

**BLUMENTHAL NORDREHAUG BHOWMIK
DE BLOUW LLP**

Norman B. Blumenthal (SBN 068687)
Kyle R. Nordrehaug (SBN 205975)
Aparajit Bhowmik (SBN 248066)
Victoria B. Rivapalacio (SBN 275115)
2255 Calle Clara
La Jolla, CA 92037
Telephone: (858) 551-1223
Facsimile: (858) 551-1232
Email: Kyle@bamlawca.com

Attorneys for Plaintiffs

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
IN AND FOR THE COUNTY OF SAN DIEGO**

PAMELA RACE, SUSAN MOHAMED,
and JUDITH SMULAND, on behalf of
others similarly situated and the State of
California under the Private Attorneys
General Act,

Plaintiffs,

vs.

OUTHWEST HEALTHCARE SYSTEM
AUXILIARY; SOUTHWEST
HEALTHCARE INLAND VALLEY
HOSPITAL; SOUTHWEST
HEALTHCARE RANCHO SPRINGS
HOSPITAL; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: **24CU021889C**

**DECLARATION OF KYLE NORDREHAUG
IN SUPPORT OF MOTION TO APPROVE
PAGA SETTLEMENT**

Judge: Hon. Matthew C. Braner
Dept.: 60

Action Filed: November 12, 2024
Trial Date: Not set

1
2 I, Kyle Nordrehaug, declare as follows:

3 1. I am a partner of the law firm of Blumenthal Nordrehaug Bhowmik De Blouw LLP
4 (“BNBD”), attorneys for Plaintiff Judith Smuland. As such, I am fully familiar with the facts,
5 pleadings and history of this matter. I am submitting this declaration in support of the Stipulation to
6 Approve PAGA Settlement in this matter. The following facts are within my own personal knowledge,
7 and if called as a witness, I could and would testify competently to the matters stated herein.

8 2. A declaration is being submitted in support of the Motion for an Order granting approval of
9 the Private Attorneys General Act of 2004, California Labor Code § 2698 et seq. (“PAGA”)
10 representative action settlement. The settlement reached between Plaintiffs Pamela Race, Susan
11 Mohamed, and Judith Smuland (collectively, “Plaintiffs”) and Defendant Universal Health Services
12 of Rancho Springs, Inc. (“Defendant”) is set forth in the Private Attorneys General Act Settlement
13 Agreement and Release (“Settlement Agreement” or “Settlement” or “Agreement”) submitted with
14 the stipulation.
15

16 Experience of BNBD

17 3. I have represented hundreds of thousands of employees in hundreds of legal matters,
18 including PAGA lawsuits and hundreds of employment class actions. Blumenthal Nordrehaug
19 Bhowmik De Blouw LLP’s practice is devoted almost entirely to the prosecution of wage and hour
20 class action and PAGA action matters. The attorneys at Blumenthal Nordrehaug Bhowmik De
21 Blouw LLP have been appointed lead counsel in hundreds of contested motions for class
22 certification including many consolidated wage and hour matters.

23 (a) Blumenthal Nordrehaug Bhowmik De Blouw LLP was responsible for
24 handling the briefing and argument that resulted in the landmark ruling of *Sakkab v. Luxottica Retail*
25 *N. Am., Inc.*, 803 F.3d 425 (9th Cir. 2015). There, Blumenthal Nordrehaug Bhowmik De Blouw LLP
26 overcame opposition by Littler Mendelson and amici Curiae briefs submitted by Mayer Brown LLP
27 to persuade the Ninth Circuit of the importance of the substantive rights of the State of California
28

1 under the California Private Attorney General Act of 2004 ("PAGA"). Blumenthal Nordrehaug
2 Bhowmik De Blouw LLP took the lead on this case where the ruling was the reaffirmation of the
3 PAGA statute and the Iskanian rule. Blumenthal Nordrehaug Bhowmik De Blouw LLP also has
4 engaged in noted appellate work on the subject of class actions in the California Court of Appeals
5 resulting in the opinions handed down in *Securitas Sec. Services USA, Inc. v. Superior Court*, 234
6 Cal. App. 4th 1109, 184 Cal. Rptr. 3d 568 (2015) (class or representative action waiver in an
7 employment-related arbitration agreement was unenforceable); *Altman v. Solarcity Corp.*, No.
8 D067582, 2016 Cal. App. Unpub. LEXIS 3536 (Ct. App. May 13, 2016) (same). In 2015,
9 Blumenthal Nordrehaug Bhowmik De Blouw LLP received an award from the Daily Journal for Top
10 Appellate Reversal, and I received an award from the Daily Journal as Top Labor & Employment
11 Attorney 2016.

12 (b) Blumenthal Nordrehaug Bhowmik De Blouw LLP has litigated hundreds of
13 PAGA claims. In particular, in the last several years Blumenthal Nordrehaug Bhowmik De Blouw
14 LLP negotiated court-approved PAGA settlements with: (i) Mattress Firm in the amount of
15 \$3,750,000 (*Miller v. Mattress Firm*, Santa Clara County Superior Court Case No. 17CV313148);
16 (ii) CH Robinson in the amount of \$630,000 (*Poublon v. C.H. Robinson*, U.S.D.C. Central District
17 of California Case No. 12-06654); (iii) Accentcare in the amount of \$500,000 (*Lanuza v.*
18 *Accentcare*, San Francisco Superior Court Case No. CGC-18-565521); (iv) Prime Healthcare in the
19 amount of \$700,000 (*Ortega v. Prime Healthcare Paradise Valley, LLC*, Superior Court of
20 California for the County of San Diego, Case No. 37-2014-00011240); (v) Planet Beauty in the
21 amount of \$200,000 (*Sanchez v. Beena Beauty Holding, Inc.*, Superior Court of California for the
22 County of Los Angeles, Case No. BC566065); (vi) Holman Automotive Group in the amount of
23 \$580,000 (*Gabriel v. KUNI SDI, LLC*, et al., Superior Court of California for the County of San
24 Diego, Case No. 37-2017-00025191); (vii) Aircraft Service International in the amount of
25 \$1,100,000 (*Martin v. Aircraft Service International, Inc.*, et al., Superior Court of California,
26 County of San Francisco Case No. CGC-18-566072); (viii) Easy Driving School in the amount of
27 \$896,000 (*Thomas v. Easy Driving School*, Superior Court for the County of San Diego, Case No.
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1 37-2018-00047639); (ix) Café Rio in the amount of \$835,000 (*Quincho v. Café Rio*, Superior Court
2 for the County of San Bernardino, Case No. CIVDS2011822); (x) Altamed in the amount of
3 \$1,570,000 (*Meek v. Altamed Health Services*, Superior Court for the County of Los Angeles, Case
4 No. 20STCV47464); (xi) Lululemon in the amount of \$1,200,000 (*O'Donnell v. Lululemon USA,*
5 *Inc.*, Superior Court for the County of Ventura, Case No. 56-2020-00542441); (xii) Yourmechanic in
6 the amount of \$1,285,000 (*Provost v. Yourmechanic, Inc.*, Superior Court for the County of San
7 Diego, Case No. 37-2017-00024056); (xiii) Oakhurst in the amount of \$380,000 (*Neff v. Oakhurst*
8 *Industries*, Superior Court for the County of Los Angeles, Case No. 21STCV21110); (ix) Gurnick
9 Academy of Medical Arts in the amount of \$545,000 (*Serna v. Gurnick Academy of Medical Arts*,
10 Superior Court for the County of San Mateo, Case No. 22-CIV-01185); and, (xi) *Gonzalez v.*
11 *Lancaster Hospital Corporation* (Los Angeles Superior Court Case No. 22AVCV00254). Based
12 upon our significant experience litigating claims for PAGA penalties, the opinion of experience
13 counsel is that this is an excellent settlement and the PAGA Payment here is greater on a per pay
14 period basis than similar settlements that my firm has previously negotiated, and which courts have
15 approved.

