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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SACRAMENTO

JO-NATHAN GREEN, individually, and on behalf of other members of the general public similarly situated and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act,

Plaintiff,

vs.

BENDER ROSENTHAL, INC., a California corporation; and DOES 1 through 100, inclusive,

Defendants.

Case Nos. 34-2023-00335755

Honorable Jill H. Talley
Department 23

CLASS ACTION

PLAINTIFF'S NOTICE OF MOTION AND MOTION FOR FINAL APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT, ATTORNEYS' FEES AND COSTS, AND ENHANCEMENT AWARD; MEMORANDUM OF POINTS AND AUTHORITIES

Date:	January 23, 2026
Time:	9:00 a.m.
Department:	23
Complaint Filed:	March 7, 2023
FAC Filed:	August 7, 2025
Trial Date:	None Set

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PLEASE TAKE NOTICE that on January 23, 2026 at 9:00 a.m., in Department 23 of the above-entitled Court, located at 720 9th Street, Sacramento, California 95814, Plaintiff Jo-Nathan Green ("Plaintiff" or "Class Representative") will and hereby does move for an order granting final approval of:

1. The Joint Stipulation of Class Action and PAGA Settlement ("Settlement," "Agreement," or "Settlement Agreement"), on the grounds that the Settlement is fair, adequate, and reasonable because, *inter alia*:

- A Net Settlement Amount of approximately **$135,858.88** will be fully distributed to the Class Members who do not submit a timely and valid Request for Exclusion ("Settlement Class Member"); and
- **No Objections** and **No Request for Exclusions** were submitted to the settlement administrator, Phoenix Settlement Administrators ("Phoenix" or "Settlement Administrator");

2. Payment in the amount of **$120,750.00** to Lawyers *for* Justice, PC ("Class Counsel"), representing thirty-five percent (35%) of the Total Settlement Amount, for attorneys' fees, which is reasonable and justified on a percentage-basis and also based on a lodestar cross-check;

3. Payment in the amount of **$15,891.12** to Class Counsel for reimbursement of litigation costs and expenses;

4. Payment in the amount of **$7,500.00** to the Settlement Administrator for Settlement Administration Costs;

5. Payment in the amount of **$10,000.00** to Plaintiff Jo-Nathan Green, as an Enhancement Award; and

6. Allocation of the penalties under the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq*. ("PAGA"), in the amount of $55,000.00 ("PAGA Amount"), of which 65%, or $35,750.00, will be paid to the California Labor and Workforce Development Agency ("LWDA") ("LWDA Payment") and 35%, or $19,250.00 will be

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distributed to PAGA Employees on a pro rata basis, based on their PAGA Pay Periods ("PAGA Employee Amount").

This motion is made pursuant to Rules 3.764, 3.769, and 3.1113(e) of the California Rules of Court, which, respectively, require that a memorandum in support of class certification not exceed 20 pages, require approval by the Court of a class action settlement, and permit the Court to extend the page limit for memoranda, and California Labor Code section 2699(l)(2), which requires approval by the Court of a PAGA settlement. All citations and references to PAGA are to the amended version of the statute effective July 1, 2024.

Pursuant to Local Rule 1.06 (A), the Court will make a tentative ruling on the merits of this matter by 2:00 p.m., the court day before the hearing. The complete text of the tentative ruling may be downloaded off the Court's website. If the party does not have online access, they may call the dedicated phone number for the department as referenced in the local telephone directory between the hours of 2:00 p.m. and 4:00 p.m. on the court day before the hearing and receive the tentative ruling. If you do not call the Court and the opposing party by 4:00 p.m. the court day before the hearing, no hearing will be held.

This motion is based upon the following Memorandum of Points and Authorities; the Declarations of Class Counsel (Ryan Slinger), Class Representative (Jo-Nathan Green), and Settlement Administrator (Kevin Lee of Phoenix) in support thereof; the pleadings and other records on file with the Court in this matter; and such evidence and oral argument as may be presented at the hearing on this motion.

Dated: December 30, 2025

LAWYERS *for* JUSTICE, PC

By: Ryan Slinger

Ryan Slinger
Attorneys for Plaintiff and the Class

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MEMORANDUM OF POINTS AND AUTHORITIES

I. SUMMARY OF MOTION

Plaintiff Jo-Nathan Green ("Plaintiff" or "Class Representative") seeks final approval of: (1) the settlement reached between Plaintiff and Bender Rosenthal, Inc., ("Defendant") (together with Plaintiff, the "Parties") which provides for Defendant's payment of a Total Settlement Amount of $345,000.00;[1] (2) attorneys' fees in the amount of $120,750.00, which is thirty-five percent (35%) of the Total Settlement Amount, and reimbursement of litigation costs and expenses in the amount of $15,891.12 (together, referred to as the "Attorneys' Fees and Costs") to Lawyers *for* Justice, PC ("Class Counsel"); (3) payment in the amount of $7,500.00 to Phoenix Settlement Administrators ("Settlement Administration Costs"); (4) payment in the amount of $10,000.00 to Plaintiff Jo-Nathan Green ("Enhancement Award"); and (5) allocation of $55,000.00 for penalties under the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq*. ("PAGA Amount").[2]

Plaintiff requests that the Court make final its preliminary certification of the class for settlement purposes. The Settlement resolves the Released Class Claims and provides relief to a class consisting of the following individuals: all current and former hourly-paid or non-exempt employees of Defendant in California employed at any time during the Class Period (i.e., the time period of March 7, 2019 through January 18, 2025) ("Class" or "Class Members").[3]

The Settlement also resolves the Released PAGA Claims pertaining to the employment of the following alleged aggrieved employees: all current and former hourly-paid or non-exempt employees of Defendant in California employed during the PAGA Period (i.e., the time period from May 15, 2024 through January 18, 2025) ("PAGA Employees").[4]

This matter involved, and the settlement is the product of meaningful and extensive investigations, and review and analysis of a volume of information, documents, and data

[1] Joint Stipulation of Class Action and PAGA Settlement ("Settlement Agreement"), ¶ 7.oo.
[2] *Id.,* ¶¶ 11-14.
[3] *Id..*, ¶¶ 7.d. & 7.f.
[4] *Id.,* ¶¶ 7.y. & 7.bb.

exchanged by the Parties in the course of litigation and mediation and settlement negotiations (which involved one full day mediation conducted by Tagore Subramaniam, Esq.).[5]

This case has required 233.10 hours of attorney time by Class Counsel.[6] As will be demonstrated herein, the request for attorneys' fees, which represents thirty-five percent (35%) of the Total Settlement Amount, is fully supported by the use of the percentage-fee method. Courts have historically awarded fees of up to fifty percent (50%) of the recovery. The requested attorneys' fees are also supported under the lodestar cross-check method.

