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SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF ALAMEDA

DANELL PAGE, individually, and on behalf of
all others similarly situated,

Plaintiff,

vs.

CONDUENT STATE & LOCAL SOLUTIONS,
INC., a New York corporation; RANDSTAD
US, LLC, a limited liability company; and DOES
1 through 10, inclusive,

Defendants.

Case No.: 23CV037588

**DECLARATION OF H. SCOTT LEVIANT
IN SUPPORT OF PLAINTIFF'S MOTION
FOR AN ORDER APPROVING
SETTLEMENT OF CLAIMS BROUGHT
PURSUANT TO THE PRIVATE
ATTORNEYS GENERAL ACT OF 2004**

Date: December 12, 2024
Time: 2:30 p.m.
Courtroom: Dept. 15
Judge: Hon. Peter Borkon

Reservation ID: 201764399314

Action Filed: July 6, 2023
Trial Date: Not Set

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DECLARATION OF H. SCOTT LEVIANT

I, H. Scott Leviant, declare as follows:

1. I am admitted, in good standing, to practice as an attorney in the State of California, the United States Supreme Court, the Eighth Circuit Court of Appeals, the Ninth Circuit Court of Appeals, and the United States District Courts for the Central, Eastern, Northern and Southern Districts of California. I have never been subject to discipline by the State Bar of California. I am a fully qualified, adult resident of the State of California, and, if called as a witness herein, I would testify truthfully to the matters set forth herein. All of the matters set forth herein are within my personal knowledge, except those matters that are stated to be upon information and belief. As to such matters, I believe them to be true.

2. I am employed as a Senior Counsel at the law firm of Moon Law Group, PC. My business address is 725 S. Figueroa Street, Suite 3100, Los Angeles, California 90017 and my business telephone number is (213) 232-3128. I am counsel for Plaintiff.

3. This Declaration is submitted in support of Plaintiff's MOTION FOR AN ORDER APPROVING SETTLEMENT OF CLAIMS BROUGHT PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF 2004.

BACKGROUND

4. Plaintiff alleges that Defendant engaged in practices and procedures that violated the California Labor Code. These alleged statutory violations subject Defendants to potential liability for PAGA penalties pursuant to Labor Code § 2698. Through this action, Plaintiff seeks to recover penalties pursuant to Labor Code § 2698, *et. seq.*

5. Defendant Conduent State & Local Solutions, Inc. delivers digital business solutions and services spanning the commercial, government and transportation spectrum.

6. Plaintiff worked for Defendant in California during the PAGA Period.

7. Defendant contends it had lawful policies, including break and pay policies, in effect throughout the statutory period, and viable defenses to a substantial portion of the alleged penalty claims.

8. On March 30, 2023, Plaintiff's Counsel sent a letter to the LWDA on behalf of Plaintiff in compliance with California Labor Code § 2699.3.

9. More than 65 days passed after the letter was sent to the LWDA, and the LWDA did not indicate that it intended to investigate the alleged violations referenced in the letter.

10. On July 6, 2023, Plaintiff commenced this Action by filing a Complaint alleging a cause of action against Defendant for civil penalties under the Private Attorneys General Act ("PAGA"). The Complaint is the operative complaint in the Action (the "Operative Complaint.")

11. Defendant denies all liability and admits to no claim by virtue of its agreement to settle this matter.

12. Because Court approval of a PAGA settlement is required, this settlement is presented to this Court for review and approval.

13. Counsel for Plaintiff has thoroughly investigated the facts relating to the claims alleged in the operative complaint and have made a thorough study of the legal principles applicable to the claims asserted against Defendant. Substantial formal discovery was conducted, and additional data was shared in connection with mediation efforts. Based on their investigation and evaluation of this case, Plaintiff's Counsel has concluded that the settlement is fair, reasonable, and adequate in light of all known facts and circumstances, including the defenses asserted by Defendant, potential adverse findings regarding liability, and numerous potential appellate issues.

14. On June 26, 2024, following exchange and extensive review of relevant documents and data, the Parties engaged in a full-day mediation with experienced wage and hour class and PAGA action mediator, Tripper Ortman, Esq., which resulted in a settlement of the Lawsuit, and the individual non-PAGA claims of Plaintiff which will be memorialized in a separate confidential settlement agreement.

15. The Parties have memorialized the terms of the settlement in a long-form agreement ("Settlement").

SUMMARY OF THE SETTLEMENT TERMS

16. Key provisions of the proposed settlement include the following:

(a) Aggrieved Employees: all current and former non-exempt employees employed

in California by Defendant at any time during the PAGA Period (the period between and including July 6, 2022 and July 31, 2024). (Agreement, ¶¶ 1.4 1.19).

- (b) No Reversion: The Settlement is *non-reversionary*. (Agreement, ¶ 3.1.)
- (c) Maximum Settlement Amount: Defendant agrees to pay the maximum sum of **\$320,000.00** (hereinafter referred to as the “Maximum Settlement Amount” or “MSA”) for settlement of the PAGA Penalties, which shall be inclusive of Plaintiff’s Counsel’s attorney’s fees and costs, the Plaintiff’s general release payment and the settlement administrator’s fees and costs. (Agreement, ¶ 3.1).
- (d) Net Settlement Amount: At least **\$173,333.33** will be available for distribution to the Aggrieved Employees and the LWDA. Of this amount, the LWDA will receive at least **\$130,000.00** under the Agreement, and Aggrieved Employees will receive at least **\$43,333.33** (Agreement, ¶¶ 1.15, 3.2).
- (e) Attorney’s Fees: Plaintiff’s Counsel requests an award of attorney’s fees in the amount of **\$106,666.67**, which is one-third of the MSA. (Agreement, ¶ 3.2.1.)
- (f) Litigation Costs: Plaintiff’s Counsel seeks reimbursement of actual litigation costs, to a maximum amount of \$17,500.00. Those actual costs are expected to be \$19,801.20, which is more than the maximum amount. Therefore, **\$17,500.00** is requested. (Agreement, ¶ 3.2.1; Leviant Decl., ¶ 40, and Exh. 2.)
- (g) Settlement Administration: Payment to Aggrieved Employees and administration will be accomplished through third-party settlement administrator ILYM Group, Inc., which has agreed to perform Administrator duties for a flat fee *not to exceed* **\$15,000.00**¹, which is reasonable, based on all of the services offered. (Agreement, ¶ 3.2.2; Leviant Decl., ¶ 41; Declaration of Lisa Mullins [Decl. of Mullins], ¶ 7.)
- (h) Plaintiff’s General Release: Plaintiff if providing a general release of all claims, known and unknown, in exchange for a payment of \$7,500.00. (Agreement, ¶¶

¹ The actual administration cost is \$10,410.82.

3.2.4, 5.1.)

- (i) Uncashed Checks: Funds represented by checks returned as undeliverable after a re-mailing, and funds represented by checks remaining un-cashed for more than 180 days after issuance, will be tendered to the State Bar Justice Gap Fund (“Cy Pres Recipient”). (Agreement, ¶ 4.4.3)
- (j) Release: In exchange for the above settlement consideration, Defendant shall be entitled to a *specific* release from the LWDA and each and every Aggrieved Employee, including Plaintiff, of the claims alleged in this matter or that could have been alleged based on the allegation and claims.² (Agreement, ¶ 5.2; Exh. 1.) Plaintiff is also providing a general release of all claims, known or unknown.
- (k) Notice to LWDA: The Declaration of H. Scott Leviant confirms that notice was provided to the LWDA and attaches the confirmatory submission documents. (Leviant Decl., ¶ 45 and Exh. 3.)

17. A true and correct copy of the PAGA SETTLEMENT AGREEMENT is attached hereto as **Exhibit “1.”**

THE SETTLEMENT MEETS ALL THE CRITERIA FOR APPROVAL

18. Plaintiff and Plaintiff’s counsel have diligently investigated the claims in this matter. Plaintiff and Counsel concluded, after taking into account the disputed factual and legal issues involved in this Action, the substantial risks attending further prosecution, including risks related to the outcome of possible summary judgment efforts, and the substantial benefits to be received pursuant to the compromise and settlement of the Action as set forth in the Settlement, that settlement on the terms agreed to are in the best interest of Plaintiff and the Aggrieved Employees and are fair and reasonable. Plaintiff’s Counsel brought to bear a great deal of experience with wage and hour actions in negotiating the settlement of this case.

² This comports with settled California Supreme Court authority. *See Arias v. Superior Court*, 46 Cal. 4th 969, 986 (2009) (concluding that “with respect to the recovery of civil penalties, nonparty employees as well as the government are bound by the judgment in an action brought under the act....”).

1 19. Resolution at this time will forestall the need for additional expensive and time-
2 consuming litigation that could very well result in an outcome less satisfactory than that proposed under
3 this settlement. But, before any other consideration, we have agreed to this settlement because it is
4 objectively reasonable. The potential for resolution benefits the aggrieved employees and the State of
5 California, since they do not have to wait additional years for a similar recovery. The efficiency of this
6 litigation benefits the Court, the parties and their counsel. A settled resolution now is the most realistic
7 method for addressing the claims raised in this matter.

8 20. We have engaged in the necessary investigation in this case that made it possible for us to
9 exercise informed judgment in those aspects of the settlement process in which we were involved. The
10 Defendant in this matter produced important information, including the employee handbook as well as
11 pay and time data for a substantial sampling of employees. That information, coupled with other data
12 provided, was sufficient to permit Plaintiff's counsel to adequately evaluate the settlement. Plaintiff had
13 more than enough information upon which to evaluate a fair and reasonable settlement amount.