16 (c) Then Chief Judge Irma Gonzales in a consolidated class action representing
17 hundreds of armed forces officers held that Blumenthal Nordrehaug Bhowmik De Blouw LLP was
18 "qualified counsel with extensive experience in class action litigation." *McPhail v. First Command*
19 *Fin. Planning, Inc.*, 247 F.R.D. 598, 611 (S.D. Cal. 2007). Examples of other contested actions
20 where class certification was granted Blumenthal Nordrehaug Bhowmik De Blouw LLP was
21 appointed lead class counsel in wage and hour class actions in Federal Court include *Schulz v.*
22 *Qualxserv, LLC*, 2012 U.S. Dist. LEXIS 58561 (S.D. Cal. 2012); *Dobrosky v. Arthur J. Gallagher*
23 *Serv. Co., LLC*, No. EDCV 13-0646 JGB (SPx), 2014 U.S. Dist. LEXIS 106345 (C.D. Cal. July 30,
24 2014); *Culley v. Lincare Inc.*, No. 2:15-cv-00081-MCE-CMK, 2016 U.S. Dist. LEXIS 105704 (E.D.
25 Cal. Aug. 10, 2016); *Nelson v. Avon Prods.*, No. 13-cv-02276-BLF, 2015 U.S. Dist. LEXIS 51104
26 (N.D. Cal. Apr. 17, 2015); *Orozco v. Illinois Tool Works*, U.S.D.C. Case No. 14-cv-02113-MCE,
27 2016 U.S. Dist. LEXIS 158115 (E.D. Cal. February 17, 2017); *Metrow v. Liberty Mutual*, U.S.D.C.

1 Case No. EDCV 16-1133 JGB (C.D. Cal. May 1, 2017). Some examples of heavily contested State
2 Court wage and hour class actions where class certification was obtained and BNBD was appointed
3 lead class counsel include *Vakili v. Dignity Health, et al.*, San Francisco Superior Court, Case No.
4 CGC-18-569456 (December 16, 2021); *Armstrong v. Ruan Transport*, San Bernardino Superior
5 Court, Case No. CIVDS1605897 (August 11, 2020); *Spears v. Health Net of California*, Sacramento
6 County Superior Court, Case No. 34-2017-00210560 (Oct. 8, 2019); *El Pollo Loco Wage and Hour*
7 *Cases*, Orange County Superior Court, JCCP Case No. 4957 (July 30, 3018); *Torrento v. Lucile*
8 *Packard Children's Hospital*, Santa Clara County Superior Court Case No. 2016-1-CV-291035 (July
9 17, 2018); *Salem v. Alliance*, San Bernadino Superior Court, Case No. CIVRS1401129 (March 8,
10 2016); *Rivers v. Veolia*, Sonoma County Superior Court Case No. SCV 255350 (March 9, 2016);
11 *Mathies v. Union Bank*, San Francisco Superior Court Case No. CGC-10-498077 (Sept. 11, 2013);
12 *Jefferson v. Bottling Co, LLC*, Orange County Superior Court Case No. 30-2009-00180102-CU-OE-
13 CXC (Sept. 7, 2010); *Rangel v. Balboa Ambulance Co.*, 37-2008-00095700-CU-BT-CTL (Fe. 11,
14 2010); *Tan v. CSAA*, Orange County Superior Court, Case No. 30-2008-00231219 (Nov. 23, 2009).

15 (d) Over the course of the litigation, a number of attorneys in my firm have
16 worked on this matter. Their credentials are reflected in the Blumenthal Nordrehaug Bhowmik De
17 Blouw LLP firm resume, a true and correct copy of which is attached hereto as Exhibit #1. Some of
18 the major cases our firm has undertaken are also set forth in Exhibit #1. The bulk of the attorneys
19 involved in this matter at Blumenthal Nordrehaug Bhowmik De Blouw LLP have had extensive
20 representative and class litigation experience, much of it in the area of employment class actions,
21 unfair business practices and other complex litigation. The attorneys at my firm have extensive
22 experience in cases involving labor code violations and overtime claims. Class Counsel has litigated
23 similar wage and hour cases against other employers on behalf of employees, including cases against
24 Sharp Healthcare, Walmart, Legoland, See's Candies, Securitas, Okta, El Pollo Loco, Automobile
25 Association, Marriott, Total Renal, Solarcity, Penske, Universal Protection Services, Panda Express,
26 Redfin, Instacart, Verizon, Apple, Wells Fargo, Kaiser, Culinart, Space Exploration, Time Warner,
27 and California State Automobile Association. It is this level of experience which enabled the firm to
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1 undertake the instant matter and to successfully combat the resources of the defendants and their
2 capable and experienced counsel. On account of the concerted and dedicated effort this case
3 required in order to properly handle and prosecute, Class Counsel were precluded from taking other
4 cases, and in fact, had to turn away other potential fee generating cases.

5
6 The Settlement and Its Terms Are Fair, Reasonable and Adequate:

7 4. On February 13, 2025, Plaintiff Smuland filed with the LWDA and served on
8 Defendant a notice under Labor Code section 2699.3, stating that Plaintiff Smuland intended to
9 serve as a proxy of the LWDA to recover civil penalties on behalf of Aggrieved Employees for
10 alleged Labor Code violations (the “Smuland PAGA Notice”). A true and correct copy of the
11 Smuland PAGA Notice is attached hereto as Exhibit #2. The Smuland PAGA Notice alleged
12 violations of California Labor Code §§ 201, 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246,
13 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100, 2802, California Code of Regulations, Title
14 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14)
15 (Failure to Provide Seating), and the applicable Industrial Welfare Commission Wage Order(s), and
16 attached a copy of the complaint by Plaintiff Smuland as an exhibit to the Sandoval PAGA Notice.
17 The LWDA elected not to investigate the alleged violations. Accordingly, by operation of law
18 (Labor Code § 2699(a) and § 2699.3(a)), Plaintiff Smuland was “deputized” to proceed with a civil
19 lawsuit for civil penalties under PAGA.

20 5. On April 22, 2025, Plaintiff Smuland commenced the Smuland Action by filing a
21 Complaint in the Riverside County Superior Court, Case No. CVRI2502180, alleging a cause of
22 action against Defendant for Civil Penalties Under PAGA.

23 6. On January 21, 2026, the Parties attended private mediation with experienced wage
24 and hour mediator, Tripper Ortman, which resulted in a settlement. The Parties reached a settlement
25 of the Action for the Gross Settlement Amount of \$841,579.00.