The requests for Attorneys' Fees and Costs, Enhancement Award, Settlement Administration Costs, and allocation for the PAGA Amount were fully disclosed in the Notice of Class Action Settlement ("Class Notice") that was mailed to the Class Members. Most importantly, as of the date of this Motion, *no Class Member has objected to the Class Settlement or to the contemplated Attorneys' Fees and Costs, Enhancement Award, Settlement Administration Costs, or allocation for PAGA Amount.*

The Settlement is fair, adequate, and reasonable, and is the product of arm's-length, good-faith negotiations by experienced counsel presided over by a highly-regarded mediator who is experienced in mediating wage-and-hour class action lawsuits. Accordingly, the Court should grant final approval of the Settlement, and award the Attorneys' Fees and Costs, Enhancement Award, Settlement Administration Costs, and allocation for the PAGA Amount in the full amounts requested herein.

In order to efficiently present the Court with adequate information to determine whether to grant final approval of the Settlement, and award Attorneys' Fees and Costs, Enhancement Award, Settlement Administration Costs, and allocation for the PAGA Amount, Plaintiff also moves for an order permitting the filing of this single consolidated memorandum, although it exceeds the page limit established by California Rules of Court, Rule 3.764, instead of filing several separate motions.

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[5] Declaration of Ryan Slinger ("Slinger Decl.") ¶ 9.
[6] Slinger Decl., Exh. 1.

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II. RELEVANT PROCEDURAL HISTORY AND FACTUAL BACKGROUND SINCE PRELIMINARY APPROVAL

For a discussion of relevant procedural history and facts regarding this matter since preliminary approval, please see the Declaration of Ryan Slinger at paragraphs 2 to 4.

III. THE CLASS SHOULD BE CERTIFIED FOR SETTLEMENT PURPOSES

For the reasons previously addressed by way of Plaintiff's moving and supporting papers for the Motion for Preliminary Approval of Class Action and PAGA Settlement (namely, that the relevant class certification factors are satisfied, i.e., ascertainability, numerosity, community of interest, typicality, adequacy of representation, superiority, and manageability), as well as the reasons discussed herein regarding the completion of the due process notice procedure, the Court is requested to now make final its preliminary certification of the class for settlement purposes.

IV. SUMMARY OF THE SETTLEMENT TERMS, NOTICE PROCESS, AND PLAN OF DISTRIBUTION

Under the terms of the Settlement Agreement, Defendant has agreed to pay a Total Settlement Amount of $345,000.00 on a non-reversionary basis,[7] and separately the amounts necessary to pay its Employer Taxes. Within thirty (30) calendar days after receiving Notice of Final Approval, Defendant will make a deposit of $86,250.00, into the qualified settlement account established by the Settlement Administrator ("First Installment"). Three (3) months after the deadline for funding the First Installment, Defendant will make a deposit of $86,250.00, into the qualified settlement account established by the Settlement Administrator ("Second Installment"). Three (3) months after the deadline for funding the Second Installment, Defendant will make a deposit of $86,250.00, plus an amount sufficient to pay Employer Taxes, into the qualified settlement account established by the Settlement Administrator ("Third Installment"). Three (3) months after the deadline for funding the Third Installment, Defendant will make a deposit of $86,250.00, into the qualified settlement account established by the Settlement Administrator ("Fourth Installment").[8] To the extent that any payment due day set forth in this

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[7] Settlement Agreement, ¶ 7.oo.
[8] *Id.*, ¶ 10

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Agreement falls on a Saturday, Sunday, or legal holiday, that deadline shall be continued until the next business day, in accordance with the terms and methodology set forth in the Settlement Agreement.[9] Subject to approval by the Court, the Net Settlement Amount will be calculated by deducting the Attorneys' Fees and Costs, Enhancement Award, Settlement Administration Costs, and PAGA Amount.[10] The Net Settlement Amount, which is estimated to be $135,858.88, will be fully distributed to Class Members who did not submit a timely and valid Request for Exclusion ("Settlement Class Members") in accordance with the Settlement Agreement.[11] The PAGA Amount of $55,000.00 will be distributed to the Labor and Workforce Development Agency ("LWDA") (in the amount of $35,750.00) and to the PAGA Employees (in the amount of $19,250.00) in accordance with the Settlement Agreement.[12]

Phoenix Settlement Administrators ("Settlement Administrator" or "Phoenix") will determine each Settlement Class Member' *pro rata* share of the Net Settlement Amount ("Individual Settlement Share(s)")[13], according to the following methodology: the Settlement Administrator will divide the final Net Settlement Amount by the Workweeks of all Settlement Class Members to yield the "Final Workweek Value," and multiply each Settlement Class Member's individual Workweeks by the Final Workweek Value to yield his or her Individual Settlement Share.[14]

The Settlement Administrator will calculate each PAGA Employees' pro rata share of the PAGA Employee Amount ("Individual PAGA Payment") as follows: the Settlement Administrator will divide the PAGA Employee Amount by the total number of PAGA Pay Periods of all PAGA Employees to yield the "PAGA Workweek Value," and multiply each

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[9] *Id.*, ¶ 10
[10] Settlement Agreement. ¶ 7.u.
[11] This amount is higher than the amount stated in Paragraph 14 of the accompanying Phoenix Decl., because the Settlement Administrator's calculation assumes that Class Counsel will obtain litigation costs and expenses in the maximum amount of $30,000.00, which is allocated under the Settlement. However, Class Counsel seek the amount of only $15,891.12 for reimbursement of litigation costs and expenses, and the difference of $14,108.88 will remain part of the Net Settlement Amount.
[12] Settlement Agreement ¶ 14
[13] *Id.*, ¶ 15b
[14] *Id.*, ¶ I5b

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PAGA Employee's individual PAGA Pay Periods by the PAGA Workweek Value to yield his or her Individual PAGA Payment.[15]

Class Members had sixty (60) calendar days from the initial mailing of the Class Notice ("Response Deadline") to dispute the number of Workweeks and/or the PAGA Pay Periods credited to each of them, opt out of the Class Settlement, and/or object to the Settlement.[16] The Response Deadline was December 13, 2025 and the extended Response Deadline was December 29, 2025, for Class Members who were re-mailed the Class Notice.[17] ***As of the date of this motion, the Settlement Administrator has received zero (0) written requests for exclusion from the Class Settlement ("Request for Exclusion") and zero (0) written objections to the Class Settlement ("Objection") from Class Members***.[18]

