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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

RICHARD RICO, an individual, on
behalf of himself and others similarly
situated,

Plaintiff,

v.

PREMIER LOGISTICS &
TRANSPORTATIONS, a California
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: 34-2023-00334466

CLASS ACTION

Assigned for All Purposes To:
Hon. Jill Talley

**DECLARATION OF ENOCH J. KIM IN
SUPPORT OF MOTION FOR FINAL
APPROVAL OF CLASS ACTION AND PAGA
SETTLEMENT AGREEMENT, ATTORNEYS'
FEES AND EXPENSES, AND
ENHANCEMENT AWARD**

*[Filed concurrently with Notice of Motion;
Memorandum of Points and Authorities;
Declaration of David Yeremian; Declaration of
Karl Anthony Gerber; Declaration of Ryan
McNamee; and [Proposed] Order and Judgment]*

Date: December 5, 2025
Time: 9:00 a.m.
Location: Department 23

Original Complaint Filed: February 8, 2023
Amended Complaint: June 1, 2023
Second Amended Complaint: Sept. 11, 2023
Trial Date: None Set

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1. I am an attorney licensed and admitted to practice before all courts of the State of California and the United States District Courts for the Central, Southern, Eastern and Northern Districts of California. I have personal knowledge of the facts herein, and if called as a witness I could and would competently testify to them. **I have reviewed the Court's "Checklist for Approval of Class Action and/or PAGA Settlements" and Local Rule 2.99.05 and submit that Plaintiff's Motion for Final Approval of Class Action and PAGA Settlement complies with the Checklist.**

3. This Declaration is offered in support of Plaintiffs’ Motion for Final Approval of Class Action and PAGA Settlement Agreement, Attorneys’ Fees and Expenses, and Enhancement Award (“Motion”).

4. On February 8, 2023, Plaintiff Richard Rico commenced a class action by filing a Complaint alleging eleven causes of action against Defendants for: (1) Failure to Pay Minimum Wages, (2) Failure to Pay Wages and Overtime Under Labor Code § 510, (3) Meal Period Liability under Labor Code § 226.7, (4) Rest-Break Liability under Labor Code § 226.7, (5) Failure to Pay Vacation Wages, (6) Failure to Comply with Labor Code § 245 *et seq.* and 246, (7) Reimbursement of Necessary Expenditures, (8) Violation of Labor Code § 226(a), (9) Failure to Keep Required Payroll Records under Labor Code §§ 1174, 1174.5, (10) Penalties Pursuant to Labor Code § 203, and (11) Violation of Business & Professions Code § 17200 *et seq.* (the “Action”). Pursuant to Labor Code section 2699.3, subd. (a), Plaintiff gave timely written notice to Defendant and the LWDA by sending his PAGA Notice Letter on February 7, 2023 (LWDA-CM-934456-23). (*Id.*) On June 1, 2023, Plaintiff Rico filed his First Amended Complaint which

1 added claims for penalties under PAGA, Labor Code §2698. (*Id.*) On June 16, 2023, Plaintiffs
2 submitted an amended PAGA notice letter which added Plaintiff Yalmar Pastora as a PAGA
3 representative, and on September 11, 2023, Plaintiffs filed a Second Amended Complaint
4 (“Operative Complaint”), adding Yalmar Pastora as a named Plaintiff in the Action.

5 5. After exchanging and reviewing informal discovery and participating in mediation,
6 the Parties reached a settlement. On July 21, 2025, this Court entered an Order Granting
7 Preliminary Approval of Settlement (“Preliminary Approval Order”). On August 14, 2025, the
8 Defendant timely provided the Class List to the Settlement Administrator, and the Administrator
9 confirmed that the escalator clause was not triggered.

10 6. The Settlement is the product of extensive arm’s-length negotiations between the
11 Parties. The Parties are represented by experienced class action attorneys. In order to reach the
12 Settlement, the Parties debated and discussed many difficult legal and factual issues. Moreover,
13 during the process, the Parties were required to make reasonable compromises in light of the facts,
14 issues, and risks presented in this Action. Class Counsel considered the uncertainty and risks of
15 further litigation, and the difficulties inherent in such litigation. Class Counsel also considered the
16 burdens of proof necessary to establish liability against Defendant and Defendant’s defenses, the
17 length and complexity of the trial itself, and the risks of further delays and expenses arising from
18 possible appeals. Defendant contends that the Class would not be able to establish its entitlement
19 to the full extent of the relief it is seeking, and promised to mount a vigorous defense. On the other
20 hand, Plaintiffs believes that there is ample evidence to support the class allegations. Assessment
21 of all of these factors indicated that the best interests of Class Members would be served by a
22 settlement of this Action in the manner and upon the terms set forth in the Parties’ Class Action
23 and PAGA Settlement Agreement and Amendment to Class Action and Private Attorneys General
24 Act Settlement and Release Agreement (together, “Settlement Agreement” or “Settlement”).

25 7. To reiterate, under the terms of the proposed Settlement, the amount available for
26 distribution to Class Members who do not opt-out of the Settlement is \$700,000.00 less the
27 following deductions: (1) a Class Counsel Fees award of \$233,333.33 to Class Counsel for
28 attorneys’ fees; (2) a Class Counsel Litigation Expenses award of \$17,540.50 for reimbursement

of actual costs incurred (which is lower than the not to exceed amount of \$30,000.00 Class Counsel estimated for the Settlement Agreement); (3) up to \$5,000.00 to Plaintiff Richard Rico and \$5,000.00 to Plaintiff Yalmar Pastora for the Class Representative Enhancement Award; (4) up to \$7,500.00 for Settlement Administrator Costs to Apex Class Action, LLC (“Apex”); and (5) the PAGA Penalties of \$75,000.00 for claims asserted under California’s Private Attorneys General Act (“PAGA”), of which 75% will be payable to the LWDA and 25% will be payable to the PAGA Employees on a *pro rata* basis.