26 7. In this case, the Settlement reached in the total non-reversionary amount of
27 \$841,579.00 as the Gross Settlement Amount, as set forth in the Agreement, is the product of
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1 substantial effort by the Parties and counsel should be approved as fair, reasonable and adequate.
2 The Settlement was the result of arms-length negotiations during mediation and extensive follow up
3 thereafter between experienced counsel. The Settlement was only reached after factual and legal
4 investigation and research, careful evaluation of the respective parties' strengths and weaknesses, and
5 diligent negotiation efforts. The settlement is a negotiated compromise which took into account
6 risks related to liability, penalties, and all the defenses asserted by Defendant. I believe in the
7 fairness of the settlement that is based on factoring in the uncertainty and risks to Plaintiffs involved
8 in not prevailing on the PAGA claim or the theories alleged and potential for appeals. Based on the
9 foregoing data and our own independent investigation and evaluation, I am of the opinion that the
10 settlement with the Defendant for the consideration and on the terms set forth in the Settlement is
11 fair, reasonable, and adequate in light of all known facts and circumstances, including the risk of
12 significant delay, the defenses asserted by Defendant, and numerous potential appellate issues.

13 8. PAGA Counsel seek approval of attorneys' fees from the PAGA settlement in the
14 amount of 280,526.33 representing one-third of the \$841,579 Gross Settlement Amount. The
15 attorneys' fees shall be allocated among PAGA Counsel as follows: 37.5% to James Hawkins,
16 APLC, 57.5% to Blumenthal Nordrehaug Bhowmik De Blouw LLP, and 25% to Ferraro Vega
17 Employment Lawyers, Inc.. The payment of attorneys' fees to PAGA Counsel under the Agreement
18 is supported by several factors. First, the requested fees are justified by the result achieved.
19 Plaintiffs' Counsel negotiated a recovery of \$841,579, and this result justifies the requested fees
20 equal to one third of this recovery. This percentage is within the standard contingent recovery
21 percentage of one-third, and this percentage is what was expressly approved by the Supreme Court
22 in *Laffitte v. Robert Half Int'l Inc.*, 1 Cal.5th 480, 504, (2016). Second, the fee award is justified by
23 the work performed and contributions to the case. Third, the consideration of the enhancement
24 factors justifies the enhancement of the lodestar. Courts multiply the lodestar by a factor to account
25 for the risk of non-payment, delay in payment, the quality of work, and the novelty and difficulty of
26 the issues involved.

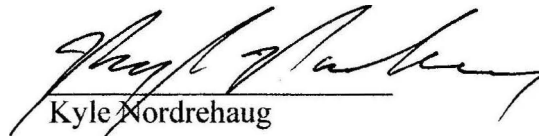
1 10. **Lodestar.** As detailed in the accompanying billing statement for my firm, a true and
2 correct copy of which is attached hereto as Exhibit #3, the current lodestar for my firm in this matter
3 as of September 11, 2026 is **\$59,722.50** for more than 90 hours of work prosecuting the claims being
4 resolved by this Settlement.

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6 11. **Hourly Rates.** The hourly rates for staff at Blumenthal Nordrehaug Bhowmik De
7 Blouw LLP are as follows: Partner Attorneys from \$850 to \$995, Associate Attorneys from \$450 to
8 \$750, Paralegals from \$250 to \$275. My firm's hourly rates are based upon the Laffey Matrix with
9 the appropriate 2% increase adjustment for Southern California. A true and correct copy of the
10 current Laffey Matrix is attached hereto as Exhibit #4. These hourly rates have been approved by
11 Court's throughout California, including the Courts in the Superior Court of California. Finally, the
12 reasonableness of Class Counsel's hourly rates is further confirmed by comparing such rates with the
13 rates of comparable counsel practicing complex and class litigation as detailed in the National Law
14 Journal Billing Survey. See e.g. *Zest IP Holdings, LLC v. Implant Direct MFG., LLC*, 2014 U.S.
15 Dist. LEXIS 167563 (S.D. Cal. 2014) (finding that "Mayer Brown's \$775 average billing rate for
16 partners" and "Mayer Brown's \$543 average associate billing rate" are reasonable rates when
17 compared within 21 other firms practicing in the Southern District of California.) This survey is
18 useful to show that Class Counsel's rates are in line with the comparable rates of the defense counsel
19 that opposes these types of class claims. In another example from several years ago, Sheppard
20 Mullin Richter & Hampton, who is opposing counsel in many cases prosecuted by Class Counsel
21 (one of the most frequent opposing counsel), charged rates as high as \$875 for partners and \$535 for
22 associates. Similarly, Paul Hastings, another opposing counsel in these types of cases, in years past,
23 historically charged between \$900 and \$750 for partners and \$755 and \$335 for associates. Thus,
24 the rates charged by my firm for comparable work are less than these examples and are therefore
25 undoubtedly reasonable.

26
27 12. **Expenses.** The litigation expenses incurred by my firm in the amount of **\$3,317.50**
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1 were all reasonably necessary to the litigation of the claims resolved by this settlement and are
2 detailed in Exhibit #3, attached hereto, which is a true and correct copy of my firm's billing
3 statement for this matter.
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5 I declare under the penalty of perjury under the laws of the State of California that the
6 foregoing is true and correct. Executed this 11th day of September, 2026, at La Jolla, California.
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9 Kyle Nordrehaug
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Blumenthal Nordrehaug Bhowmik De Blouw LLP

2255 Calle Clara, La Jolla, California 92037

Tel: (858) 551-1223

Fax: (858) 551-1232

FIRM RESUME

Areas of Practice: Employee, Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation, Business Litigation.

ATTORNEY BIOGRAPHIES

Norman B. Blumenthal

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Action, Civil Litigation, Wage and Hour Class Actions, Transactional Law

Admitted: 1973, Illinois; 1976, California

Biography: Law Clerk to Justice Thomas J. Moran, Illinois Supreme Court, 1973-1975, while on Illinois Court of Appeals. Instructor, Oil and Gas Law: California Western School of Law, 1981; University of San Diego School of Law, 1983. Sole Practitioner 1976-1987. Partner, Blumenthal & Ostroff, 1988-1995. Partner, Blumenthal, Ostroff & Markham, 1995-2001. Partner, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2018. Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP, 2018 - present.

Member: San Diego County, Illinois State and American Bar Associations; State Bar of California.

Educated: University of Wisconsin (B.A., 1970); Loyola University of Chicago (J.D., 1973);

Summer Intern (1971) with Harvard Voluntary Defenders

Kyle R. Nordrehaug

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Consumer and Securities Class Actions, Wage and Hour Class Actions, Civil Litigation

Admitted: 1999, California

Biography: Associate, Blumenthal, Ostroff & Markham, 1999-2001. Associate, Blumenthal & Markham, 2001-2007. Partner, Blumenthal & Nordrehaug, 2007. Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Member: State Bar of California, Ninth Circuit Court of Appeals, Third Circuit Court of Appeals

Educated: University of California at Berkeley (B.A., 1994); University of San Diego School of Law (J.D. 1999)

Awards: Top Labor & Employment Attorney 2016; Top Appellate Reversal - Daily Journal 2015; Super Lawyer 2015-2018

Aparajit Bhowmik

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2006, California

Educated: University of California at San Diego (B.A., 2002); University of San Diego School of Law (J.D. 2006)

Biography: Partner, Blumenthal, Nordrehaug & Bhowmik, 2008-2017

Awards: Rising Star 2015

Nicholas J. De Blouw

Partner, Blumenthal Nordrehaug Bhowmik De Blouw LLP (2018 to present)

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: Wayne State University (B.A. 2008); California Western School of Law (J.D. 2011)