Each Individual Settlement Share will be allocated as follows: twenty percent (20%) as wages which will be reported on an IRS Form W-2; and the remaining eighty percent (80%) as interest and penalties, which will be reported on an IRS Form 1099.[19] The Settlement Administrator will withhold the employee's share of taxes and withholdings with respect to the wages portion of the Individual Settlement Share, and issue checks to Settlement Class Members for their Individual Settlement Payments (i.e., payment of their Individual Settlement Share net of these taxes and withholdings).[20] Defendant will pay the employer's share of payroll taxes and contributions with respect to the wage portion of Individual Settlement Shares ("Employer Taxes") in addition to the Total Settlement Amount.[21] The Individual PAGA Payments will be allocated as one hundred percent (100%) penalties, and will be reported on an IRS Form-1099, (if applicable) by the Settlement Administrator.[22]

Within seven (7) calendar days of the funding of the Second Installment, the Settlement Administrator will issue checks for the Individual Settlement Payments to Settlement Class

[15] *Id.*,¶ 16
[16] *Id.*, ¶ 7 kk.
[17] Declaration of Kevin Lee of Phoenix ("Phoenix Decl."), ¶ 9.
[18] Phoenix Decl., ¶¶ 9-10.
[19] Settlement Agreement, ¶ 26.
[20] *Ibid.*
[21] *Ibid.*
[22] *Ibid.*

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Members and the Enhancement Award to Plaintiff. Within seven (7) calendar days of funding the Third Installment, the Settlement Administrator shall issue checks for the LWDA Payment to the LWDA, Individual PAGA Payments to PAGA Employees, and Costs to Class Counsel. Within seven (7) calendar days of funding the Fourth Installment, the Settlement Administrator shall distribute Settlement Administration Costs to itself and the Court approved Attorneys' Fees to Class Counsel, in accordance with terms and methodology set forth in the Settlement Agreement.[23]

Individual Settlement Payment and Individual PAGA Payment checks will be valid and negotiable for one hundred eighty (180) calendar days from the date the checks are mailed, and thereafter, shall be canceled.[24] The funds associated with such canceled checks will be distributed by the Settlement Administrator to South Sacramento Interfaith Partnership as a *cy pres* recipient pursuant to California Code of Civil Procedure Section 384.[25] All Settlement Class Members and PAGA Employees shall be bound by the terms and conditions of this Settlement Agreement regardless of whether or not they cash or otherwise negotiate their Individual Settlement Payment and/or Individual PAGA Payment checks.[26]

V. THE SETTLEMENT ADMINISTRATION PROCESS

The Court directed Phoenix to administer and effectuate the notice and settlement administration process, as set forth in the Court's November 14, 2025 Preliminary Approval Order.

On September 26, 2025, Phoenix received a mailing list from Defendant's counsel that contained each Class Members' name, last known mailing address, Social Security Number, dates of employment, number of Workweeks, and number of PAGA Pay Periods (collectively, "Class List").[27]

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[23] *Id.*, ¶ 10.d.
[24] Settlement Agreement, ¶ 21
[25] *Ibid.*
[26] *Ibid.*
[27] Phoenix Decl., ¶ 3.

The Class List contained information for two hundred fifty-five (255) individuals identified as Class Members.[28] The mailing addresses contained in the Class List were processed and updated utilizing the U.S. Postal Service's National Change of Address Database ("NCOA").[29]

On October 14, 2025, Phoenix mailed the Class Notice via U.S. first class mail to all 255 individuals identified as Class Members in the Class List.[30] During the response period, 1 individual was identified as having been inadvertently excluded from the Class List. The proper information was provided to Phoenix, and the individual was mailed a Class Notice. Accounting for this addition, there are two hundred fifty-six (256) Class Members.

A total of 20 Class Notices were returned with a forwarding address and Phoenix promptly re-mailed the Class Notices to the forwarding addresses.[31] Phoenix performed a skip-trace search on 20 Class Notices that were returned to Phoenix without forwarding addresses, located an updated address for 20 Class Members, and promptly re-mailed the Class Notice to the updated addresses.[32] There are 0 mailed Class Notices that remain undeliverable.[33]

The Settlement Administrator has received zero (0) Objections and zero (0) Request for Exclusion from Class Members by the Response Deadline of December 13, 2025 or the extended Response Deadline of December 28, 2025 for those Class Notices that were re-mailed.[34]

To date, there are 256 Class Members who did not submit a timely and valid Request for Exclusion ("Settlement Class Members"), and who will be paid their portion of the Net Settlement Amount. The Net Settlement Amount of approximately $135,858.88 and the PAGA Amount of $55,000.00 will be distributed in accordance with the terms of the Settlement.[35]

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[28] Phoenix Decl., ¶ 3.
[29] *Id.,* ¶ 4.
[30] *Id.*, ¶ 5.
[31] *Id.*, ¶ 8.
[32] *Ibid.*
[33] *Ibid.*
[34] *Id.*, ¶¶ 9-10.
[35] *Id.*, ¶ 14.

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VI. THE COURT SHOULD GRANT FINAL APPROVAL OF THE CLASS ACTION SETTLEMENT.

In reviewing a class settlement, the court need not reach any ultimate conclusions on the issues of fact and law that underlie the merits of the dispute. *7-Eleven Owners for Fair Franchising v. Southland Corp.* (2000) 85 Cal.App.4th 1135, 1146. The inquiry is not whether the settlement agreement is the best one that class members could have possibly obtained, but whether the settlement, taken as a whole, is "fair, adequate, and reasonable"—and the trial court has broad discretion to determine this. *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 52-55. A settlement need not obtain 100 percent of the damages sought in order to be fair, reasonable, and ultimately, meaningful. *Wershba v. Apple Computer, Inc.* (2001) 91 Cal.App.4th 224, 251. Even if the proposed settlement affords relief that is substantially narrower than it would be if the case were to be successfully litigated, that is no bar to a class settlement because the public interest may indeed be served by a voluntary settlement in which each side gives ground in the interest of avoiding prolonged litigation. *Id.*

To determine whether the settlement is fair and reasonable, relevant factors to consider are:

> the strength of plaintiffs' case, the risk, expense, complexity and likely duration of further litigation, the risk of maintaining class action status through trial, the amount offered in settlement, the extent of discovery completed and the stage of the proceedings, the experience and views of counsel, the presence of a governmental participant, and the reaction of the class members to the proposed settlement.

Dunk v. Ford Motor Co. (1996) 48 Cal.App.4th 1794, 1801. The list of factors is not exclusive and the court can consider different factors based on the circumstances of each case. *Wershba* at 245. At the final approval stage, a presumption of fairness exists where, as here:

> "(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."