14 21. Here, the expense, complexity and likely duration of future litigation was to some extent
15 an unknown. However, what is certain is that to adequately establish the foundational violations that
16 would support any penalty award, significant time and expense would be invested. To adequately
17 establish that aggrieved employees experience the alleged violations, and at what frequency, the
18 aggrieved employees would need to be interviewed in a systematic fashion. The process would be
19 expensive and time-consuming. But doing so would have been required, since frequency of violations
20 would need to be established before any penalties could be recovered. As to claims such as meal period
21 and rest break violations, the decisions of aggrieved employees are a major factor in assessing liability.
22 In sum, the evidence collected to date leads us to conclude that, to the extent violations occurred, a fact
23 which Defendant strongly disputes, the violations were *not* systematic and *not* uniform across all of
24 Defendant's employees who worked during the PAGA period. With these considerations in mind, the
25 amount of the Settlement is reasonable. For the PAGA Period, the number of PAGA Pay Periods at issue
26 is estimated to be 25,736 for the 996 Aggrieved Employees. Using the most straightforward formulation
27 of applying the "catch-all" \$100 penalty specified in Labor Code § 2699(f)(2) to each PAGA Pay Period,
28 the total penalty exposure is approximately \$2,573,600. In addition, with assistance from Plaintiff's data

consultant, and after a thorough review of evidence casting serious doubt on the viability of many of the theories of penalty recover, counsel separately estimated the plausible potential PAGA exposure to be, on a penalty-by-penalty basis, to be approximately **\$1,029,440.00**, which includes many overly optimistic assumptions about the ability to prove the frequency of violations for all aggrieved employees who allegedly experienced issues. The settlement is just over 30% of that claim-specific exposure calculation, described below:

- failure to provide meal periods – Deficient meal periods given the nature of the work resulted in the alleged non-compliant meal periods. Assuming that facial violations in time records all result in a penalty, a generous assumption given that employee choice can be a significant factor, the calculated maximum exposure is \$1,286,800.00 (25,736 total pay periods * \$50 penalty). However, this claim is highly dependent upon Aggrieved Employee testimony, and the voluntary choice to take a late meal period by Aggrieved Employees, resulting in a more realistic exposure of **\$386,040.00** (\$1,286,800.00 maximum exposure * 30% violation rate).
- failure to provide rest breaks – Similarly, time constraints due to the nature of the work resulted in the alleged non-compliant rest breaks. Assuming that rest break violations occurred and all result in a penalty, a generous assumption given that employee rest breaks are not recorded and employee choice can be a significant factor, the calculated maximum exposure is \$1,286,800.00 (25,736 total pay periods * \$50 penalty). However, Defendant heavily disputed this theory. Given the absence of any record to establish missed rest breaks and the highly dependent Aggrieved Employee testimony, it is estimated that this claim could support, at best, a more realistic exposure of **\$128,680.00** (\$1,286,800.00 maximum exposure * 10% violation rate).
- failure to timely pay wages – It is estimated that the maximum exposure for this claim is \$2,573,600.00 (25,736 total pay periods * \$100 penalty). However, given Defendant's defenses, it is more plausible to estimate that that this claim could support, at best, penalties of **\$257,360.00** (\$2,573,600.00 maximum exposure * 10% violation rate).
- failure to furnish accurate itemized wage statements – It is estimated that the maximum exposure for this claim is \$2,573,600.00 (25,736 total pay periods * \$100 penalty). This

claim is tied to the unpaid wage claims, which makes it entirely derivative, and not based on a facial violation, thus the \$250 penalty is inapplicable. It is also more plausible to assume that less than a quarter of the aggrieved employees would support the regular rate error allegations, resulting in a more realistic exposure of no more than **\$257,360.00** (\$2,573,600.00 maximum exposure * 10% violation rate).

22. The PAGA Penalties, pursuant to PAGA and the terms of the Settlement Agreement, will be allocated to the LWDA and all Aggrieved Employees, with seventy-five percent allocated to the former and twenty-five percent allocated to the latter.

23. The PAGA Penalties – which, assuming all awards are granted as requested is estimated to be \$177,922.51 – provides genuine and meaningful relief to the LWDA and all alleged Aggrieved Employees consistent with the purpose of PAGA (PAGA’s purposes include (1) remediation of present labor law violations, (2) deterrence of future violations, and (3) maximization of enforcement of state labor laws). The award offers remediation, maximizes enforcement, and deters Defendant from violating the Labor Code in the future. For these reasons, Plaintiff’s Counsel believes the PAGA Penalties amounts to genuine and meaningful relief consistent with the underlying purpose of PAGA.

24. The PAGA Penalties are also reasonable in light of the potential verdict value of all claims released. Indeed, the Settlement Agreement contains a release of all PAGA claims that arise or could arise from the facts underlying the operative Complaint and PAGA Notice, including those related to unpaid wages, including minimum wages, overtime compensation, meal period premiums, rest break premiums and unreimbursed business expenses. These claims served as the basis of the alleged Aggrieved Employees’ PAGA claims.

25. Further reflected in the PAGA Penalties is the potential risks in continuing to litigate the Action, including, but not limited to, the risk of not prevailing at trial, and the risk that, even if Plaintiff prevailed, the PAGA damages would be limited due to the largely discretionary nature of PAGA civil penalties; Defendant’s defenses; and the fact that the ultimate purpose of the Action is and has been to obtain genuine and meaningful relief for the LWDA and Aggrieved Employees.

THE EXPERIENCE OF COUNSEL

26. Moon Law Group, PC (former named Moon & Yang, APC), has been engaged in the practice of employment and labor law for almost a decade and presently focuses exclusively on plaintiffs' employment law. The firm and its lawyers have handled many hundreds of wage-related class actions between them. The firm and its lawyers have successfully settled more than 300 class action matters during that time span. The firm and its lawyers have also tried both bench and jury trials (representing both plaintiffs and defendants) relating to employment matters. Moon Law Group, PC, is routinely appointed lead or co-lead class counsel (or counsel for representative plaintiffs in FLSA representative actions) in federal and state courts in California and elsewhere, by way of motion for class certification or motion for settlement approval. I personally participated in the litigation of more than 500 class actions since 1999, and more than 90 percent of those cases were wage and hour matters. While I have not maintained a comprehensive list, I have been appointed as lead or co-lead counsel in many hundreds of class actions.

27. Mr. Kane Moon received a B.A. in History in 1998 from UCLA. He received his J.D. from Loyola Marymount Law School in 2006. He became an Active Member of the State Bar of California in June 2007 and has been an Active Member in good standing continuously since then. He is a current member of the California Employment Lawyers Association (CELA).

28. Mr. Moon co-founded Moon & Yang, APC, now Moon Law Group, PC, in March 2010. Since that time, Mr. Moon built his practice to have an emphasis on employment and related civil litigation cases. In fact, the practice is focused almost exclusively on advocating for the rights of employees in wage-and-hour litigation through class and representative actions. Moon Law Group, PC is presently class counsel for many dozens of other putative wage-and-hour class and representative action lawsuits pending in various state and federal jurisdictions throughout California. Moon Law Group, PC has also successfully settled hundreds of wage-and-hour cases; tried both bench and jury trials in employment-related matters, representing both plaintiffs and defendants; and been appointed lead or co-lead class counsel in numerous federal and state courts in California. The following is a list of some of the firm's class action settlements that have received preliminary and final approval: *Mark Brulee, et al. v. DAL Global Services, LLC* (C.D. Cal. Dec. 20, 2018) No. CV 17-6433 JVS(JCGx), 2018 WL

6616659 (class size approx. 2,650; lead counsel) (In approving my \$650 hourly rate, the Court found: “Class Counsel's declarations show that the attorneys are experienced and successful litigators. Other courts have approved the attorneys' current rates for the Moon & Yang, APC attorneys.” (*Id.* at *10.); *Sison v. Cha Hollywood Medical Center, L.P.*, LASC BC6441 29 (class size approx. 2,100; co-counsel); *Jones v. Fitness Alliance, LLC*, Riverside Superior Court PSC1404079 (class size approx. 1,000; lead counsel); *Gomez v. H Mart Companies, Inc.*, LASC BC671525 (class size approx. 2,500; co-counsel); *Montoya v. Golden 1 Credit Union*, Sacramento Superior Court 34-2018-00228252 (class size approx. 1,900; lead counsel); *Campa v. Bloomingdeals, Inc.*, LASC BC700366 (class size approx. 1,500; lead counsel); *Black v. Mission Healthcare Services, Inc.*, LASC 19STCV04602 (class size approx. 1,000; lead counsel); *Onofre v. Caitac Garment Processing, Inc.*, LASC BC702283 (class size approx. 750; lead counsel); *Martinez v. Bail Hotline Bail Bonds, Inc.*, LASC BC700131 (class size approx. 173; lead counsel); *Jones v. Citiguard, Inc.*, LASC BC664890 (class size approx. 587; lead counsel); *Slaughter v. ACA Security Stems, LP*, LASC BC699137 (class size approx. 300; lead counsel); *Taylor v. Sherman's Delicatessen & Bakery, LLC*, LASC BC722765 (class size approx. 515; lead counsel); *Vertti v. Bagcraft Papercon III, LLC*, LASC 19STCV12729 (class size approx. 260; lead counsel); *Rodriguez v. Rossmoyne, Inc.*, LASC BC699137 (class size approx. 220; lead counsel); *Vargas v. AMS Paving, Inc.*, LASC BC722767 (case size approx. 260; lead counsel); *Garcia v. Comfy U.S.A. Apparel, Inc.*, LASC BC709630 (class size approx. 210; lead counsel); *Lagos v. ThyssenKrupp Elevator Corporation*, LASC BC682972 (\$750,000 for 79 Class Members; lead counsel); *Aparicio v. Lineage Logistics, LLC*, LASC BC722764 (class size approx. 155; lead counsel). Mr. Moon's experience is and has been invaluable in assessing the reasonableness of settlements such as the one at issue here.