Piya Mukherjee

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2010, California

Educated: University of California, San Diego (B.S. 2006); University of Southern California, Gould School of Law (J.D. 2010)

Victoria Rivapalacio

Associate Attorney

Practice Areas: Civil Litigation; Consumer Class Actions, Wage and Hour Class Actions

Admitted: 2011, California

Educated: University of California at San Diego (B.A., 2003); George Washington University Law School (J.D. 2010)

Ricardo Ehmann

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2018, California; 2004, Nevada

Educated: University of California, San Diego (B.A. 1998); Loyola Law School (J.D. 2001)

Jeffrey S. Herman

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2011, California; 2016 Arizona

Educated: University of Michigan (B.A. 2008); California Western School of Law (J.D. 2011)

Charlotte James

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: San Diego State University; California Western School of Law

Christine Levu

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2012, California

Educated: University of California, Irvine; California Western School of Law

Andrew Ronan

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2016, California

Educated: Arizona State University; University of San Diego School of Law

Scott Blumenthal

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, New Mexico

Educated: University of Southern California; California Western School of Law

Sergio Julian Puche

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2013, California

Educated: University of California, Irvine; California Western School of Law

Trevor Moran

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2020, California

Educated: University of Rhode Island; California Western School of Law

Adolfo Sanchez Contreras

Associate Attorney

Practice Areas: Civil Litigation; Wage and Hour Class Actions

Admitted: 2024, California; 2014, Mexico

Educated: The Juarez University

REPORTED CASES

Sakkab v. Luxottica Retail N. Am., Inc., 803 F.3d 425 (9th Cir. 2015) (The panel reversed the district court's order granting Luxottica Retail North America, Inc.'s motion to compel arbitration of claims and dismissing plaintiff's first amended complaint, in a putative class action raising class employment-related claims and a non-class representative claim for civil penalties under the Private Attorney General Act.);

Securitas Security Services USA, Inc. v. Superior Court, 234 Cal. App. 4th 1109 (Cal. Feb. 27, 2015) (Court of Appeal concluded the trial court correctly ruled that *Iskanian* rendered the PAGA waiver within the parties' dispute resolution agreement unenforceable. However, the Court of Appeal then ruled the trial court erred by failing to invalidate the non-severable class action waiver from the agreement and remanded the entire complaint, including class action and PAGA claims, be litigated in the Superior Court);

Sussex v. United States Dist. Court for the Dist. of Nev., 781 F.3d 1065 (9th Cir. 2015) (The panel determined that the district court clearly erred in holding that its decision to intervene mid-arbitration was justified under *Aerojet-General*. Specifically, the panel held that the district court erred in predicting that an award issued by the arbitrator would likely be vacated because of his "evident partiality" under 9 U.S.C. § 10(a)(2).);

Provost v. YourMechanic, Inc., 2020 Cal. App. Lexis 955 (Oct. 15, 2020) (Court of Appeals affirmed denial of arbitration of PAGA claim, and held in a case of first impression, that there was no additional standing rules for PAGA claim brought by independent contractor);

In re Tobacco Cases II, 41 Cal. 4th 1257 (2007); Washington Mutual Bank v. Superior Court, 24 Cal. 4th 906 (2001); Rocker v. KPMG LLP, 148 P.3d 703; 122 Nev. 1185 (2006); PCO, Inc. v. Christensen, Miller, Fink, Jacobs, Glaser, Weil & Shapiro, LLP, 150 Cal. App. 4th 384 (2007); Hall v. County of Los Angeles, 148 Cal. App. 4th 318 (2007); Coshov v. City of Escondido, 132 Cal. App. 4th 687 (2005); Daniels v. Philip Morris, 18 F.Supp 2d 1110 (S.D. Cal.1998); Gibson v. World Savings & Loan Asso., 103 Cal. App. 4th 1291 (2003); Jordan v. Department of Motor Vehicles,

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No. 37-2018-00047639-CU-OE-CTL; Erickson v. Erickson – Contra Costa County Superior Court, Case No. MSC18-00307; Martin v. Menzies Aviation (USA) Inc. – San Francisco County Superior Court, Case No. CGC-18-566072; Mortimer v. Healthsouth Bakersfield Rehabilitation Hospital, LLC – Kern County Superior Court, Case No. BCV-18-102761; Alcaraz v. Red Lion Hotels Corporation – San Francisco County Superior Court, Case No. CGC-18-570310; Calhoun v. Total Transportation and Distribution, Inc. – San Diego County Superior Court, Case No. 37-2018-00058681-CU-OE-CTL; Rataul v. Overton Security Services, Inc. – Alameda County Superior Court, Case No. RG18891882; Beltran v. Compass Bank – San Diego County Superior Court, Case No. 37-2019-00024475-CU-OE-CTL; Kirshner v. Touchstone Golf, LLC – San Diego County Superior Court, Case No. 37-2018-00028865-CU-OE-CTL; Pizarro v. The Home Depot, Inc. – U.S. District Court for the Northern District of Georgia-Atlanta Division; Hatanaka v. Restore Rehabilitation, LLC – San Diego County Superior Court, Case No. 37-2018-00034780-CU-OE-CTL; Faria v. Carriage Funeral Holdings, Inc. – Contra Costa County Superior Court, Case No. MSC18-00606; Ontiveros v. Baker Concrete Construction, Inc. – Santa Clara County Superior Court, Case No. 18CV328679; Morales v. Redlands Automotive Services, Inc. – San Bernardino County Superior Court, Case No. CIVDS1807525; Ramirez v. Carefusion Resources, LLC – U.S. District Court, Southern District of California; Amster v. Starbucks Corporation – San Bernardino Superior Court, Case No. CIVDS1922016; Kutzman v. Derrel's Mini Storage, Inc. – U.S. District, Eastern District of California, Case No. 1:18-cv-00755-AWI-JLT; Marks v. Universal Propulsion Company, Inc. – Solano County Superior Court, Case No. FCS051608; Martinez v. Geil Enterprises, Inc. – Fresno County Superior Court, Case No. 17CECG01480; Teniente v. Cirrus Asset Management, Inc. – Los Angeles County Superior Court, Case No. 20STCV16302; Blackshear v. California Fine Wine & Spirits LLC – Sacramento County Superior Court, Case No. 34-2018-00245842; Warnick v. Golden Gate America West LLC – Los Angeles County Superior Court, Case No. BC714176; Bennett v. Dnata Aviation USA, Inc. – San Francisco County Superior Court, Case No. CGC-18-566911; George v. PF Stockton Fitness LLC – Sacramento County Superior Court, Case No. 34-2019-00261113-CU-OE-GDS; Oshana v. Farmers and Merchants Bank of Central California – Stanislaus County Superior Court, Case No. CV-19-003427; Vasquez v. Packaging Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-01935-PSG-PLA; Palomino v. Zara USA Inc. – Orange County Superior Court, Case No. 30-2018-00992682-CU-OE-CXC; Simmons v. Joe & The Juice LA, LLC – San Francisco County Superior Court; Pacia v. CIM Group, L.P. – Los Angeles County Superior Court, Case No. BC709666; Flores v. Plastic Express – Los Angeles County Superior Court, Case No. BC71971; Madera v. William Warren Properties, Inc. – Orange County Superior Court, Case No. 30-2019-01055704-CU-OE-CXC; Hernandez v. Quality Custom Distribution – Orange County Superior Court, Case No. 30-2018-01010611-CU-OE-CXC; Arango v. Schlumberger Technology Corporation – Orange County Superior Court, Case No. 30-2019-01056839-CU-OE-CXC; Dandoy v. West Coast Convenience, LLC – Alameda County Superior Court, Case No. HG20051121; Ramirez v. J E H Enterprises, Inc. – San Francisco County Superior Court, Case No. CGC-19-574691; Sullen v. First Service Residential California, LLC – San Francisco County Superior Court, Case No. CGC-19-575131; Valentino v. East Bay Tire Co. – Solano County Superior Court, Case No. FCS053067; Murphy v. Rockler Retail Group, Inc. – Sacramento Superior Court, Case No. 34-2019-00251220; Shahbazian v. Onewest Bank – Los Angeles County Superior Court, Case No. 19STCV23722; Bruemmer v. Tempur Retail Stores LLC – Marin County Superior Court, Case No. CIV1803646; Antonios v. Interface Rehab, Inc. – Orange County Superior, Case No. 30-2019-01067547-CU-OE-CXC; Tavallodi v. DC Auto, Inc. – San Bernardino, Case No. CIVDS1833598; Miranda v. The Lloyd Pest Control Co. – San Diego County Superior Court, Case No. 37-2018-00052510-CU-OE-CTL; Soenardi v. Magnussen Imports, Inc. – Santa Clara County Superior Court, Case No. 18CV340003; Thai v. Team Industrial Services, Inc. – Los Angeles County Superior Court, Case No. 19STCV21953; Castillo v. A.J. Kirkwood & Associates, Inc. – Los Angeles County Superior Court, Case No. 19STCV04435; Moss v. Jabil Inc. – Alameda County Superior Court, Case No. HG20050536; Billosillo, Jr. v. Crown Energy Services, Inc. – San Diego County Superior Court,