Id. at 1802. "Due regard should be given to what is otherwise a private consensual agreement between the parties." *Dunk* at 1801.

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A. The Settlement Resulted from Arm's-Length Negotiations Based Upon Extensive Investigation and Formal and Informal Discovery.

The Parties actively litigated the case since the Action commenced on March 7, 2023. Class Counsel conducted significant investigation, and extensive formal and informal discovery into the facts of the case, to assess the veracity, strength, and scope of the claims, and was preparing for class certification and trial prior to reaching the Settlement.[36]

The Parties conducted significant formal and informal discovery and investigation into the fact of the case, and also informally exchanged a volume of information, documents, and data throughout the course of the litigation and in connection with the mediation and settlement negotiations.[37] On June 12, 2023, Plaintiff served Requests for Production of Documents (Set One), Special Interrogatories (Sets One & Two), and Form Interrogatories—General (Set One) on Defendant. On October 25, 2023, Plaintiff served Special Interrogatories (Set Three) on Defendant. The volume of information, documents, and data obtained from Plaintiff, Defendant, and other sources, included, and were not limited to: Plaintiff's and other Class Members' employment records, Class Members' time and pay data, multiple iterations of Defendant's Employee Handbook, company policy acknowledgements, internal memoranda, Defendant's operations and employment practices, forms, procedures, and policies, among other information and documents.[38] Class Counsel had the opportunity to interview Plaintiff and other percipient witnesses.[39] Class Counsel developed liability, damages, and penalties valuation models in the course of litigation and in connection with the mediation and settlement negotiations, and met and conferred with Defendant's counsel on numerous occasions, e.g., to discuss issues relating to the pleadings, case management, motion practice, and production of information, documents, and data in the course of litigation and in connection with the mediation and settlement negotiations, and settlement.[40] Other work performed by Class Counsel included, and was not limited to, case strategy and analysis; legal research; drafting, reviewing, and revising the pleadings, motion-

[36] Slinger Decl., ¶ 6.
[37] *Id.*, ¶ 7.
[38] *Ibid.*
[39] *Ibid.*
[40] *Ibid.*

related papers, mediation briefing and supporting materials, and settlement-related papers; and preparing for and attending court proceedings, mediation, and settlement negotiations, among other tasks.[41]

After conducting formal and informal discovery and investigation into the facts of the case, the Parties participated in a formal, full-day mediation conducted by Tagore Subramanian, Esq., who is well-regarded mediator experienced in mediating complex labor and employment matters.[42] In the course of mediation and settlement negotiations, the Parties exchanged extensive information, documents, and data and discussed all aspects of the case, including and not limited to, the risks and delays of further litigation, the risks and expenses to the Parties of proceeding with class certification, manageability, off-the-clock theory, regular rates of pay, meal and rest periods (including *inter alia*, on premises breaks), expense reimbursements, recordkeeping and wage statement requirements, representative PAGA claims and penalties, and wage-and-hour law and enforcement; Plaintiff's claims and allegations, and Defendant's defenses thereto, as well as the evidence produced and analyzed; and the possibility of appeals, among other things.[43] During all settlement discussions, the Parties conducted their negotiations at arm's length in an adversarial position.[44] Arriving at a settlement that was acceptable to the Parties was not easy.[45] Defendant and its counsel felt very strongly about Defendant's ability to prevail on the merits and to avoid class certification and representative adjudication and prevail on the merits, while, Plaintiff and Class Counsel believed that they would be able to obtain class certification and prevail at trial.[46] After conducting significant formal and informal discovery and investigations, extensive settlement negotiations, and with the aid of the mediator's evaluation, the Parties agreed that this matter was well-suited for settlement given the legal issues relating to Plaintiff's principal claims, as well as the costs and risks to the Parties that would attend further litigation.[47]

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41 Slinger Decl., ¶ 7.
42 *Id.*, ¶ 9.
43 *Ibid.*
44 *Ibid.*
45 *Ibid.*
46 *Ibid.*
47 *Ibid.*

The Settlement takes into account the strengths and weaknesses of each side's position and the uncertainty of how this matter might have concluded at certification, trial, and/or appeals.[48] The Settlement was based on a volume of facts, evidence, and investigation.[49] Additionally, Class Counsel has extensive experience in handling complex wage-and-hour actions, including significant experience in employment class action litigation.[50]

B. The Risks Inherent in Continued Litigation Favor Final Approval of the Settlement.

The risks inherent in litigating the claims through certification proceedings, trial, and/or appeals, favor resolving this matter for a Total Settlement Amount of $345,000.00.[51] The Settlement was calculated using information and data uncovered through extensive case investigation, formal and informal discovery, and the exchange of information in the context of litigation, mediation, and ongoing settlement negotiations.[52] Had the action not settled, Defendant would have vigorously challenged class certification, manageability, and liability. Defendant contended that individualized questions of fact predominated over any common issues, and these issues would pose challenges to certification and representative adjudication. Defendant would have likely argued again at trial, if any, that Plaintiff's claims were not appropriate for class-wide or representative adjudication. On the other hand, Defendant also faced the risk of the Court certifying a class and allowing a jury to decide Plaintiff's claims on a class-wide or representative basis. Also, preparation for trial would have been expensive for all Parties.

It is preferable to reach an early resolution of a dispute because such resolutions save time and money that would otherwise go to litigation. If this matter had settled after further litigation, the settlement amount would have taken into account the additional costs incurred, and there might have been less money available for Class Members, PAGA Employees, and the State of California after all was said and done. This is not just an abstract contention. The risks and

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[48] Slinger Decl., ¶ 7.
[49] *Id.*, ¶¶ 7 & 8.
[50] *Id.*, ¶¶ 16-20.
[51] *Id.*, ¶ 11.
[52] *Id.*, ¶¶ 6-9.

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expenses of further litigation outweighed any benefit that might have been gained otherwise. These risks of further litigation include a determination that the claims were unsuitable for class treatment and/or representative adjudication, failure to obtain certification, class de-certification after certification of a class, allowing a jury to decide the claims asserted in this matter, and the real possibility of no recovery after years of litigation. Additionally, the Parties were moving into the phase of the litigation where they would have to conduct a significant amount of additional discovery, including and not limited to, depositions of Defendant's Person Most Knowledgeable designees, expert witnesses, and percipient witnesses, such as managers, supervisors, and other current and former employees throughout the State of California. Additional discovery would have certainly arisen, which would have cost the Parties additional time and money. In contrast, the Settlement provides real and significant benefits for the Class, PAGA Employees, and the State of California here and now, while avoiding the further expenses, risks, and delay of prolonged litigation with only the possibility of recovery.

