, Plaintiff respectfully requests the Court grant this motion, enter the
9 proposed order submitted herewith regarding preliminary approval, and set a final approval hearing no
10 earlier than 120 days from the preliminary approval order.

11 Respectfully submitted,

12 Dated: September 9, 2026

MOON LAW GROUP, PC

13
14 By: _____

Kane Moon
Allen Feghali
S. Phillip Song

Attorneys for Plaintiff

15
16
17
18
19
20
21
22
23
24
25
26
27
28