29. Ms. Mariam Ghazaryan is an associate at Moon Law Group, PC. Ms. Ghazaryan's practice is focused on labor and employment class action lawsuits involving various violations of California and federal labor laws.

- (a) Ms. Ghazaryan received her law degree from the Southwestern School of Law.
- (b) Ms. Ghazaryan was admitted to the California bar in December 2021.
- (c) Ms. Ghazaryan's billing rate is \$600 per hour.

1 30. I received my undergraduate degree from Occidental College. Graduating cum laude, I
2 majored in economics and received a “minor” emphasis in mathematics. Along with my study of
3 economics and mathematics, I also had an emphasis in physics. This combination of scientific and
4 economic education has been of assistance during my litigation of complex civil actions. I received my
5 Juris Doctor degree from the University of Southern California Law Center.

6 31. My experience relevant to class action litigation includes the following:

7 (a) I have been involved in the litigation of class actions since 1997, working as a
8 law clerk on a number of class action matters. Since 1999, I have participated
9 as an attorney in the litigation of hundreds of class actions, in California
10 Superior Courts and in federal courts in California, Illinois, and Louisiana. I
11 emphasized litigation of wage and hour class actions beginning in 2005, but I
12 have focused on complex litigation of different types at all times since 1999.

13 (b) Dating back to 1999, some of the earliest cases in which I contributed to my
14 then-firm’s efforts as co-lead/liaison counsel include:

15 i. *In re Paradise Memorial Park Litigation*, Los Angeles Superior
16 Court Lead Case No. BC130375; and,

17 ii. *In re Lincoln Memorial Park Litigation*, Los Angeles Superior
18 Court Lead Case No. BC133643.

19 (c) I have litigated contested class certification motions multiple times, prevailing
20 on many. Examples include the following:

21 1) In 2023, I certified a rest break claim against SMS Transportation, in the
22 matter of *Beard v. SMS Transportation*. Rest break claims are notably
23 difficult to certify.

24 2) In 2023, I certified a regular rate claim against Downtown Women’s
25 Center, in the matter of *Evans v. Downtown Women’s Center*.

26 3) In 2018, I certified wage and hour claims against Home Depot, in the
27 matter of *Utne v. Home Depot*, in the United States District Court,
28

Northern District of California. The contested certification resulted in a certified class of roughly 140,000 individuals.

- 4) In 2019, I certified a Fair Credit Reporting Act claim related to employment background checks against Wal-Mart Stores, Inc., in the matter of *Pitre v. Wal-Mart Stores, Inc.*, in the United States District Court, Central District of California. The contested certification resulted in a certified class of over 5,000,000 individuals.
- 5) In 2018, I fully briefed a contested class certification motion in the matter of *Harelson v. U.S. Aviation*, in the United States District Court, Northern District of California. After certification was fully briefed, the matter successfully settled.
- 6) In 2013, I certified an investment fraud suit, in the matter of *Larsen v. Coldwell Banker*, in the United States District Court, Central District of California.
- 7) In 2012, I fully briefed a contested class certification motion, in the wage and hour matter of *Gillings v. Time Warner*, in the United States District Court, Central District of California. In that matter, summary judgment was granted against my clients and the certification motion was deemed moot. I appealed to the Ninth Circuit and obtained a reversal of the District Court's decision. Upon remand, the matter settled.
- 8) In approximately 2011, I fully briefed a contested class certification motion, in the wage and hour matter of *Gomez v. Lincare, Inc.*, in the Superior Court of California, County of Orange. Certification was denied. The result was appealed, and a partial reversal was obtained.
- 9) In approximately 2008, I fully briefed a contested class certification motion, in the wage and hour matter of *Ghazaryan v. Diva Limousine, LTD.*, Superior Court of California, County of Los Angeles.

1 Certification was denied. I appealed, handling all briefing, and, in
2 *Ghazaryan v. Diva Limousine, LTD.*, 169 Cal.App.4th 1524 (2009), pet.
3 for rev. denied, I obtained a decision directing the trial court to certify
4 the class. *Ghazaryan* is now widely cited, including by the California
5 Supreme Court, as a comprehensive source for the standards applied to
6 certification motions in California.

7 10) In approximately 2006, I fully briefed a contested class certification
8 motion, in the wage and hour matter of *Laliberte v. Pacific Mercantile*
9 *Bank*, Superior Court of California, County of Orange. Certification
10 was denied. I appealed, handling all briefing. The published opinion of
11 *Laliberte v. Pacific Mercantile Bank*, 147 Cal.App.4th 1 (2007), rev.
12 denied, pet. for cert. den. resulted, and I petitioned for a Writ of
13 Certiorari related to certification due process issues.

14 11) In approximately 2008, I assisted with briefing of a contested class
15 certification motion, in the wage and hour matter, against the
16 Automobile Club of Southern California (AAA). A class was certified
17 and the matter tried.

18 (d) I have prosecuted appeals in more than 20 class action matters alone, arguing
19 before the United States Court of Appeals for the Ninth Circuit Court and
20 several of California's Courts of Appeal. I have taken several appeals through
21 to Petitions for Writs of Certiorari to the United States Supreme Court. In
22 connection with the appeals I have handled, I have participated in appeals
23 resulting in decisions concerning or relating to class actions or wage and hour
24 issues. Among others, those include:

- 25 i. *Camp v. Home Depot, U.S.A., Inc.*, 84 Cal. App. 5th 638 (October
26 24, 2022), *rev. granted* (February 1, 2023);
27 ii. *Donohue v. AMN Services, Inc.*, (February 25, 2021) (amicus
28 counsel)

- 1 iii. *Gilberg v. California Check Cashing Stores, LLC*, 913 F.3d 1169
2 (9th Cir. Jan. 29, 2019), pet. for rehearing and pet. for *en banc*
3 rehearing den.;
- 4 iv. *Troester v. Starbucks Corporation*, 5 Cal. 5th 829 (2018), *as*
5 *modified on denial of reh'g* (Aug. 29, 2018);
- 6 v. *Gillings v. Time Warner Cable LLC*, 583 Fed.Appx. 712 (9th Cir.
7 2014);
- 8 vi. *Ghazaryan v. Diva Limousine, LTD.*, 169 Cal. App. 4th 1524
9 (2009), pet. for rev. denied;
- 10 vii. *Laliberte v. Pacific Mercantile Bank*, 147 Cal. App. 4th 1 (2007),
11 rev. denied, pet. for cert. denied;
- 12 viii. *Alvarez v. May Dept. Stores Co.*, 143 Cal. App. 4th 1223 (2006),
13 rev. denied, pet. for cert. denied;
- 14 ix. *Johnson v. Glaxosmithkline, Inc.*, 166 Cal. App. 4th 1497 (2008),
15 rev. denied;
- 16 x. *Howard, et al. v. America Online, Inc.*, 208 F.3d 741 (9th Cir.
17 2000), pet. for cert. denied;
- 18 xi. *Brown v. Ralphs Grocery Company*, 197 Cal. App. 4th 489 (2011)
19 (amicus counsel);
- 20 xii. *D. R. Horton, Inc. and Michael Cuda*, Case 12–CA–25764, 357
21 NLRB No. 184 (January 3, 2012) (amicus counsel). This NLRB
22 matter is of particular note, as it is at the center of a dispute
23 regarding the interplay between the Federal Arbitration Act (FAA)
24 and two labor relations laws, the National Labor Relations Act
25 (NLRA) and Norris-LaGuardia Act. Cases highlighting that issue
26 have been accepted by the United States Supreme Court.

27 (e) I was the lead appellate author in a matter before the California Supreme Court
28 that generated substantial interest in the field of wage and hour litigation. That

1 matter, *Troester v. Starbucks Corporation*, resolved a significant issue of
2 whether, under California law, a *de minimis* defense exists to the employer's
3 obligation to pay all wages for all compensable time worked by an employee.

4 (f) I was the lead appellate counsel in a matter before the California Court of
5 Appeal (Sixth Appellate District) that generated substantial interest in the field
6 of wage and hour litigation. That matter, *Camp v. Home Depot, U.S.A., Inc.*,
7 held that prior jurisprudence erroneously concluded that, under California law,
8 underpayment of wages as a result of rounding of time clock punches is lawful
9 so long as the rounding was neutral on its face and as applied. *Camp* is now
10 pending before the California Supreme Court but remains citable as authority
11 pursuant to an Order of the California Supreme Court.