It would be grossly inefficient for such a large class of current and former employees to bring individual actions to recover from Defendant for the alleged violations of wage-and-hour laws. Moreover, the potential individual recovery that could be obtained by a Class Member would not be significant enough to provide him or her with the incentive to sue. By granting final approval of the Settlement, the Court can approve a resolution that provides a certain and substantial recovery for Class Members, PAGA Employees, and the State of California.

C. <u>The Settlement Is Fair, Reasonable, and Adequate.</u>

The Settlement, which provides for a Total Settlement Amount of $345,000.00, represents a fair, reasonable, and adequate resolution of this matter. The Settlement was calculated using information and data uncovered through extensive case investigation, initial disclosures, formal and informal discovery, and the exchange of information in the context of litigation, mediation, and extensive settlement negotiations. The Settlement takes into account the potential risks and rewards inherent in any case and, in particular, in this matter. Moreover, considering the facts in this matter, the Total Settlement Amount represents a considerable recovery.

The Total Settlement Amount will be fully paid out, in accordance with the terms of the Settlement. As discussed in Section IV, *supra*, each Settlement Class Member will be paid a *pro rata* share of the Net Settlement Amount (which is currently estimated to be $135,858.88), based on the number of Workweeks credited to them and each PAGA Employee will be paid a pro rata share of the PAGA Employee Amount, based on the number of PAGA Pay Periods credited to them.[53] The highest Individual Settlement Payment to a Settlement Class Member is currently estimated to be $2,043.22 and the average Individual Settlement Payment is currently estimated to be $475.59.[54] The highest Individual PAGA Payment to a PAGA Employee is current estimated to be $1,053.19 and the average Individual PAGA Payment is currently estimated to be $641.67.[55] These are significant individual recoveries, particularly in light of the risks of litigation.

Class Counsel believes that the Settlement as a whole is fair, reasonable, and adequate.[56] Although Class Counsel's recommendations are not conclusive, the Court can properly take the recommendations into account, particularly if Class Counsel appears to be competent, has experience with this type of litigation, and significant discovery and investigation have been completed, as is the case here. Conte & Newberg, *Newberg on Class Actions* (4th Ed., 2002) § 11.47. Accordingly, the Court should grant final approval of the Settlement.

D. <u>The Class Was Represented by Competent Counsel.</u>

Class Counsel has extensive experience in employment class action law and complex wage-and-hour litigation.[57] Lawyers *for* Justice, PC has been appointed class counsel in numerous complex wage-and-hour cases, and has recovered millions of dollars for individuals in California.[58] Both Parties' counsel were capable of assessing the strengths and weaknesses of the

[53] Settlement Agreement, ¶¶ 15 & 16. The *pro rata* allocation here is a fair and reasonable way to distribute the Net Settlement Amount that is payable to the Settlement Class Members and the PAGA Employee Amount that is payable to the PAGA Employees. At the final approval stage, "[a]n allocation formula need only have a reasonable, rational basis [to warrant approval], particularly if recommended by experienced and competent class counsel." *In re American Bank Note Holographics, Inc., Securities Litigation* (S.D.N.Y. 2001) 127 F.Supp.2d 418, 429-30.
[54] Phoenix Decl., ¶ 15.
[55] *Id.,* ¶ 16.
[56] Slinger Decl., ¶ 23.
[57] *Id.*, ¶¶ 16-20.
[58] *Ibid.*

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Class Members' claims against Defendant and the benefits of the Settlement under the circumstances of the lawsuit and in the context of a private, consensual settlement agreement.

E. There Are No Written Objections to the Class Settlement.

The Settlement has been well received by the Class – ***not a single Class Member objected to or opted out of the Class Settlement.***[59] Specifically, no objections have been made as to the Total Settlement Amount or contemplated Attorneys' Fees and Costs, Enhancement Award, Settlement Administration Costs, and allocation for the PAGA Amount. California courts have consistently found that a small number of objectors indicates support for a settlement and strongly favors final approval.[60]

Here, the lack of any objections speaks volumes about the fairness, reasonableness, and adequacy of this Settlement. Accordingly, the Settlement as a whole is presumed to be fair, reasonable, and adequate, and the Court should grant final approval of the Settlement in its entirety. *Dunk*, 48 Cal.App.4th at 1802.

VII. THE ATTORNEYS' FEES REQUESTED SHOULD BE APPROVED.

A. A Fee Award of a Percentage of the Entire Fund Is Appropriate.

Under the terms of the Settlement Agreement, Defendant will pay a Total Settlement Amount of $345,000.00.[61] The requested attorneys' fees are thirty-five percent (35%) of the total value of the monetary settlement.[62] In light of Class Counsel's successful prosecution and resolution of this matter, the requested attorneys' fees are appropriate and reasonable.

Where the amount of a settlement is a "certain easily calculable sum of money," California courts may calculate attorneys' fees as a reasonable percentage of the settlement. Weil and Brown, California Practice Guide, *Civil Procedure Before Trial*, Chapter 14, § 14:145; *In re Bluetooth Headset Prods. Liab. Litig.* (9th Cir. 2011) 654 F.3d 935, 942 (The percentage method is particularly appropriate where a monetary settlement has been recovered and "the benefit [recovered can be] easily quantified."); *see also Laffitte v. Robert Half Int'l Inc.* (2016) 1

[59] Phoenix Decl., ¶¶ 9-10.
[60] *Wershba*, *supra*, 91 Cal.App.4th at 250-51 (final approval granted despite 20 objectors); *7-Eleven Owners*, *supra*, 85 Cal.App.4th at 1152-53 (final approval granted despite 9 objectors).
[61] Settlement Agreement, ¶ 7.oo.
[62] *Id.*, ¶ 11

Cal.5th 480, 503; *Dunk* at 1808. Courts may calculate and award attorneys' fees as a percentage of a monetary fund that has, by litigation, been preserved or recovered for the benefit of others. *Laffitte* at 486 & 506. Trial courts "retain the discretion to forgo a lodestar cross-check and [may] use other means to evaluate the reasonableness of a requested percentage fee." *Id*. (internal quotes omitted); see also *Wershba*, *supra*, 91 Cal.App. 4th at 253.

Courts award fees as an economic incentive for lawyers to pursue litigation that will enhance and facilitate access to the judicial system for meritorious claims, deter wrongdoing, and address multiple similar alleged wrongs that would not be economically feasible to pursue individually, such as here. See A. Conte, *Attorney Fee Awards* (2d ed. 1993) 104, at 6.