Case No. 37-2018-00058254-CU-OE-CTL; Tarkington v. Freetime, Inc. – San Diego County Superior Court, Case No. 37-2019-00011473-CU-OE-CTL; McIntyre v. J.J.R. Enterprises, Inc. – Sacramento County Superior Court, Case No. 34-2019-00251220; Bucur v. Pharmaca Integrative Pharmacy, Inc. – San Diego County Superior Court, Case No. 37-2019-00009409-CU-OE-CTL; Batin v. McGee Air Services, Inc. – Santa Clara County Superior Court, Case No. 19CV347733; Terry v. McGee Air Services, Inc. – King County Superior Court of Washington, Case No. 19-2-3321-5 KNT; Weiss v. Niznik Behavioral Health Resources, Inc. – San Diego County Superior Court, Case No. 37-2019-00039441-CU-OE-CTL; Cavada v. Inter-Continental Hotels Group, Inc. – U.S. District Court, Southern District of California, Case No. 3:19-cv-01675-GPC-AHG; Lešević v. Spectraforce Technologies, Inc. – U.S. District Court, Northern District of California, Case No. 5:19-cv-03126-LHK; Mutchler v. Circle K Stores, Inc. – San Diego County Superior Court, Case No. 37-2020-00016331-CU-OE-CTL, Azima v. CSI Medical Group, – Santa Clara County Superior Court, Case No. 19CV345450; Porrás v. Baypointe Enterprises, LLC – Los Angeles County Superior Court, Case No. 19STCV31015; Mitchell v. Mack Trucking, Inc. – San Bernardino County Superior Court, Case No. CIVDS1928334; Watts v. T.R.L. Systems, Incorporated – Orange County Superior Court, Case No. 30-2019-01102457-CU-OE-CXC; Price v. DMSD Restaurants Inc. – San Diego County Superior Court, Case No. 37-2019-00024062-CU-OE-CTL; Jacobs v. Nortek Security & Control LLC – San Diego County Superior Court, Case No. 37-2019-0019735-CU-OE-CTL; Gonzalez v. Hub International Midwest – San Bernardino County Superior Court, Case No. CIVDS1900463; Cisneros v. Bluepearl California, Inc. – San Mateo Superior Court, Case No. 19-CIV-05707; Garcia v. Gallagher Basset Services – San Bernardino Superior Court, Case No. CIVDS2004140; Callow v. Adventist Health System/West – Placer County Superior Court, Case No. SCV0043607; Dominguez v. Kimco Facility Services, LLC – Los Angeles County Superior Court, Case No. 19STCV37592; Searles v. Robert Heath Trucking, Inc. – Los Angeles County Superior Court, Case No. 19STCY30808; Rangel v. Pioneer Hi-Bred international, Inc. – Yolo County Superior Court, Case No. CV-19-1797; Ivon v. Sinclair Television of California, Humboldt County Superior Court, Case No. DR190699; Williams v. Henkels & McCoy, Inc. – San Bernardino County Superior Court, Case No. CIVDS2003888; Cano v. Larry Green Chrysler Jeep Dodge, Inc. – Riverside County Superior Court, Case No. BLC1900184; Lopez v. Cepheid – Santa Clara County Superior Court, Case No. 19CV358827; Hernandez v. Quick Dispense, Inc. – Los Angeles County Superior Court, Case No. 19STCV29405; Lopez v. Lacoste USA, Inc. – San Bernardino County Superior Court, Case No. CIVDS1914626; Duhe v. Hospital Couriers Nevada, LLC – Contra Costa County Superior Court, Case No. MSC19-01377; Law v. Sequoia Equities, Incorporated – Contra Costa Superior Court, Case No. C19-01925; Dvorak v. Rockwell Collins, Inc. – San Diego County Superior Court, Case No. 37-2019-00064397-CU-OE-CTL; Noguera v. Metal Container Corporation – Riverside County Superior Court, Case No. RIC2003235; Leon v. Miller Event Management, Inc. – San Luis Obispo Superior Court, Case No. 19CV-0435; Leon v. Miller Event Management, Inc. – San Luis Obispo County Superior Court, Case No. 19CV-0435, Camacho-Bias v. Serve U Brands Inc. – Butte County Superior Court, Case No. 20CV00603; La Pietra v. Entertainment Partners Services, LLC – Los Angeles County Superior Court, Case No. 19STCV39529; Celis v. Theatre Box - San Diego, LLC – San Diego County Superior Court, Case No. ____; Ignacio v. Laboratory Corporation of America – U.S. District Court, California Central District, Case No. 2:19-cv-06079-AB-RAO; Kovnas v. Cahill Contractors LLC – Alameda County Superior Court, Case No. RG19037852; Hersh v. Mrs. Gooch's Natural Food – Los Angeles County Superior Court, Case No. 19STCV10444; Miller v. The Permanente Medical Group – Alameda County Superior Court, Case No. RG19045904; Vasquez v. Autoalert, LLC – Orange County Superior Court, Case No. 30-2019-01114549-CU-OE-CXC; Cavanaugh v. Morton Golf, LLC – Sacramento County Superior Court, Case No. 34-2019-00270176; Coley v. Monroe Operations, LLC – Alameda County Superior Court, Case No. RG20063188; Ramirez v. Sierra Aluminum Company – U.S. District Court, California Central District Court, Case No. 5:20-cv-00417-JGB-KK; Marrero v. Stat Med, P.C. – Alameda County Superior Court, Case No. HG19043214; Enriquez v. Solari Enterprises, Inc. – Los Angeles County Superior Court, Case No. 20STCV11129; Craig v.