12 (g) In addition to my work on complex litigation matters and class actions, I have
13 authored published articles and columns on issues related to class actions and
14 other litigation issues, including:

15 i. H. Scott Leviant, *Unintended Consequences*, 6 U.C. Davis Bus. L.J.
16 18 (2006), at <http://blj.ucdavis.edu/article.asp?id=636> (May 1,
17 2006);

18 ii. H. Scott Leviant and Lilit Ter-Astvatsatryan, *Where Troester Stops*
19 *Not Even Troester Knows*, DAILY JOURNAL (Los Angeles), July 2,
20 2019;

21 iii. H. Scott Leviant and Lilit Ter-Astvatsatryan, *Unaccounted Time:*
22 *Reading the Tea Leaves of Troester*, DAILY JOURNAL (Los Angeles),
23 September 12, 2018;

24 iv. Dennis F. Moss and H. Scott Leviant, *Class Actions: One step*
25 *forward after two steps back*, DAILY JOURNAL (Los Angeles),
26 January 11, 2012;

27 v. H. Scott Leviant, *Arbitration: A Look Back, a Look Ahead*, DAILY
28 JOURNAL (Los Angeles), December 28, 2010;

- vi. H. Scott Leviant, *Witnesses Cannot Hide*, Daily Journal (Los Angeles), April 21, 2010;
- vii. H. Scott Leviant, *Divide and Conquer: The New Paradigm of Class Action Defense?*, FORUM, January/February 2009
- viii. H. Scott Leviant, *Class Action Appellate Report*, FORUM, 2009-2010 (Ongoing series);
- ix. H. Scott Leviant & Linh Hua, *Legislature Using Purse Strings to Bind Judiciary*, Daily Journal (San Francisco), March 15, 2010;
- x. H. Scott Leviant, *Wrongfully Recused?*, DAILY JOURNAL (Los Angeles), December 2, 2009;
- xi. H. Scott Leviant, *Cutting Class*, DAILY JOURNAL (Los Angeles), April 15, 2008;
- xii. H. Scott Leviant, *Leveling The Playing Field*, DAILY JOURNAL (Los Angeles), May 4, 2007;
- xiii. H. Scott Leviant, *A Bad Meal Deal: 'Brinker' Gets the Incentive Question Wrong*, DAILY JOURNAL (Los Angeles), August 6, 2008;
- xiv. H. Scott Leviant & Jason E. Barsanti, *Maximize Recovery in Unpaid Wage Cases*, FORUM, January/February 2008;
- xv. H. Scott Leviant, et al., *Electronic Evidence: No Longer an Optional Element in a Comprehensive Litigation Plan*, ADVOCATE, April 2006;
- xvi. H. Scott Leviant, *Improving Rule 12(b)(6) survival odds: Some considerations for effective RICO pleading*, CIVIL RICO REPORT, Volume 15, Number 22, April 26, 2000 (LRP Publications).

(h) In addition to publications in industry newspapers, periodicals and journals, I am the Supervising Editor, primary author and founder of the legal blog The Complex Litigator (<http://www.thecomplexlitigator.com>). The Complex Litigator reports and comments on news and topics relevant to class action and

1 complex litigation practice, with a primary emphasis on wage and hour
2 litigation issues. Through my blog, I have also, on occasion, published podcasts
3 of round table discussions with preeminent members of the wage and hour
4 practice bar on both the plaintiff and defense sides. My blog has been cited to
5 the California Supreme Court in at least one Petition for Review. The Complex
6 Litigator has been in existence since 2008, having outlasted many other legal
7 blogs, and it has a unique readership that numbers in the tens of thousands.

8 (i) I have also lectured on issues related to class actions and complex litigation,
9 including the following educational seminars:

- 10 i. *Strategies for Settlement of Individual and Wage & Hour Class*
11 *Actions*, Bridgeport's Eighth Annual Wage & Hour Litigation
12 Conference (December 16, 2011)
- 13 ii. *The Year in Review – Staying Abreast of Current Cases*, Consumer
14 Attorneys of San Diego Class Action Symposium (October 14,
15 2011)
- 16 iii. *Concepcion v. AT&T and Derivative Wage & Hour Claims*,
17 Bridgeport's Mid Year Wage & Hour Litigation Conference (June 3,
18 2011)
- 19 iv. *Advanced Principles: UCL Remedies and Defenses*, 20th Annual
20 Golden State Antitrust and Unfair Competition Law Institute
21 (October 21, 2010)
- 22 v. *Refining Your Wage and Hour Practice*, 2010 CELA Annual
23 Conference (October 2, 2010)
- 24 vi. *Word v. WordPerfect Software, Tips, Tools and Tricks: Legal*
25 *Technology for Plaintiffs Employment Lawyers* (September 30,
26 2010)
- 27 vii. *California's 17200 -- Its Use and Abuse*, Federalist Society (May
28 19, 2010)

viii. *20 Tips for Successful Navigation of e-Discovery Requirements*, Los Angeles County Bar Association's Thirtieth Annual Labor and Employment Law Symposium (March 31, 2010)

ix. *Social Networking for Lawyers: A Roadmap to Success*, Los Angeles County Bar Association's 2nd Annual two-day 2009 Small Firm and Solo Practitioners Conference: MISSION POSSIBLE (June 25, 2009)

x. *A Seminar Overview of the Current State of Employment Law*, The Westchester/LAX/Marina Del Rey Chamber of Commerce (February 23, 2006)

(j) I served three consecutive years as an elected member of the Board of Governors of the Consumer Attorneys of California. In that capacity, I worked to preserve the right of California's consumers and employees to bring proposed class actions. For example, I provided assistance to CAOC in its successful effort to defeat AB 298, which would have substantially impaired the ability of plaintiffs to prosecute class actions in California. More recently, on behalf of CAOC, I co-authored several requests for publication of unpublished class action decisions, including one such request in *Jaimez v. Daihatsu USA, Inc.*, 181 Cal. App. 4th 1286 (2010), and authored amicus briefs for CAOC in the Eighth Circuit matter entitled *Avritt v. Reliastar Life. Ins. Co.*, Case No. 09-2843, the California Supreme Court matter entitled *Californians for Disability Rights v. Mervyn's, LLC*, 39 Cal. 4th 223 (2006), and the California Court of Appeal matter entitled *Brown v. Ralphs Grocery Company*, 197 Cal. App. 4th 489 (2011).

32. My current contingent billing rate is consistent with my practice area, legal market and accepted hourly rates:

(a) In the December 8, 2008 article "Billable Hours Aren't the Only Game in Town Anymore," *NATIONAL LAW JOURNAL*, the following hourly billing rates were

1 reported by Sheppard Mullin Richter & Hampton, a leading firm in the defense of
2 wage-and-hour class actions that I have frequently opposed when litigating wage-
3 and-hour class actions: Partners: \$475-\$795; Associates: 1st Year - \$275, 2nd Year
4 - \$310, 3rd Year - \$335, 4th Year - \$365, 5th Year - \$390, 6th Year - \$415, 7th
5 Year - \$435, 8th Year - \$455.

6 (b) In 2009 I was retained as appellate counsel in the appeal of a denial of class
7 certification. For the specialized work on that appeal, I charged an hourly rate of
8 \$650.00 per hour, a rate the hiring co-counsel accepted.

9 (c) The 2023-24 Adjusted Laffey Matrix states that an attorney with 20 or more years
10 experience can reasonably charge \$1,057 per hour.

11 <http://www.laffeymatrix.com/see.html>.³ That rate is derived from the Washington,
12 D.C. area and requires a costs of living evaluation for use in Los Angeles. Using
13 federal statistics for average attorney salaries, attorney pay is 8.7% lower in Los
14 Angeles, compared to Washington, D.C., indicating an 8.7% downward adjustment
15 to the Laffey Matrix may be appropriate.

16 <https://www.bls.gov/oes/current/oes231011.htm>.⁴ However, using federal
17 employee pay tables, federal employee wages are 0.13% higher when Los Angeles
18 is compared to Washington, D.C., indicating almost no adjustment to the Laffey
19 Matrix is appropriate. [https://www.opm.gov/policy-data-oversight/pay-](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/general-schedule)
20 [leave/salaries-wages/2024/general-schedule](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/general-schedule).⁵ And, using Schedule 9 of 5 U.S.C. §
21 5332, there is a 3% differential favoring Los Angeles. Thus, something in the range
22 of a 8.7% locality reduction to a 3.0% locality increase appears appropriate here.
23 Thus, applying an adjustment factor of 0.0%, the locality corrected Adjusted
24 Laffey Matrix hourly rate for attorneys with 20 or more years of experience is
25

26 ³Last viewed January 30, 2024.

27 ⁴Last viewed January 30, 2024.

28 ⁵ Last viewed January 30, 2024.

\$1,057. The complete Adjusted Laffey Matrix is set forth below.

- (d) The full 2023-2024 Adjusted Laffey Matrix provides for the following hourly rates for paralegal/law clerks and attorneys falling into various ranges of years of experience:

Year	Adj. Factor**	Paralegal Clerk	1-3	4-7	8-10	11-19	20+
6/01/22-5/31/23	1.059295	\$239	\$437	\$538	\$777	\$878	\$1,057

- (e) I have been selected to Super Lawyers from 2012-2024, achieving that professional recognition for more than a decade. I was selected for the Rising Stars edition of Super Lawyers in 2009.
- (f) Based upon my practice area, geographic market, experience, including all of the above information, reputation, and generally accepted hourly rates, my current, regular hourly billing rate is now \$925.00, which is well below the presumptively appropriate hourly rate of \$1,057 for attorneys with 20 or more years of experience.