The percentage fee method is preferred in representative actions because "it better approximates the workings of the marketplace than the lodestar approach." *Lealao v. Beneficial Cal., Inc.* (2000) 82 Cal.App.4th 19, 49. California law provides that the award for attorneys' fees should be equivalent to fees freely negotiated in the legal marketplace and paid in comparable litigation based on the result achieved and risk incurred. *Id.* at 47-50; *Laffitte* at 503. In cases where the settlement agreement provides that the defendant will pay the plaintiff's attorneys a percentage of the fund created by the settlement, use of that percentage method is appropriate. *Lealao* at 32. Fee awards that are too small will "chill the private enforcement essential to the vindication of many legal rights and obstruct the representative actions that often relieve the courts of the need to separately adjudicate numerous claims." *Id.* at 53. Therefore, fees in representative actions should approximate the probable terms of a contingent fee contract negotiated by a sophisticated attorney and client in comparable litigation. *Id*. at 48. "The ultimate goal . . . is the award of a 'reasonable' fee to compensate counsel for their efforts, irrespective of the method of calculation." *Consumer Privacy Cases* (2009) 175 Cal.App.4th 545, 557-58 (quoting *Apple Computer, Inc. v. Superior Court* (2005) 126 Cal.App.4th, 1253, 1270).

Class Counsel's application for attorneys' fees in light of the facts and circumstances surrounding the case is well-within the range of reasonableness. Courts have awarded fees as high as 50% of the settlement in complex actions, depending on the circumstances of the case.[63]

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[63] *See In re Ampicillin Antitrust Litig.* (D.D.C. 1981) 526 F.Supp. 494 (awarding attorneys' fees in the amount of

(Footnote continued)

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Class Counsel has performed significant work in this matter, as discussed in the Declaration of Ryan Slinger with the very real possibility of an unsuccessful outcome and no fee recovery of any kind.[64] In the present matter, Class Counsel has borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained.[65] Class Counsel is experienced in complex wage-and-hour litigation and used that experience to obtain a significant settlement recovery for Plaintiff, the Class, PAGA Employees, and the State of California.[66] Considering the amount of fees requested, work performed, risks incurred, results obtained, and experience of Class Counsel in handling similar matters, Plaintiff maintains that the requested attorneys' fees are reasonable and should be awarded.

Compensating class counsel in class litigation on a percentage basis, as requested herein, makes good sense because: (1) it is consistent with the private marketplace where contingent fee attorneys are customarily compensated on such a basis; (2) it aligns the interests of class counsel and absent class members in achieving the maximum possible resolution of the case; and (3) it encourages the most efficient and expeditious resolution of the litigation by providing an incentive for early, yet reasonable, settlement. The attorney fee request here satisfies all of these factors and should be approved on a percentage basis.

The percentage method is consistent with, and is intended to mirror, the practice in the private marketplace where contingent-fee attorneys typically negotiate percentage-fee arrangements with their clients. The named plaintiff's agreement to pay a contingent fee is powerful evidence of a reasonable fee. One of the best ways to demonstrate the value of counsel's work to the class is to review the consideration agreed to be paid by the named plaintiff. If the named plaintiff has employed counsel on a contingency-fee basis, it would indeed be inequitable for the members of the class, who will enjoy the benefits of the settlement

45% of the $7.3 million total settlement amount); *Beech Cinema, Inc. v. Twentieth-Century Fox Film Corp.* (S.D.N.Y. 1979) 480 F.Supp. 1195 (awarding approximately 53% of the settlement as attorneys' fees). California courts routinely approve attorneys' fees awards "average[ing] around one-third of the recovery." *Chavez v. Netflix, Inc.* (2008) 162 Cal.App.4th 43, 66 n.11 (lower court found the range of contingency fees in marketplace to be 20%-40% and determined such a percentage fee was appropriate).

[64] Slinger Decl., ¶¶ 12-13.

[65] *Id.*, ¶¶ 21.

[66] *Id.*, ¶¶ 16-20.

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without incurring the risks of bringing the claim, to pay less than the named plaintiff. In this case, Plaintiff has agreed to a contingency fee agreement of at least thirty-five percent (35%) of the recovery.[67]

Class Counsel has obtained a substantial recovery on behalf of Plaintiff, the Class, PAGA Employees, and the State of California and the results achieved justify an attorneys' fees award that is the equivalent of the standard market fee and that is consistent with the contingency-fee agreement entered into by and between Plaintiff and Class Counsel. Thus, the requested attorneys' fees are appropriate.

B. <u>The Attorneys' Fees Requested Are Reasonable Based on the Factors Considered in Determination of Fee Awards.</u>

The factors which courts consider in determining whether fee awards are reasonable, all of which support the fee award requested by Class Counsel, are: the time and labor required; the novelty and difficulty of the questions involved; the skill requisite to perform the legal services properly; the preclusion of other employment by the attorney due to the acceptance of the case; the customary fee; whether the fee is fixed or contingent; the time limitation imposed by the client or the circumstances; the amount involved and results obtained; the experience, reputation, and ability of the attorney; the undesirability of the case; the nature and length of the professional relationship with the client; and awards in similar cases. *Camden I Condominium Association, Inc. v. Dunkel* (11th Cir. 1991) 946 F.2d 768, 772. Some of the most relevant factors to this Court's fee determination will be addressed below.

The award of attorneys' fees in the amount of $120,750.00 (which is 35% of the Total Settlement Amount) is commensurate with the time, effort, and expense dedicated to this matter, the contingent nature of Class Counsel's fee recovery and the risks taken, the skill and determination required, the results that Class Counsel has achieved, and the value of the settlement that Class Counsel has obtained in this matter.

1. Time & Labor.

Class Counsel used its experience and skills, and dedicated the full extent of resources, to

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[67] Slinger Decl., ¶ 10.

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litigate and bring this matter to a successful conclusion.[68]

As outlined in the Declaration of Ryan Slinger, Class Counsel has fully and actively participated in litigation of this matter.[69] Prior to commencing the lawsuit, Class Counsel had conducted a significant amount of investigation into the factual and legal issues, Defendant's business and its operations, and employment policies, practices, and procedures.[70] During the litigation of this matter, Class Counsel had the opportunity to interview Plaintiff and other percipient witnesses; reviewed and analyzed a volume of information, documents and data obtained from Defendant, Plaintiff, and other sources; and prepared liability, damages, penalties, and valuation calculations.[71] Class Counsel also met and conferred with Defendant's counsel on numerous occasions e.g., to discuss issues relating to the pleadings, case management, motion practice, formal and informal discovery, and the production of information, documents and data among other things, and prepared for and attended court proceedings, mediation, and settlement negotiations.[72]

Counsel has dedicated staffing and monetary resources necessary to prosecute this matter diligently and with maximum efficiency and has fully and actively participated in the litigation process.[73] The Attorney Task and Time Chart, which is attached as "**EXHIBIT 1**" to the accompanying Declaration of Ryan Slinger, sets forth in detail the hours that attorneys at Lawyers *for* Justice, PC have spent performing tasks in this matter.[74] Class Counsel has spent **233.10** hours performing tasks and to obtain a significant recovery in this matter.[75] These hours were required to bring this matter to its successful conclusion. In light of the value of Class Counsel's work and the carrying of costs involved in litigating this matter, the requested attorneys' fees are fair, adequate, and reasonable.