Hometown Heart – San Francisco County Superior Court, Case No. CGC-20-582454; Lopez v. Hy0Lang Electric California, Inc. – San Diego County Superior Court, Case No. 37-2020-00012543-CU-OE-CTL; Heuklom v. Clara Medical Group, P.C. – San Francisco County Superior Court, Case No. CGC-20-585918; Dominguez v. Lifesafer of Northern California – Monterey County Superior Court, Case No. 20CV002586; Kiseleva v. Totalmed Staffing Inc. – U.S. District Court, California Northern District, Case No. 5:19-cv-06480; Vires v. Sweetgreen, Inc. – Santa Clara County Superior Court, Case No. 20CV365918; Kim v. Wireless Vision, LLC – San Bernardino County Superior Court, Case No. CIVDS2000074; Senoren v. Air Canada Corporation – Los Angeles County Superior Court, Case No. 20STCV13942; Clark v. Quest Diagnostics Incorporated – San Bernardino County Superior Court, Case No. CIVDS2018707; Green v. Shipt, Inc. – Los Angeles County Superior Court, Case No. 20STCV01001; Respass v. The Scion Group LLC – Sacramento County Superior County, Case No. 34-2020-00285265; Jackson v. Decathlon USA LLC – Alameda County Superior Court, Case No. RG2003024; Avacena v. FTG Aerospace Inc. – Los Angeles County Superior Court, Case No. 20STCV28767; Perez v. Butler America, LLC – Los Angeles County Superior Court, Case No. 20STCV20218; Christensen v. Carter’s Retail, Inc. – Orange County Superior Court, Case No. 30-2020-01138792-CU-OE-CXC; Astudillo v. Torrance Health Association, Inc. – Los Angeles County Superior Court, Case No. 20STCV18424; Hansen v. Holiday AI Management Sub LLC – Contra Costa County Superior Court, Case No. CIVMSC20-00779; Almahdi v. Vitamin Shoppe Industries Inc – Santa Clara County Superior Court, Case No. 20CV365150; Krisinda v. Loyal Source Government Services LLC – U.S. District Court, California Southern District, Case No. 3:20-cv-879-LAB-NLS; Ettedgui v. WB Studio Enterprises Inc – U.S. District Court, California Central District, Case No. 2:20-CV-08053-MCS (MAAx); Fernandez v. Nuvision Federal Credit Union – Orange County Superior Court, Case No. 30-2020-01161691-CU-OE-CJC; Aviles v. UPS Supply Chain Solutions, Inc. – Riverside County Superior Court, Case No. RIC2000727; Alcocer v. DSV Solutions, LLC – San Bernardino Superior Court, Case No. CIVDS2010345; Wilson v. Wholesome Harvest Baking, LLC – U.S. District Court, California Northern District, Case No. 4:20-cv-05186-YGR; Gregory v. Verio Healthcare, Inc. – Los Angeles County Superior Court, Case No. 20STCV37254; Rose v. Impact Group, LLC – Orange County Superior Court, Case No. 30-2020-01141107-CU-OE-CXC; Monasterio v. Citibank, N.A. – San Mateo County Superior Court, Case No. 20-CIV-03650; Martinez-Lopez v. Medamerica, Inc. – San Diego County Superior Court, Case No. 37-2020-00034393-CU-OE-CTL; Cox v. PRB Management, LLC – Solano County Superior Court, Case No. FCS055514; Nash v. K. Hovnanian Companies, LLC – Riverside County Superior Court, Case No. RIC2003319; Kyler v. Harbor Freight Tools USA, Inc. – San Diego County Superior Court, Case No. 37-2020-00015828-CU-OE-CTL; Roberts v. Solantic Corporation – Los Angeles County Superior Court, Case No. 20STCV41117; Price v. Mistras Group, Inc. – Los Angeles County Superior Court, Case No. 20STCV22485; Macias v. ABM Electrical & Lighting Solutions, Inc. – San Diego County Superior Court, Case No. 37-2020-00024997-CU-OE-CTL; Basu-Kesselman v. Garuda Labs, Inc. – San Francisco County Superior Court, Case No. CGC-20-585229; Armstrong v. Prometric LLC – Los Angeles County Superior Court, Case No. 20STCV29967; Ashlock v. Advantis Medical Staffing, LLC – San Diego County Superior Court, Case No. 37-2020-00022305-CU-OE-CTL; Wilson v. WXI Global Solutions, LLC – Los Angeles County Superior Court, Case No. 20STCV25007; Gandhale v. Select Rehabilitation, LLC – Monterey County Superior Court, Case No. 20CV002240; Starvoice v. G4S Secure Solutions (USA) Inc. – San Diego County Superior Court, Case No. 37-2020-00029421-CU-OE-CTL; Mbise v. Axlehire, Inc. – Alameda County Superior Court, Case No. RG20067350; Points v. C&J Services, Inc. – Kern County Superior Court, Case No. BCV-20-102483; Marshall v. PHI Air Medical, LLC – Lassen County Superior Court, Case No. 62973; Jauregui v. Cyctec Engineered Materials, Inc. – Orange County Superior Court, Case No. 30-2020-01164932-CU-OE-CXC

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

**2255 CALLE CLARA
LA JOLLA, CALIFORNIA 92037**

Web Site: www.bamlawca.com

San Diego | San Francisco | Sacramento | Los Angeles | Riverside | Santa Clara | Orange | Chicago

Phone: (858) 551-1223

Fax: (858) 551-1232

**WRITERS E-MAIL:
Nick@bamlawca.com**

**WRITERS EXT:
1004**

February 13, 2025
CA3634

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Universal Health Services of Rancho
Springs, Inc.

Certified Mail #9589071052702306888839

CSC - LAWYERS INCORPORATING
SERVICE

BECKY DEGEORGE

2710 GATEWAY OAKS DRIVE, SUITE
150N

SACRAMENTO CA, 95833

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), and Violation of Applicable Industrial Welfare Commission Wage Order(s) brought Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

“Aggrieved Employees” refers to all individuals who are or previously were employed by Universal Health Services of Rancho Springs, Inc. including any employees staffed with Universal Health Services of Rancho Springs, Inc. by a third party and classified as non-exempt employees during the time period of February 13, 2024 until a date as determined by the Court. Our offices represent Plaintiff Judith Smuland (“Plaintiff”) and other Aggrieved Employees in a lawsuit against Universal Health Services of Rancho Springs, Inc. (“Defendant”). Plaintiff was employed by Defendant in California from June of 2022 until March of 2024. Plaintiff was at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for all of their missed meal and rest breaks at the correct regular rates, and for all of their time spent working off the clock. Moreover, when Defendant required Plaintiff and Aggrieved Employees to report for work, but “furnished less than half said employee’s usual or scheduled day’s work,” Defendant violated Cal. Code Regs., tit. 8 § 11040, subd. 5(A) by failing to pay Plaintiff and

Aggrieved Employees for at least two (2) hours' worth of work at their regular rate of pay. In addition, when Defendant required Plaintiff and Aggrieved Employees to respond to and engage in additional work, this resulted in a second reporting for work in a single workday, and Defendant failed to pay these employees reporting time pay as required by Cal. Code Regs., tit. 8, § 11040, subd. 5(B). Further, Defendant failed to advise Plaintiff and the other Aggrieved Employees of their right to take separately and hourly paid duty-free ten (10) minute rest periods. *See Vaquero v. Stoneledge Furniture, LLC*, 9 Cal. App. 5th 98, 110 (2017). Additionally, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. Plaintiff further contends that Defendant failed to provide accurate wage statements to her, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the total hours worked, and the applicable pay period in which the wages were earned pursuant to California Labor Code Section 226(a). The wage statements Defendant provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to identify such information. More specifically, the wage statements failed to identify the accurate total hours worked each pay period in violation of Cal. Lab. Code Section 226(a)(2). Additionally, Plaintiff contends that Defendant failed to comply with Industrial Wage Order 7(A)(3) in that Defendant failed to keep time records showing when Plaintiff began and ended each shift and meal period. Plaintiff and other Aggrieved Employees perform tasks that reasonably permit sitting, and a seat would not interfere with their performance of any of their tasks that may require them to stand. Defendant failed to provide Plaintiff and other Aggrieved Employees with suitable seats. Said conduct, in addition to the foregoing, as well as the conduct alleged in the incorporated Complaint, violates Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.3.