REASONABLENESS OF THE REQUESTED FEE AWARD

33. When this case was taken on a contingent fee basis, with the firm agreeing to assume responsibility for litigation costs, the ultimate result was far from certain. In the course of this litigation, Moon Law Group, PC, paid filing fees, copy charges, Westlaw fees, and mailing, telephone and express mail charges. There was never a guarantee that Moon Law Group, PC, would recoup those expenditures. The firm took on this case, which necessarily required the firm to forego other opportunities, given finite resources to devote to cases.

34. Because of the uncertainty of the outcome in this and other wage and hour litigation undertaken by Moon Law Group, PC, we took this case with the expectation that a risk enhancement, either in the form of a lodestar multiplier or a percentage of the fund award equivalent thereto, would be available if we prevailed. This expectation stems from the fact that many cases we undertake as putative

1 class actions do not resolve successfully.

2 35. Counsel's experience in employment class actions and PAGA cases was integral in
3 evaluating strengths and weaknesses of the case against Defendants and the reasonableness of the
4 settlement. Practice in the narrow fields of wage and hour litigation requires skill and knowledge
5 concerning the rapidly evolving substantive law (state and federal), as well as the procedural law of class
6 action and PAGA action litigation.

7 36. In the past 5 years, Moon Law Group, PC, has settled many dozens of wage & hour class
8 and PAGA actions. Just as the Court in *Chavez v. Netflix, Inc.*, 162 Cal. App. 4th 43, 66, n.11 (2008)
9 observed, it has been the experience at Moon Law Group, PC, that attorney fee awards of one-third of a
10 common settlement fund are the rule, rather than the exception. Here, Class Counsel agrees that they
11 will seek no more than one third of the settlement amount in fees. This is consistent with common
12 practice, consistent with Ninth Circuit practice, consistent with California law approving the percentage
13 of the fund method to award fees from a common fund, *Laffitte v. Robert Half Intern. Inc.*, 1 Cal. 5th
14 480, 503 (2016), and not inappropriate in light of the many hours expended by attorneys and paralegals
15 performing work for Plaintiff before and after the filing of this matter. That work includes:

- 16 (a) Numerous interviews with Plaintiff and review of documents provided by Plaintiff;
- 17 (b) Legal research and investigation regarding the Defendants' practices;
- 18 (c) Preparation of multiple drafts of the original complaint and finalization and filing
19 of the original complaint;
- 20 (d) Preparation of multiple drafts of the subsequent complaint and finalization and
21 filing of the subsequent complaint;
- 22 (e) Review of documents and data produced by Defendants;
- 23 (f) Analysis of the audit results and preparation of a damages model for informal
24 settlement negotiations;
- 25 (g) Drafting, negotiating, and reviewing multiple drafts of the Settlement Agreement
26 and attachments; and
- 27 (h) Preparation of the motion for settlement approval.

28 37. The actual lodestar incurred by Plaintiff's counsel is approximately **\$90,180.00** to date,

1 based on the firm's contemporaneous time recording software, and I did not bill for a significant amount
2 of time related to numerous other short activities. The breakdown of work by attorney is as follows:

Attorney	Time	Rate	Total
Kane Moon	31.3	\$900	\$28,170.00
H. Scott Leviant	46.8	\$975	\$45,630.00
Mariam Ghazaryan	27.3	\$600	\$16,380.00
	105.4	Total:	\$90,180.00

3
4
5
6
7
8
9 That lodestar would be higher if I included the estimated time that I did not include in by billing
10 entries. The bottom line is that attorneys for Plaintiff invested substantial amounts of time pursuing
11 informal discovery and evaluating data before and after the settlement negotiations in this matter.
12 Those efforts led to this settlement.

13 38. I also anticipate that we will spend an additional 5 hours on this matter, appearing at the
14 hearing of this Motion, working with the administrator to process the Settlement, and preparing final
15 accounting filings after distribution of the Settlement.

16 39. Our fee request is **\$106,666.67**, which is one-third of the Maximum Settlement
17 Amount, as specified in the Settlement Agreement. As we are requesting a fee of **\$106,666.67**, this
18 represents a multiplier of 1.2. Multipliers between two and four are common and reasonable for a
19 lodestar crosscheck. Therefore, Plaintiff's Counsel requests an award of fees of **\$106,666.67**.

20 40. The Agreement also provides for the award of actual costs. Plaintiff's actual, out-of-
21 pocket costs in taking on representation in this Lawsuit on a contingency basis will be approximately
22 **\$19,801.20** as set forth in **Exhibit "2."** The costs are capped under the Settlement at \$17,500.00,
23 therefore Plaintiff requests an award of **\$17,500.00**.

24 25 THE THIRD-PARTY ADMINISTRATOR

26 41. The parties have agreed that administration will be handled by a third-party administrator.
27 In counsel's experience as class counsel in similar wage-and-hour actions with a similar number of
28 employees, ILYM Group, Inc. is fully capable of administering the Settlement at a competitive and

1 reasonable cost and should be approved by the Court to administer the Settlement notice process.
2 Administration costs are capped under the Settlement at \$15,000.00. Administration will cost
3 **\$10,410.82.** See concurrently filed Declaration of Lisa Mullins.
4

5 EXHIBITS

6 42. As noted above, a true and correct copy of the PAGA SETTLEMENT AGREEMENT is
7 attached hereto as **Exhibit “1.”**

8 43. Attached hereto as Exhibit “2” is a true and correct copy of Plaintiff’s Counsel’s current
9 costs for this matter.

10 44. Attached hereto as Exhibit “3” is a true and correct copy of confirmation of the
11 submission of the PAGA SETTLEMENT AGREEMENT to the LWDA.
12

13 NOTICE WAS PROVIDED TO THE LWDA

14 45. A copy of the PAGA SETTLEMENT AGREEMENT was submitted to the LWDA prior
15 to the filing of this motion. That submission is attached hereto as **Exhibit “3.”**

16 I declare under penalty of perjury, under the laws of the State of California, that the foregoing is
17 true and correct. Executed this November 18, 2024, at Los Angeles, California.
18

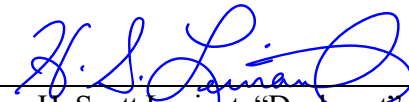
19 
20 H. Scott Leviant, “Declarant”
21
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27
28

Exhibit “1”

Kane Moon (SBN 249834)
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H. Scott Leviant (SBN 200834)
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Mariam Ghazaryan (SBN 341119)
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Facsimile: (213) 232-3125

Attorneys for Plaintiff
Danell Page

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ALAMEDA

DANELL PAGE, individually, and on behalf of
all others similarly situated,

Plaintiff,

vs.

CONDUENT STATE & LOCAL
SOLUTIONS, INC., a New York corporation;
RANDSTAD US, LLC, a limited liability
company; and DOES 1 through 10, inclusive,

Defendants

Case No.: 23CV037588

[Hon. Jo-Lynne Lee]

PAGA SETTLEMENT AGREEMENT

Complaint filed: July 6, 2023
Trial date: Not set

PAGA SETTLEMENT AGREEMENT

This PAGA Settlement Agreement (“Agreement”) is made by and between plaintiff DANELL PAGE (“Plaintiff”) and defendant CONDUENT STATE & LOCAL SOLUTIONS, INC (“Defendant”). The Agreement refers to Plaintiff and Defendant collectively as “Parties,” or individually as “Party.”

1. DEFINITIONS.

- 1.1. “Action” means the Plaintiff’s lawsuit alleging wage and hour violations against Defendant captioned *Danell Page v. Conduent State & Local Solutions, Inc.* initiated on July 6, 2023 and pending in Superior Court of the State of California, County of Alameda.
- 1.2. “Administrator” means ILYM Group, Inc., the neutral entity the Parties have agreed to appoint to administer the Settlement.
- 1.3. “Administration Expenses Payment” means the amount the Administrator will be paid from the Maximum Settlement Amount to reimburse its reasonable fees and expenses in accordance with the Administrator’s “not to exceed” bid submitted to the Court in connection with approval of the Settlement.
- 1.4. “Aggrieved Employee” means all current and former non-exempt employees employed in California by Defendant at any time during the PAGA Period.
- 1.5. “Aggrieved Employee Data” means Aggrieved Employee identifying information in Defendant’s possession including the Aggrieved Employee’s name, last-known mailing address, Social Security number, and number of PAGA Pay Periods.
- 1.6. “Aggrieved Employee Address Search” means the Administrator’s investigation and search for current Aggrieved Employee mailing addresses using all reasonably available sources, methods and means including, but not limited to, the National Change of Address database, skip traces, and direct contact by the Administrator with Aggrieved Employees.
- 1.7. “Court” means the Superior Court of California, County of Alameda.
- 1.8. “Defense Counsel” means The Kullman Firm.
- 1.9. “Effective Date” means the date the Court enters a final Judgment on its Order Approving the PAGA settlement and the timeframe to appeal, if any, has expired. If a timely appeal is

made, the Effective Date shall be ten (10) business days after the final resolution of that appeal.

1.10. "Maximum Settlement Amount" means \$320,000.00 which is the total amount Defendant agrees to pay under the Settlement except as provided in Paragraph 8 below. The Maximum Settlement Amount will be used to pay Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, Plaintiff's General Release Payment, and the Administrator's Expenses.