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[68] Slinger Decl., ¶¶ 7-9.
[69] *Id.*, ¶ 7-9; Exh. 1.
[70] *Id.,* ¶ 7-8.
[71] *Id.,* ¶ 7.
[72] Slinger Decl., ¶ 7.
[73] *Id.,* ¶¶ 12-13; Exh. 1.
[74] *Id.*, Exh. 1.
[75] *Id.*, ¶¶ 12-13; Exh. 1.

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2. The Skill Required to Perform Legal Services Properly.

The skill required to properly litigate this matter is evident from the results achieved, the steps necessary to reach those results, and that Defendant retained well-respected counsel to represent it.

Class Counsel exercised its skill to perform significant investigation, analysis, and research prior to filing the case, during the litigation, and prior to and during the mediation and settlement negotiations. Class Counsel took steps to prepare the matter for class certification and representative adjudication and had every intention of taking this matter to trial on a class-wide basis if Defendant did not offer an appropriate class-wide settlement. Despite all of the obstacles that had to be overcome, as demonstrated in the Declaration of Ryan Slinger, Class Counsel used its extensive experience in the handling of class actions and complex wage-and-hour matters in order to obtain the Settlement with maximum efficiency.[76]

3. Whether the Fee Is Fixed or Contingent.

Plaintiff entered into a contingency fee agreement with Class Counsel, and the representation of the Class provided by Class Counsel has been wholly contingent.[77] Class Counsel has invested **233.10** hours of time to obtain relief on behalf of Plaintiff, the Class, PAGA Employees, and the State of California.[78] Class Counsel has also incurred litigation costs and expenses in the amount of $15,891.12.[79] Thus, Class Counsel has borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained.[80]

In determining the reasonableness of a fee award in a class action settlement, whether or not representation is provided on a contingency basis is an important factor:

> A contingent fee must be higher than a fee for the same legal services paid as they are performed. The contingent fee compensates the lawyer not only for the legal services he renders but for the loan of those services. A lawyer who both bears the risk of not being paid and provides legal services is not receiving the fair market value of his work if he is paid only for the second of these functions. If he is paid no more, competent counsel will be reluctant to accept fee award cases.

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[76] Slinger Decl., ¶¶ 16-20.
[77] *Id.,* ¶ 10.
[78] Slinger Decl., ¶¶ 12-13; Exh. 1.
[79] *Id.*, ¶ 21.
[80] *Ibid.*

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Cates v. Chiang (2013) 213 Cal.App.4th 791, 823 (internal quotes and citations omitted). Class Counsel litigated this matter on a contingent basis with all of the concomitant risk factors inherent in such an uncertain undertaking. Had Class Counsel not been successful, the time that Class Counsel has devoted to litigating this matter would have been for naught, and would not have produced any fee or any reimbursement of costs or expenses. *See Vizcaino v. Microsoft* (9th Cir. 2002) 290 F.3d 1043, 1048-49 (discussing the risks of engaging in litigation without certainty of compensation).

4. The Amount Involved and the Results Achieved.

The Settlement represents an excellent resolution of this matter, given the risks inherent in litigating the matter through class certification proceedings, trial, and/or appeals. Had this matter not settled, Defendant would have vigorously challenged certifiability, manageability, and liability. Defendant, however, faced risks if the Court certified a class and allowed a jury to decide the claims. Additionally, preparing this matter for trial would have been expensive for the Parties. The Settlement at this stage is preferred over continued litigation because such resolutions save time and money that would otherwise go to litigation. The risks and expenses of further litigation outweighed any benefit that might have been gained otherwise. The Settlement provides an immediate recovery, as opposed to an uncertain result in the future after costly, risk, and prolonged litigation involving expert discovery, trial preparation, class certification proceedings, and appellate review of those proceedings.

The results achieved, in light of the difficulties inherent in similar cases and the specific difficulties faced in this matter, are considerable.[81] Class Counsel obtained a settlement of $345,000.00.[82] The Settlement has yielded a positive response from the Class Members—no Class Members objected to the Class Settlement.[83]

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[81] Slinger Decl., ¶¶ 7-9.
[82] Settlement Agreement, ¶ 7.oo.
[83] Phoenix Decl., ¶ 10.

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5. The Reputation and Ability of the Attorneys.

Lawyers *for* Justice, PC is a recognized class action law firm that employed its attorneys' knowledge, skills, and experience in bringing this case to a successful conclusion.[84] Class Counsel has years of complex and class action litigation experience, has recovered millions of dollars on behalf of thousands of individuals in California, and has successfully handled numerous significant wage-and-hour class action and complex cases. [85]

C. **<u>The Lodestar Methodology Also Justifies Approval of the Requested Fees.</u>**

While the percentage-of-the-benefit approach is endorsed as the better approximation of the workings of the marketplace than the lodestar approach, courts may also use the lodestar method to "cross-check" the results of the other.[86] The lodestar is calculated based on reasonable hours at reasonable prevailing hourly rates for the attorneys, and counsel is entitled to compensation for every hour reasonably spent on the matter. *Ketchum v. Moses* (2001) 24 Cal.4th 1122, 1131-33. The reasonableness of hours is assessed by "the entire course of the litigation, including pretrial matters, settlement negotiations, discovery, litigation tactics, and the trial itself[.]" *Vo v. Las Virgenes Municipal Water Dist.* (2000) 79 Cal.App.4th 440, 447.