A true and correct copy of the Complaint by Plaintiff against Defendant, which (i) identifies the alleged violations, (ii) details the facts and theories which support the alleged violations, (iii) details the specific work performed by Plaintiff, (iii) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (iv) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2699, *et seq.* The lawsuit consists of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statue of 2004 on behalf of Plaintiff and all Aggrieved Employees.

Your earliest response to this notice is appreciated. If you have any questions of concerns, please do not hesitate to contact me at the above number and address.

Respectfully,

/s/ Nicholas J. De Blouw
Nicholas J. De Blouw, Esq.

Blumenthal Nordrehaug Bhowmik DeBlouw LLP

2255 CALLE CLARA
LA JOLLA, CA - California 92037-3107

INVOICE

Invoice # 1
Date: 09/11/2026
Due On: 10/11/2026

Judith Smuland
35417 Laurel Tree Ct
Winchester, CA 92596

CA3634

Universal Health Services of Rancho Springs, Inc.

Services

Attorney	Date	Notes	Quantity	Rate	Total
NDB	01/10/2025	Review and analyze original intake notes. Review and research related litigation. Review and research facts and claims. Pre-litigation research regarding business operations and financials. Discuss with Plaintiff.	3.00	\$850.00	\$2,550.00
NDB	01/15/2025	Review email and documents regarding individual claims. Review and research retaliation and CRD claims. Analyze 226 violations. Review previous orders and briefs regarding the same. Obtain background facts for draft complaint.	2.90	\$850.00	\$2,465.00
NDB	01/18/2025	Review entire employment file for legal claims. Review and research wage and hour violations. Analyze all pay statements for regular rate violations. Research.	2.80	\$850.00	\$2,380.00
NDB	01/22/2025	Review and research venue issues. Review and analyze facts and law. Draft complaint. Research off the clock and 2802 claims.	3.10	\$850.00	\$2,635.00
NDB	01/26/2025	Review and analyze arbitration agreement and terms. Review and research case law. Analyze procedural and substantive unconscionability.	2.40	\$850.00	\$2,040.00
SB	01/30/2025	Initial review of employment file, prepare case analysis, discuss with ND	2.80	\$450.00	\$1,260.00

SB	02/08/2025	Review prior filings vs. Defendant, advise ND	2.60	\$450.00	\$1,170.00
SB	02/10/2025	Draft PAGA letter & case notes	2.60	\$450.00	\$1,170.00
SB	02/13/2025	Submit PAGA notice and corresponding paperwork	2.60	\$450.00	\$1,170.00
RE	04/02/2025	Review case notes/damage analysis	0.50	\$675.00	\$337.50
RE	04/02/2025	Review & analyze employment file documents	2.50	\$675.00	\$1,687.50
RE	04/08/2025	Review, revise & edit class action complaint; finalize draft	2.75	\$675.00	\$1,856.25
RE	04/09/2025	Draft summons & civil case cover sheet & certificate of counsel re class action	0.50	\$675.00	\$337.50
RE	04/09/2025	Review & finalize class action complaint package; file in Riverside Sup Ct.	0.75	\$675.00	\$506.25
RE	04/22/2025	Draft PAGA only complaint	3.75	\$675.00	\$2,531.25
RE	04/22/2025	Draft summons, civil case cover sheet & cert of counsel re PAGA action	0.50	\$675.00	\$337.50
RE	04/22/2025	Review & finalize PAGA only complaint package; file in Riverside Sup Ct.	0.75	\$675.00	\$506.25
RE	04/28/2025	Review court returned docs re class action; review docket; memo to firm re judicial/ department assignment & status of initial case management conference	0.50	\$675.00	\$337.50
RE	04/28/2025	Review file; prep docs for service of process re class action; identify reg. agent; send out for service via Knox	0.70	\$675.00	\$472.50
RE	05/07/2025	Review court returned docs re PAGA action; review docket; memo to firm re judicial/ department assignment & status of initial case management conference	0.50	\$675.00	\$337.50
RE	05/07/2025	Provide notice to LWDA of PAGA action filing	0.40	\$675.00	\$270.00
RE	05/07/2025	File proof of service of summons re class action; memo to firm re post service written discovery	0.50	\$675.00	\$337.50
RE	05/16/2025	Review file; prep docs for service of process re PAGA action; identify reg. agent; send out for service	0.70	\$675.00	\$472.50
GG	06/02/2025	Reviewed email re dismissal, updated template and sent to PM.	0.30	\$250.00	\$75.00
PM	06/04/2025	Review and analyze arb provision re PAGA claim; advise KN re PAGA action stay proposal.	0.50	\$750.00	\$375.00
PM	06/06/2025	Draft request for dismissal of class action and	0.75	\$750.00	\$562.50

		supporting declaration.			
GG	06/10/2025	Reviewed case file and JPA, drafted POS, saved to file.	0.50	\$250.00	\$125.00
GG	06/10/2025	Finalized, filed, and served request for dismissal in class action.	0.60	\$250.00	\$150.00
PM	06/25/2025	Draft stipulation to stay action pending CA Supreme Court decision in Leeper; review docket and court orders.	0.75	\$750.00	\$562.50
GG	06/26/2025	Drafted POS, finalized, and processed stipulation to stay, cancelled order and sent to PM since Def has not paid filing fee.	0.60	\$250.00	\$150.00
CJ	06/27/2025	Review and analyze deadlines related to CMC in class action	0.50	\$550.00	\$275.00
CJ	06/27/2025	Review and analyze deadlines related to CMC in PAGA action	0.50	\$550.00	\$275.00
AR	07/03/2025	Review file for status; review docket and obtain order; circulate summary correspondence.	0.50	\$550.00	\$275.00
SB	07/16/2025	Review and amend complaint, analyze & advise ND	2.60	\$450.00	\$1,170.00
GG	07/25/2025	Reviewed email from Def re stipulation to stay, and respond with service list update request.	0.20	\$250.00	\$50.00
AR	10/09/2025	Review and outline file and docket for status; draft multiple correspondence with client regarding the same.	0.50	\$550.00	\$275.00
AR	10/10/2025	Review related cases; multiple correspondence with opposing counsel regarding status.	0.50	\$550.00	\$275.00
GG	10/10/2025	Reviewed email from Def. re notice of related action, reviewed notices, searched ROA for related complaints, downloaded, saved to file and circulated.	0.80	\$250.00	\$200.00
AR	10/13/2025	Multiple correspondence with opposing counsel regarding status; review and outline file for onboarding.	0.80	\$550.00	\$440.00
AR	10/15/2025	Review status of related actions; teleconference with opposing counsel regarding status; draft multiple internal correspondence.	1.20	\$550.00	\$660.00
NDB	01/07/2026	Review discovery and data produced for mediation purposes. Review related litigation and overlaps of claims. Analyze defendant's wage and hour policy documents. Review pay stubs and case file for claims. Legal research and prepare for mediation.	3.80	\$850.00	\$3,230.00