1.11. "Individual PAGA Payment" means the Aggrieved Employee's pro rata share of 25% of the PAGA Penalties calculated according to the number of Pay Periods the Aggrieved Employee worked during the PAGA Period.

1.12. "Judgment" means the judgment entered by the Court based upon the Order granting Approval of the Settlement.

1.13. "LWDA" means the California Labor and Workforce Development Agency, the agency entitled, under Labor Code § 2699(i).

1.14. "LWDA PAGA Payment" means the 75% of the PAGA Penalties paid to the LWDA under Labor Code § 2699(i).

1.15. "Net Settlement Amount" means the Maximum Settlement Amount, less the following payments in the amounts approved by the Court: Individual PAGA Payments, the LWDA PAGA Payment, PAGA Counsel Fees Payment, PAGA Counsel Litigation Expenses Payment, Plaintiff's General Release Payment, and the Administration Expenses Payment. The remainder is to be paid to Aggrieved Employees as Individual PAGA Payments.

1.16. "PAGA Counsel" means Moon Law Group, PC, the attorneys representing Plaintiff in the Action.

1.17. "PAGA Counsel Fees Payment" and "PAGA Counsel Litigation Expenses Payment" mean the amounts allocated to PAGA Counsel for reimbursement of reasonable attorneys' fees and expenses, respectively, incurred to prosecute the Action.

1.18. "PAGA Pay Period" means any Pay Period during which an Aggrieved Employee worked

for Defendant for at least one day during the PAGA Period.

1.19. "PAGA Period" means the period between and including July 6, 2022 and July 31, 2024.

1.20. "PAGA" means the Private Attorneys General Act (Labor Code §§ 2698. *et seq.*).

1.21. "PAGA Notice" means Plaintiff's January 23, 2023 letter to Defendant and the LWDA and Plaintiff's March 30, 2023 amended letter to Defendant and the LWDA providing notice pursuant to Labor Code § 2699.3(a).

1.22. "PAGA Penalties" means the total amount of PAGA civil penalties to be paid from the Maximum Settlement Amount, allocated 25% to the Aggrieved Employees and the 75% to LWDA in settlement of PAGA claims.

1.23. "Plaintiff" means Danell Page, the named plaintiff in the Action.

1.24. "Approval Order" means the proposed Court Order Granting Approval of PAGA Settlement.

1.25. "Released PAGA Claims" means the claims being released as described in Paragraph 5 below.

1.26. "Released Parties" means Defendant and its predecessors and successors, corporate parents, corporate subsidiaries, corporate affiliates and all of its and those entities' current and former officers, owners, directors, managing agents, members, shareholders, assigns, employees, agents, principals, heirs, representatives, attorneys, accountants, auditors, consultants, insurers and reinsurers.

1.27. "Settlement" means the disposition of the Action effected by this Agreement and the Judgment.

1.28. "Defendant" means named Defendant Conduent State & Local Solutions, Inc.

2. RECITALS.

2.1. On July 6, 2023, Plaintiff commenced this Action by filing a Complaint alleging a cause of action against Defendant for civil penalties under the Private Attorneys General Act ("PAGA"). The Complaint is the operative complaint in the Action (the "Operative Complaint.") Defendant denies the allegations in the Operative Complaint, denies any

failure to comply with the laws identified in in the Operative Complaint and denies any and all liability for the causes of action alleged.

2.2. Pursuant to Labor Code § 2699.3(a), Plaintiff gave timely written notice to Defendant and the LWDA by sending the PAGA Notice.

2.3. On June 26, 2024, the Parties participated in an all-day mediation presided over by Tripper Ortman, Esq., which led to this Agreement to settle the Action.

2.4. Prior to mediation, Plaintiff obtained, through informal discovery, electronic time records, pay records, policy documents and data about the Aggrieved Employees.

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

3. **MONETARY TERMS.**

3.1. Maximum Settlement Amount. Except as otherwise provided by Paragraph 8 below, Defendant promises to pay \$320,000.00 and no more as the Maximum Settlement Amount. Defendant has no obligation to pay the Maximum Settlement Amount prior to the deadline stated in Paragraph 4.3 of this Agreement. The Administrator will disburse the entire Maximum Settlement Amount without asking or requiring Aggrieved Employees to submit any claim as a condition of payment. None of the Maximum Settlement Amount will revert to Defendant.

3.2. Payments from the Maximum Settlement Amount. The Administrator will make and deduct the following payments from the Maximum Settlement Amount, in the amounts specified by the Court in the PAGA Approval:

3.2.1. To PAGA Counsel: A PAGA Counsel Fees Payment of not more than 33 1/3%, which is currently estimated to be \$106,666.67 and a PAGA Counsel Litigation Expenses Payment of not more than \$17,500.00. Defendant will not oppose requests for these payments provided they do not exceed these amounts. Plaintiff and/or PAGA Counsel will file an application or motion for PAGA Counsel Fees

Payment and PAGA Litigation Expenses Payment. If the Court approves a PAGA Counsel Fees Payment and/or a PAGA Counsel Litigation Expenses Payment less than the amounts requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to PAGA Counsel or any other Plaintiff's Counsel arising from any claim to any portion any PAGA Counsel Fee Payment and/or PAGA Counsel Litigation Expenses Payment. The Administrator will pay the PAGA Counsel Fees Payment and PAGA Counsel Expenses Payment using one or more IRS 1099 Forms. PAGA Counsel assumes full responsibility and liability for taxes owed on the PAGA Counsel Fees Payment and the PAGA Counsel Litigation Expenses Payment and holds Defendant harmless, and indemnifies Defendant, from any dispute or controversy regarding any division or sharing of any of these Payments.

3.2.2. To the Administrator: An Administrator Expenses Payment not to exceed \$15,000.00 except for a showing of good cause and as approved by the Court. To the extent the Administration Expenses are less or the Court approves payment less than \$15,000.00, the Administrator will retain the remainder in the Net Settlement Amount.

3.2.3. To the LWDA and Aggrieved Employees: PAGA Penalties to be paid from the Maximum Settlement Amount, with 75% allocated to the LWDA PAGA Payment and 25% allocated to the Individual PAGA Payments.

3.2.3.1. The Administrator will calculate each Individual PAGA Payment by (a) dividing the amount of the Aggrieved Employees' 25% share of PAGA Penalties by the total number of PAGA Period Pay Periods worked by all Aggrieved Employees during the PAGA Period and (b) multiplying the result by each Aggrieved Employee's PAGA Period Pay Periods. Aggrieved Employees assume full responsibility and liability for any taxes owed on their Individual PAGA Payment.

3.2.3.2. If the Court approves PAGA Penalties of less than the amount requested,

the Administrator will allocate the remainder to the Net Settlement Amount. The Administrator will report the Individual PAGA Payments on IRS 1099 Forms.

3.2.4. To Plaintiff: The Administrator will pay Plaintiff \$7,500.00 in exchange for her work as a representative Plaintiff, and for the execution of a General Release to the benefit of Defendant and the Released Parties ("Plaintiff's General Release Payment"). This payment is in addition to Plaintiff's portions of PAGA Penalties. Plaintiff shall be responsible for justifying Plaintiff's General Release Payment to the Court and obtaining approval for it. If the Court approves a Plaintiff's General Release Payment less than the amount requested, the Administrator will allocate the remainder to the Net Settlement Amount. Released Parties shall have no liability to PAGA Counsel or Plaintiff arising from any claim to any portion of the requested Plaintiff's General Release Payment not awarded by the Court.

4. **SETTLEMENT FUNDING AND PAYMENTS.**

4.1. Aggrieved Employee Pay Periods. Based on a review of its records to date, Defendant estimates there are approximately 996 Aggrieved Employees who worked a total 25,736 of PAGA Pay Periods.

4.2. Aggrieved Employee Data. Within 15 days, Defendant will simultaneously deliver the Aggrieved Employee Data to the Administrator in the form of a Microsoft Excel spreadsheet. To protect Aggrieved Employee' privacy rights, the Administrator must maintain the Aggrieved Employee Data in confidence, use the Aggrieved Employee Data only for purposes of this Settlement and for no other purpose, and restrict access to the Aggrieved Employee Data to Administrator employees who need access to the Aggrieved Employee Data to effect and perform under this Agreement. Defendant has a continuing duty to immediately notify PAGA Counsel if it discovers that the Aggrieved Employee Data omitted employee identifying information and to provide corrected or updated Aggrieved Employee Data as soon as reasonably feasible. Without any extension of the

deadline by which Defendant must send the Aggrieved Employee Data to the Administrator, the Parties and their counsel will expeditiously use best efforts, in good faith, to reconstruct or otherwise resolve any issues related to missing or omitted Aggrieved Employee Data.

4.3. Funding of Maximum Settlement Amount. Defendant shall fully fund the Maximum Settlement Amount by transmitting the funds to the Administrator no later than 14 days after the Effective Date.

4.4. Payments from the Maximum Settlement Amount. Within 14 days after Defendant funds the Maximum Settlement Amount, the Administrator will mail checks for all Individual PAGA Payments, the LWDA PAGA Payment, Plaintiff's General Release Payment, the Administration Expenses Payment, the PAGA Counsel Fee Payment, and the PAGA Counsel Litigation Expenses Payment. Disbursement of the PAGA Counsel Fee Payment and the PAGA Counsel Litigation Expenses Payment shall not precede disbursement of Individual PAGA Payments.