As discussed above in Part VII.B.1, *infra*, and also discussed in the Declaration of Ryan Slinger, Class Counsel expended significant time and labor in this highly contested matter.[87] Class Counsel has been actively involved in the prosecution of the case, and the work performed in said case has precluded other employment.[88] Class Counsel bore the risk that, despite all of its efforts and skills employed, there may be no recovery.[89] Ultimately, Class Counsel was successful in reaching a settlement of $345,000.00.[90] The Attorney Task and Time Chart sets forth in detail the numerous tasks that Class Counsel performed in this matter, and the time

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[84] Slinger Decl., ¶¶ 16-20.
[85] *Ibid.*
[86] *Laffitte*, *supra*, 1 Cal.5th at 505 (explaining that "[a] lodestar cross-check is simply a quantitative method for bringing a measure of the time spent by counsel into the trial court's reasonableness determination" and "the lodestar calculation . . . does not override the trial court's primary determination of the fee as a percentage" and "does not impose an absolute maximum or minimum on the potential fee award."); *see also, e.g.*, *Vizcaino*, 290 F.3d at 1050 ("[W]hile the primary basis of the fee award remains the percentage method, the lodestar may provide a useful perspective on the reasonableness of a given percentage award.").
[87] Slinger Decl., ¶¶ 11-12; Exh. 1.
[88] Slinger Decl., ¶¶ 12-13.
[89] *Id.*, ¶¶ 21.
[90] Settlement Agreement, ¶ 7.oo.

required for completing those tasks.[91] The chart demonstrates that Class Counsel has spent a total of **233.10** hours litigating this matter and finalizing the Settlement.[92] In light of the facts and circumstances of this matter, as well as the results that Class Counsel has achieved, Class Counsel has spent a reasonable number of hours performing work on this matter. In addition, Class Counsel will continue to perform work on this matter through the date of final approval and in connection with the implementation of the Settlement.

As set forth in the Declaration of Ryan Slinger, the professional backgrounds and experience of Class Counsel support a reasonable rates of compensation between $575 and $1,495 per hour for services provided by Class Counsel.[93] While the circumstances of every case are unique, the fact remains that the work performed and efforts undertaken by Class Counsel on behalf of the Class Members justify the requested attorneys' fees.

Applying the individual attorneys' rates to their hours for services provided by Class Counsel would place a reasonable value of $178,219.50 based on lodestar, for the work performed by Class Counsel. However, Class Counsel only seeks attorneys' fees in the amount of $120,750.00, which is 35% of the total recovery, as provided for by the Settlement Agreement.

The lodestar method as a cross-check to the percentage figure sought strongly supports the reasonableness of the requested attorneys' fees. The nature of the work performed, skill exercised, and the outcome in this matter—which involves an outstanding monetary recovery involving a Total Settlement Amount of $345,000.00 (with a Net Settlement Amount of approximately at least $135,858.88 to be paid to Settlement Class Members (with gross Individual Settlement Payments averaging approximately more than $475.59), payment of $19,250.00 to PAGA Employees, and payment of $35,750.00 to the State of California)—support the percentage fee sought. Accordingly, Court is respectfully requested to award attorneys' fees in the amount of $120,750.00 to Class Counsel.

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[91] Slinger Decl., Exh. 1.
[92] *Ibid.*
[93] *Id.,* ¶ 13.

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VIII. REIMBURSMENT OF CLASS COUNSEL'S LITIGATION COSTS AND EXPENSES SHOULD BE APPROVED.

The Settlement provides for reimbursement of litigation costs and expenses of up to $30,000.00. As set forth in the Declaration of Ryan Slinger, Class Counsel only seeks reimbursement of $15,891.12 in litigation costs and expenses incurred in this matter.[94] This amount was reasonable and necessary in the prosecution of this matter and to obtain the Settlement, and is less than the maximum amount allocated under the Settlement Agreement.[95] The cost savings of $14,108.88 will be part of the Net Settlement Amount, which will be distributed to Settlement Class Members in accordance with the Settlement.[96] Accordingly, Plaintiff requests that the Court award litigation costs and expenses in the amount of $15.891.12 to Class Counsel.

IX. THE SETTLEMENT ADMINISTRATION COSTS SHOULD BE APPROVED.

As set forth in the accompanying Phoenix Declaration, the total costs incurred and to be incurred by Phoenix for the notice and settlement administration process are $7,500.00.[97] The costs incurred and to be incurred include, but are not limited to, establishing and maintaining a settlement fund account; establishing and maintaining a calendar of administrative deadlines and responsibilities; processing, issuing, and transmitting settlement payments; distributing notice of the Settlement to the Class; receiving and validating Request for Exclusions, Objections, or Workweeks Disputes submitted by Class Members; calculating Employer Taxes and providing appropriate forms and calculations to Defendant; providing counsel with weekly reports; and other tasks as the Parties mutually agree or the Court orders Phoenix to perform.[98]

Accordingly, the Court should grant final approval of payment to Phoenix, a necessary third-party for its handling of the notice and settlement process, in the amount of $7,500.00.

X. THE ENHANCEMENT AWARD SHOULD BE APPROVED.

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[94] Slinger Decl., ¶ 21.
[95] *Ibid.*
[96] *Ibid.*
[97] Phoenix Decl., ¶ 18.
[98] *Id.*, ¶ 2.

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Plaintiff requests an Enhancement Award, in the amount of $10,000.00 to himself, for his efforts and work spearheading the prosecution of this matter and serving as the Class Representative, as well as his broader individual waiver and release of claims with a California Civil Code Section 1542 waiver. Such enhancement awards are common, and the one requested here is reasonable.[99]

Plaintiff spent a substantial amount of time and effort providing the facts and evidence necessary to support the prosecution of the claims.[100] Plaintiff was available whenever Class Counsel needed him and actively tried to obtain, and gave, information to support the pursuit of this matter.[101]

Accordingly, it is appropriate and just for Plaintiff Jo-Nathan Green to receive $10,000.00 as a reasonable Enhancement Award, in addition to his individual settlement payments.

XI. CONCLUSION

For the foregoing reasons, the Court is respectfully requested to grant final approval of the Settlement, approve and award Attorneys' Fees and Costs to Class Counsel, the Enhancement Award to Plaintiff, Settlement Administration Costs to the Settlement Administrator, and the PAGA Amount, in their entirety, as sought herein; and permit the filing of a memorandum that exceeds the page limit.

Dated: December 30, 2025

LAWYERS *for* JUSTICE, PC

By: Ryan Slinger

Ryan Slinger
Attorneys for Plaintiff and the Class

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[99] *Vranken v. Atlantic Richfield Co*. (N.D. Cal. 1995) 901 F.Supp. 294, 299 (Relevant factors considered by courts are the financial and other risk to, the notoriety and personal difficulties encountered by, and the amount of time and efforts spent by the class representative, as well as the duration of the litigation and the personal benefit (or lack thereof) enjoyed by the class representatives as a result of the litigation; approving $50,000 participation award to a single class representative based on such factors).

[100] Slinger Decl., ¶ 22; Declaration of Jo-Nathan Green ("Green Decl."), ¶¶ 3-5.

[101] Slinger Decl., ¶ 22; Green Decl., ¶¶ 3-5.

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