NDB	01/11/2026	Review case demographics. Review and research previous settlements with similar claims and pay periods for mediation valuation. Review and research 204 and vacation pay claims.	2.20	\$850.00	\$1,870.00
NDB	01/20/2026	Review and analyze all mediation materials including briefs and exhibits thereto. Review expert penalty report and notes and assumptions. Begin draft of MOU. Prepare for mediation.	2.00	\$850.00	\$1,700.00
SB	01/21/2026	Attend mediation	8.00	\$450.00	\$3,600.00
AR	01/26/2026	Receive and review MOU; draft follow up correspondence.	0.50	\$550.00	\$275.00
GG	01/26/2026	Reviewed email from AJ re. mediation outcome, downloaded, and saved to file.	0.10	\$250.00	\$25.00
AR	02/20/2026	Receive and review correspondence from client; review file for status; draft follow up correspondence.	0.30	\$550.00	\$165.00
AB	02/25/2026	Review/analyze/respond to cocounsel re MOU. Draft/send corr to mediator re same.	2.00	\$895.00	\$1,790.00
KN	02/25/2026	Review draft MOU; review mediation materials; advise AJ	1.00	\$950.00	\$950.00
NDB	03/16/2026	Review and analyze mediation results and notes. Review emails from mediator. Review and analyze pro[posed MOU terms. Send MOU to Plaintiff and discuss terms. Follow up for signature.	1.20	\$850.00	\$1,020.00
AR	03/23/2026	Receive and review MOU regarding individual settlements.	0.50	\$550.00	\$275.00
NDB	04/22/2026	Review and analyze PAGA notice and case file. Review and revise PAGA complaint. research venue issues. Discuss with R. Ehmman.	1.50	\$850.00	\$1,275.00
VR	05/18/2026	Receipt and Review of Correspondence: review correspondence between parties; review MOU and settlement agreement; review bids re administration; correspondence to co-counsel	0.70	\$750.00	\$525.00
VR	05/20/2026	Review and Analyze: review and revise settlement agreement; review costs and fees; review correspondence between parties	0.90	\$750.00	\$675.00
VR	05/21/2026	Review and Revise: review and revise settlement agreement; review correspondence between parties; correspondence to co-counsel	0.70	\$750.00	\$525.00
VR	06/01/2026	Review and Revise: review and revise stipulation re amended complaint; review correspondence between parties; review MOU and settlement agreement; advise SB	1.10	\$750.00	\$825.00

AR	06/24/2026	Review and outline file for status; review settlement agreement and stipulation in related matter; draft joint statement; submit to opposing counsel for review.	1.20	\$550.00	\$660.00
AR	06/24/2026	Receive and review revisions to joint statement; finalize and submit for filing.	0.40	\$550.00	\$220.00
AR	07/01/2026	Review file for status in advance of CMC; obtain and review orders; draft follow up correspondence.	0.60	\$550.00	\$330.00
VR	07/22/2026	Draft: draft individual settlement agreement; review longform settlement agreement and MOU; review complaint and related cases; review correspondence between parties; advise PM	2.40	\$750.00	\$1,800.00
NDB	08/05/2026	Review and analyze case file and docket. Review and analyze individual settlement agreement terms for conformity with MOU. discuss terms and obtain signature from Plaintiff,	1.10	\$850.00	\$935.00
GG	08/06/2026	Reviewed email from VR re draft re dismissal of PAGA action.	0.10	\$250.00	\$25.00
GG	08/06/2026	Reviewed case file re related actions, and PAGA action, prepared draft dismissal, declaration, and proposed order.	0.90	\$250.00	\$225.00
AR	08/17/2026	Review and outline file for status; multiple correspondence with opposing counsel regarding the same.	0.30	\$550.00	\$165.00
GG	08/25/2026	Reviewed email from CJ re filing of dismissal, prepared POS, finalized, filed, and served. Saved to file and circulated confirmation email.	0.60	\$250.00	\$150.00
GG	08/28/2026	Reviewed ROA re upcoming CMC, confirmed hearing info, and updated events email with remote appearance information.	0.20	\$250.00	\$50.00
VR	09/01/2026	Review and Analyze: review request for dismissal; review amended complaint and settlement agreement; review correspondence between parties; court appearance at CMC; follow up	0.70	\$750.00	\$525.00
KN	09/10/2026	Review stipulation for settlement; review billing; memo to staff; emails with VR and co-counsel; review draft declaration from co-counsel	1.00	\$950.00	\$950.00
KN	09/11/2026	Review final stipulation; review billing statement for accuracy; draft declaration ISO approval of settlement; email co-counsel	2.00	\$950.00	\$1,900.00
				Quantity Subtotal	90.2
				Services Subtotal	\$59,722.50

Expenses

Type	Date	Notes	Quantity	Rate	Total
Expense	02/13/2025	PAGA Filing Fee	1.00	\$75.00	\$75.00
Expense	04/11/2025	One Legal/Court Fees	1.00	\$17.50	\$17.50
Expense	04/28/2025	One Legal/Court Fees	1.00	\$1,521.18	\$1,521.18
Expense	04/30/2025	One Legal/Court Fees	1.00	\$61.95	\$61.95
Expense	05/05/2025	One Legal/Court Fees	1.00	\$1,521.18	\$1,521.18
Expense	05/06/2025	One Legal/Court Fees	1.00	\$23.02	\$23.02
Expense	05/21/2025	One Legal/Court Fees	1.00	\$51.63	\$51.63
Expense	06/10/2025	One Legal/Court Fees	1.00	\$23.02	\$23.02
Expense	06/20/2025	One Legal/Court Fees	1.00	\$23.02	\$23.02
Expenses Subtotal					\$3,317.50

Time Keeper	Quantity	Rate	Total
AJ Bhowmik	2.0	\$895.00	\$1,790.00
Scott Blumenthal	21.2	\$450.00	\$9,540.00
Nicholas De Blouw	26.0	\$850.00	\$22,100.00
Ricardo Ehmann	15.3	\$675.00	\$10,327.50
Charlotte James	1.0	\$550.00	\$550.00
Piya Mukherjee	2.0	\$750.00	\$1,500.00
Kyle Nordrehaug	4.0	\$950.00	\$3,800.00
Victoria Rivapalacio	6.5	\$750.00	\$4,875.00
Andrew Ronan	7.3	\$550.00	\$4,015.00
Gerardo Galaviz	4.9	\$250.00	\$1,225.00
Quantity Total			90.2
Subtotal			\$63,040.00
Total			\$63,040.00

Detailed Statement of Account

Current Invoice

Invoice Number	Due On	Amount Due	Payments Received	Balance Due
1	10/11/2026	\$63,040.00	\$0.00	\$63,040.00
Outstanding Balance				\$63,040.00
Total Amount Outstanding				\$63,040.00

Please make all amounts payable to: Blumenthal Nordrehaug Bhowmik DeBlouw LLP

Please pay within 30 days.

LAFFEY MATRIX

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444

6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.