4.4.1. The Administrator will issue checks for the Individual PAGA Payments and send them to the Aggrieved Employees via First Class U.S. Mail, postage prepaid. The face of each check shall prominently state the date (not less than 180 days after the date of mailing) when the check will be voided. The Administrator will cancel all checks not cashed by the void date. Before mailing any checks, the Settlement Administrator must update the recipients' mailing addresses using the National Change of Address Database.

4.4.2. The Administrator must conduct an Aggrieved Employee Address Search for all Aggrieved Employees whose checks are returned undelivered without USPS forwarding address. Within 7 days of receiving a returned check the Administrator must re-mail checks to the USPS forwarding address provided or to an address ascertained through the Aggrieved Employee Address Search. The Administrator need not take further steps to deliver checks to Aggrieved Employees whose re-mailed checks are returned as undelivered. The Administrator shall promptly send

a replacement check to any Aggrieved Employee whose original check was lost or misplaced, requested by the Aggrieved Employee prior to the void date.

4.4.3. For any Aggrieved Employee whose Individual PAGA Payment check is uncashed and cancelled after the void date, the Administrator shall transmit the funds represented by such checks to the State Bar Justice Gap Fund (“*Cy Pres Recipient*”).

4.4.4. The payment of Individual PAGA Payments shall not obligate Defendant to confer any additional benefits or make any additional payments to the Aggrieved Employees (such as 401(k) contributions or bonuses) beyond those specified in this Agreement.

5. **RELEASES OF CLAIMS.**

Effective on the date when Defendant fully funds the entire Maximum Settlement Amount, Plaintiff and PAGA Counsel will release claims against all Released Parties as follows:

5.1. **Plaintiff’s Release.**

5.1.1. **Scope of Plaintiff’s Release.** Plaintiff and her respective former and present spouses, representatives, agents, attorneys (including PAGA Counsel), heirs, administrators, successors, and assigns generally, release and discharge Released Parties from all claims, transactions, or occurrences, including, but not limited to, all claims that were, or reasonably could have been, alleged, based on the facts contained in the Operative Complaint and the PAGA Notices (“Plaintiff’s Release”). Plaintiff’s Release does not extend to any claims or actions to enforce this Agreement, or to any claims for vested benefits, unemployment benefits, disability benefits, social security benefits, workers’ compensation benefits that arose at any time. Plaintiff acknowledges that Plaintiff may discover facts or law different from, or in addition to, the facts or law that Plaintiff now knows or believes to be true but agrees, nonetheless, that Plaintiff’s Release shall be and remain effective in all respects, notwithstanding such different or additional facts or

Plaintiff's discovery of them.

5.1.2. Plaintiff's Waiver of Rights Under California Civil Code § 1542. For purposes of Plaintiff's Release, Plaintiff expressly waives and relinquishes the provisions, rights, and benefits, if any, of Section 1542 of the California Civil Code, which reads:

A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release, and that if known by him or her would have materially affected his or her settlement with the debtor or Released Party.

5.2. Release by Aggrieved Employees: All Aggrieved Employees will release the Released Parties from any and all claims for PAGA civil penalties and associated fees, costs, and interest under the California Labor Code, Wage Orders, regulations, and/or other provisions of law with respect to the Aggrieved Employees arising during the PAGA Period and which were alleged in Plaintiff's January 23, 2023 Notice to the LWDA and/or the amended March 30, 2023 Notice to the LWDA (the "PAGA Notice Letters") or which could have been alleged based on the facts and allegations in the PAGA Notice Letters. The Aggrieved Employees, other than Plaintiff, will not be deemed to have released any individual, non-PAGA claims by virtue of this PAGA Settlement. The claims released by this PAGA Settlement include, but are not necessarily limited to, any and all claims for civil penalties and associated fees, costs and interest related to claims for unpaid regular or premium wages (as defined in the Labor Code), meal/rest period violations and/or premium payments for meal and/or rest period violations, wage statement violations, wage notice violations, wage payment timing violations, record-keeping violations, business expense reimbursement violations, sick and vacation pay rate violations, and to the extent not covered above, any and all claims pled in the PAGA Notice Letters Page submitted to the LWDA, including without limitation all associated claims for civil penalties and associated fees or costs related to alleged or actual violations of Labor Code sections 201, 202, 203, 204, 210, 216, 218.6, 226, 226.3, 226.7, 227.3, 256, 432.5, 510, 512, 558, 1174, 1174.5, 1174(d), 1175, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2802, 2698 and 2699;

actual or alleged violations of IWC Wage Orders 4-2001, 5-2001, and 7-2001.

6. MOTION OR APPLICATION FOR APPROVAL OF SETTLEMENT.

The Parties agree to jointly prepare and file an application or motion for approval of this Settlement.

6.1. Plaintiff's Responsibilities. Plaintiff will prepare and deliver to Defense Counsel all documents necessary for obtaining approval of this Settlement under Labor Code Section 2699, subd. (f)(2)) including (i) a draft proposed Order Granting Approval of PAGA Settlement; (ii) a signed declaration from the Administrator attaching its "not to exceed" bid for administering the Settlement and attesting to its willingness to serve; competency; operative procedures for protecting the security of Aggrieved Employee Data; amounts of insurance coverage for any data breach, defalcation of funds or other misfeasance; all facts relevant to any actual or potential conflicts of interest with Aggrieved Employees or the LWDA; and the nature and extent of any financial relationship with Plaintiff, PAGA Counsel or Defense Counsel; (iii) a signed declaration from PAGA Counsel firm attesting to its timely transmission to the LWDA of all necessary PAGA documents; and, (iv) all facts relevant to any actual or potential conflict of interest with Aggrieved Employees and/or the Administrator. In their Declarations, Plaintiff and PAGA Counsel shall aver that they are not aware of any other pending matter or action asserting claims that will be extinguished or adversely affected by the Settlement.

6.2. Responsibilities of PAGA Counsel. PAGA Counsel and Defense Counsel are jointly responsible for expeditiously finalizing and filing the application or motion for approval of this Settlement no later than 30 days after the full execution of this Agreement and, if necessary, obtaining a prompt hearing date for the motion and appearing in Court to advocate in favor of the motion. PAGA Counsel is responsible for delivering the Court's Order granting approval to the Administrator.

6.3. Duty to Cooperate. If the Parties disagree on any aspect of the proposed application or motion for approval of this Settlement and/or the supporting declarations and documents, PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to resolve the

disagreement. If the Court does not grant the motion for approval of this Settlement or conditions its approval on any material change to this Agreement, PAGA Counsel and Defense Counsel will expeditiously work together on behalf of the Parties by meeting in person or by telephone, and in good faith, to modify the Agreement and otherwise satisfy the Court's concerns.

7. SETTLEMENT ADMINISTRATION.

- 7.1. Selection of Administrator. The Parties have jointly selected ILYM Group, Inc. to serve as the Administrator and verified that, as a condition of appointment, ILYM Group, Inc. agrees to be bound by this Agreement and to perform, as a fiduciary, all duties specified in this Agreement in exchange for payment of Administration Expenses. The Parties and their Counsel represent that they have no interest or relationship, financial or otherwise, with the Administrator other than a professional relationship arising out of prior experiences administering settlements.
- 7.2. Employer Identification Number. The Administrator shall have and use its own Employer Identification Number for purposes of calculating payroll tax withholdings and providing reports state and federal tax authorities.
- 7.3. Qualified Settlement Fund. The Administrator shall establish a settlement fund that meets the requirements of a Qualified Settlement Fund ("QSF") under US Treasury Regulation § 468B-1.
- 7.4. Administrator Duties. The Administrator has a duty to perform or observe all tasks to be performed or observed by the Administrator contained in this Agreement or otherwise.

8. AGGRIEVED EMPLOYEE SIZE ESTIMATES and ESCALATOR CLAUSE

Based on its records, Defendant estimates that, as of the date of this Settlement Agreement, there are approximately 996 Aggrieved Employees who worked 25,736 Pay Periods during the PAGA Period. If the number of actual pay periods during the PAGA Period is more than 10% higher than the estimated workweeks, Defendant will increase the Maximum Settlement Amount by a pro-rata dollar value equal to

the number of pay periods in excess of 25,736 pay periods.

9. CONTINUING JURISDICTION AND WAIVER OF RIGHT TO APPEAL.

9.1. Continuing Jurisdiction of the Court. The Parties agree that, after entry of Judgment, the Court will retain jurisdiction over the Parties, Action, and the Settlement solely for purposes of (i) enforcing this Agreement and/or Judgment, (ii) addressing settlement administration matters, and (iii) addressing such post-Judgment matters as are permitted by law.

9.2. Waiver of Right to Appeal. Provided the Judgment is consistent with the terms and conditions of this Agreement, specifically including the PAGA Counsel Fees Payment and PAGA Counsel Litigation Expenses Payment, the Parties, their respective counsel waive all rights to appeal from the Judgment, including all rights to post-judgment and appellate proceedings, the right to file motions to vacate judgment, motions for new trial, extraordinary writs, and appeals. The waiver of appeal does not include any waiver of the right to oppose such motions, writs or appeals. If another party appeals the Judgment, the Parties' obligations to perform under this Agreement will be suspended until such time as the appeal is finally resolved and the Judgment becomes final, except as to matters that do not affect the amount of the Net Settlement Amount.

10. ADDITIONAL PROVISIONS.

10.1. No Admission of Liability or Representative Manageability for Other Purposes. This Agreement represents a compromise and settlement of highly disputed claims. Nothing in this Agreement is intended or should be construed as an admission by Defendant that any of the allegations in the Operative Complaint have merit or that Defendant has any liability for any claims asserted; nor should it be intended or construed as an admission by Plaintiff that Defendant's defenses in the Action have merit. The Parties agree that representative treatment is for purposes of this Settlement only. If, for any reason the Court does not approve this Settlement, Defendant reserves all available defenses to the claims in the

Action, and Plaintiff reserves the right to contest Defendant's defenses. The Settlement, this Agreement and Parties' willingness to settle the Action will have no bearing on, and will not be admissible in connection with, any litigation (except for proceedings to enforce or effectuate the Settlement and this Agreement).

10.2. Integrated Agreement. Upon execution by all Parties and their counsel, this Agreement together with its attached exhibits shall constitute the entire agreement between the Parties relating to the Settlement, superseding any and all oral representations, warranties, covenants, or inducements made to or by any Party.

10.3. Attorney Authorization. PAGA Counsel and Defense Counsel separately warrant and represent that they are authorized by Plaintiff and Defendant, respectively, to take all appropriate action required or permitted to be taken by such Parties pursuant to this Agreement to effectuate its terms, and to execute any other documents reasonably required to effectuate the terms of this Agreement including any amendments to this Agreement.

10.4. Cooperation. The Parties and their counsel will cooperate with each other and use their best efforts, in good faith, to implement the Settlement by, among other things, modifying the Settlement Agreement, submitting supplemental evidence and supplementing points and authorities as requested by the Court. In the event the Parties are unable to agree upon the form or content of any document necessary to implement the Settlement, or on any modification of the Agreement that may become necessary to implement the Settlement, the Parties will seek the assistance of a mediator and/or the Court for resolution.

10.5. No Prior Assignments. The Parties separately represent and warrant that they have not directly or indirectly assigned, transferred, encumbered, or purported to assign, transfer, or encumber to any person or entity and portion of any liability, claim, demand, action, cause of action, or right released and discharged by the Party in this Settlement.

10.6. No Tax Advice. Neither Plaintiff, PAGA Counsel, Defendant nor Defense Counsel are providing any advice regarding taxes or taxability, nor shall anything in this Settlement be relied upon as such within the meaning of United States Treasury Department Circular 230 (31 CFR Part 10, as amended) or otherwise.

- 10.7. Modification of Agreement. This Agreement, and all parts of it, may be amended, modified, changed, or waived only by an express written instrument signed by all Parties or their representatives, and approved by the Court.
- 10.8. Agreement Binding on Successors. This Agreement will be binding upon, and inure to the benefit of, the successors of each of the Parties.
- 10.9. Applicable Law. All terms and conditions of this Agreement and its exhibits will be governed by and interpreted according to the internal laws of the state of California, without regard to conflict of law principles.
- 10.10. Cooperation in Drafting. The Parties have cooperated in the drafting and preparation of this Agreement. This Agreement will not be construed against any Party on the basis that the Party was the drafter or participated in the drafting.
- 10.11. Confidentiality. To the extent permitted by law, all agreements made, and orders entered during Action and in this Agreement relating to the confidentiality of information shall survive the execution of this Agreement.
- 10.12. Use and Return of Aggrieved Employee Data. Information provided to PAGA Counsel pursuant to Cal. Evid. Code §1152, and all copies and summaries of the PAGA Data provided to PAGA Counsel by Defendant in connection with the mediation, other settlement negotiations, or in connection with the Settlement, may be used only with respect to this Settlement, and no other purpose, and may not be used in any way that violates any existing contractual agreement, statute, or rule of court. Not later than 90 days after the Administrator discharges its obligation to pay out of all Settlement funds, Plaintiff shall destroy all paper and electronic versions of Aggrieved Employee Data received from Defendant unless, prior to the Administrator's payment of all Settlement Funds, Defendant makes a written request to PAGA Counsel for the return, rather than the destructions, of Aggrieved Employee Data.
- 10.13. Headings. The descriptive heading of any section or paragraph of this Agreement is inserted for convenience of reference only and does not constitute a part of this Agreement.

10.14. Calendar Days. Unless otherwise noted, all reference to “days” in this Agreement shall be to calendar days. In the event any date or deadline set forth in this Agreement falls on a weekend or federal legal holiday, such date or deadline shall be on the first business day thereafter.

10.15. Notice. All notices, demands or other communications between the Parties in connection with this Agreement will be in writing and deemed to have been duly given as of the third business day after mailing by United States mail, or the day sent by email or messenger, addressed as follows:

To Plaintiff:

Kane Moon
kmoon@moonlawgroup.com
H. Scott Leviant
hsleviant@moonlawgroup.com
Mariam Ghazaryan
mghazaryan@moonlawgroup.com
MOON LAW GROUP, PC
725 S. Figueroa St., Suite 3100
Los Angeles, California 90017
Telephone: (213) 232-3128
Facsimile: (213) 232-3125

To Defendant:

Heather Hearne
hdh@kullmanlaw.com
Nicole Adler
nsa@kullmanlaw.com
The Kullman Firm
100 Pacifica, Suite 370
Irvine, California 92618
Telephone: (504) 596-4157
Facsimile: (504) 596-4114

10.16. Execution in Counterparts. This Agreement may be executed in one or more counterparts by facsimile, electronically (i.e. DocuSign), or email which for purposes of this Agreement shall be accepted as an original. All executed counterparts and each of them will be deemed to be one and the same instrument if counsel for the Parties will exchange between

themselves signed counterparts. Any executed counterpart will be admissible in evidence to prove the existence and contents of this Agreement.

10.17. Stay of Litigation. The Parties agree that upon the execution of this Agreement the litigation shall be stayed, except to effectuate the terms of this Agreement. The Parties further agree that upon the signing of this Agreement that pursuant to Code of Civil Procedure § 583.330 to extend the date to bring a case to trial under Code of Civil Procedure § 583.310 for the entire period of this settlement process.

Plaintiff:

9/5/2024

Dated: September __, 2024

DocuSigned by:

Danell Page

By: _____

Danell Page

Plaintiff's Counsel:

Dated: September 5, 2024

MOON LAW GROUP, PC

By: _____

Kane Moon
H. Scott Leviant
Mariam Ghazaryan

Attorneys for Plaintiff

Defendant:

Dated: September 10, 2024

CONDUENT STATE & LOCAL SOLUTIONS, INC.

By: _____

DONALD R DELorenz

Print Name

Donald R Delorenz

Signature

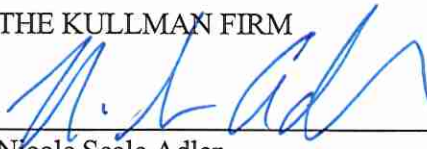
IT's Counsel

Title

Defendant's Counsel:

Dated: September 10, 2024

THE KULLMAN FIRM

By: 

Nicole Seale Adler

Heather Hearne

Attorneys for Defendant

Exhibit “2”

Date	Description	Charge
1/23/2023	LWDA PAGA Complaint Letter	\$75.00
1/23/2023	Complaint Fee	\$1,484.55
1/23/2023	Administrative Case Database Initiation Fee	\$750.00
7/21/2023	Ace - Attorney Service	\$181.65
11/6/2023	Alameda Superior Court - Filing Fee	\$7.00
11/17/2023	One Legal - Attorney Service	\$18.49
2/9/2024	Ace - Attorney Service	\$233.30
2/22/2024	Alameda Superior Court - Filing Fee	\$3.00
2/27/2024	FedEx Delivery Service	\$12.97
2/29/2024	One Legal - Attorney Service	\$20.24
4/25/2024	Mediation Fee (Tripper Ortman) - Plaintiff share	\$13,000.00
7/12/2024	Berger Consulting Group - Mediation Data Analysis	\$3,880.00
		\$19,666.20

Future Charges

One Legal - Attorney Service (Filing Charges)	\$75.00
Motion filing charge (Filing Fees)	\$60.00
	\$135.00

Total: \$19,801.20

Exhibit “3”

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PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the State of California, County of Los Angeles. I am over the age of 18 and not a party to the within suit; my business address is 1055 W. 7th Street, Suite 1880, Los Angeles, CA 90017.

On the date indicated below, I served the document described as: **DECLARATION OF H. SCOTT LEVIANT IN SUPPORT OF PLAINTIFF'S MOTION FOR AN ORDER APPROVING SETTLEMENT OF CLAIMS BROUGHT PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF 2004** on the interested parties in this action by sending ☐ the original [or] ☒ a true copy thereof ☒ to interested parties as follows [or] ☐ as stated on the attached service list:

Heather Hearne
Baton Rouge
Nicole Seale Adler
Cathy O. Edmonds
Linda Markey
Grace Frantz
THE KULLMAN FIRM, PLC
4605 Bluebonnet Blvd., Suite A
Baton Rouge, LA 70809
hdh@kullmanlaw.com
nsa@kullmanlaw.com
coe@kullmanlaw.com
lpm@kullmanlaw.com
gnf@kullmanlaw.com

Attorney for Defendant CONDUENT STATE & LOCAL SOLUTIONS, INC.

☒ **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known e-mail address or e-mail of record in this action.

I declare under penalty of perjury under the laws of the State of California and the United States that the foregoing is true and correct. Executed this **November 18, 2024** at Los Angeles, California.

H. Scott Leviant
Type or Print Name


Signature