8. From my experience in wage and hour litigation, the present Settlement has resulted in a substantial benefit to Class Members. In fact, the highest Individual Settlement Payment to a Settlement Class Member is currently estimated to be approximately \$9,417.87, the average Individual Settlement Payment is currently estimated to be approximately \$1,387.77, and the lowest Individual Settlement Payment is currently estimated to be approximately \$37.67. (Declaration of Ryan McNamee of Apex Class Action, LLC, filed concurrently herewith (“McNamee Decl.”), ¶ 16.)¹

SETTLEMENT ADMINISTRATION

9. The settlement administration was fairly settled and administered. After the Court entered the July 21, 2025, Preliminary Approval Order, and after performing a National Change of Address search, Apex sent the Notice to all 248 Class Members last-known mailing addresses using U.S. First Class Mail, and made significant efforts to locate Class Members, including performing skip traces on those employees who could not be located. (McNamee Decl., ¶¶ 6-7.)

10. Of the 248 Class Members who were sent the Notice, Apex received 43 returned Notices as undeliverable. (*Id.* at ¶ 7-10.) Apex conducted a computerized skip trace on the 43 returned Notices in order to acquire updated addresses for the purpose of re-mailing the Notice. (*Id.*) The skip trace effort resulted in obtaining 32 updated addresses, to which Phoenix promptly re-mailed the Notices via U.S. First Class Mail. (*Id.*) As of the date of the Settlement Administrator's declaration, there have been 32 Notices re-mailed as a result of Apex's skip tracing efforts, and only 11 Notices have been considered undeliverable as no

¹ These calculations are based on Class Counsel's actual costs of \$18,130.05.

1 updated address was found despite conducting skip tracing. (*Id.* at ¶ 9-11.)

2 11. Notices were distributed in accordance with the Court’s Preliminary Approval
3 Order, and the response was excellent. Here, the deadline for submitting a Request for
4 Exclusion from the Settlement, disputing the number of Workweeks, and objecting to the
5 Settlement was November 3, 2025. (McNamee Decl., ¶¶ 7-10, 13). As of the deadline, **zero**
6 **Class Members objected** to the Settlement, **zero disputed** the their number of Qualified
7 Workweeks, and **zero opted out** of the Settlement. (*Id.*) Therefore, there is a total of 248
8 Settlement Class Members. (*Id.* at ¶ 14.)

9 12. The fact that there was a 100% participation rate indicates that the persons most
10 affected by Defendant’s alleged practices and who stand to benefit most from the Settlement
11 agree that this is an outstanding result and a strong indication that the Settlement is fair and
12 adequate, and that Class Members found it to be so.

13 13. Apex requests a Settlement Administrator Costs payment of \$7,500.00. (*Id.* at ¶
14 19.)

15 **REQUEST FOR ATTORNEYS’ FEES AND LITIGATION EXPENSES**

16 14. The preliminarily approved Settlement calls for the payment of up to \$233,333.33
17 in attorneys’ fees, plus up to \$30,000.00 of Class Counsel’s litigation expenses (Class Counsel’s
18 actual costs in this matter are \$17,540.50, which is less than the allocated amount in the Settlement
19 Agreement). This request is fair, reasonable, and adequate to compensate Class Counsel for the
20 substantial work they have put into this case and the risk they assumed by taking it in the first
21 place. The attorneys’ fees award is intended to reimburse Class Counsel for all uncompensated
22 work that they have already done and for all the work they will continue to do in carrying out and
23 overseeing the administration of the Settlement. D.Law’s contemporaneous time records are
24 attached as **Exhibit 1**.

25 **The Lodestar Method**

26 15. Class Counsel’s lodestar calculation supports the requested attorneys’ fees. The
27 lodestar calculation typically proceeds in three steps. First, a trial court must determine a baseline
28 guide or “lodestar” figure based on the time spent and reasonable hourly compensation for each

1 attorney involved in the case. *Serrano v. Priest* (1975) 20 Cal.3d 25, 48. The court then sets a
2 reasonable hourly fee to apply to the time expended, with reference to the prevailing rates in the
3 geographical area in which the action is pending. *Bihun v. AT&T Information System* (1993) 13
4 Cal.App.4th 976, 997. Finally, a “multiplier” is selected with reference to the following factors:
5 (1) the novelty and difficulty of issues involved, (2) the skill displayed in presenting them, (3) the
6 extent to which the nature of the litigation precluded other employment by the attorneys, and (4)
7 the contingent nature of the fee award, based on the uncertainty of prevailing on the merits and of
8 establishing eligibility for the award. *Serrano, supra*, 20 Cal.App.3d at 49.

9 16. Class Counsel charges rates commensurate with the prevailing market rates in the
10 Los Angeles and Sacramento areas for attorneys of comparable experience and skill handling
11 complex litigation. Aside from being warranted by our skill, experience and ability, Class
12 Counsel’s rates that were used in application of the lodestar cross check in this case are supported
13 by the Laffey Matrix attached hereto as **Exhibit 2** when adjusted for locality (Los Angeles
14 County, further discussed below).

15 17. California Courts have applied the Laffey Matrix with adjustments to the specific
16 California locality where the Counsel’s office is located based on “Locality Pay Tables.” (*Syers*
17 *Properties III, Inc. v. Rankin* (2014) 226 Cal.App.4th 691, 695-696 [affirming fee award based on
18 Laffey Matrix with upward 9 percent rate adjustment from D.C. area compared to San Francisco
19 Bay Area based on Locality Pay Tables]; *In re HPL Techs., Inc., Secs. Litig.* (N.D. Cal. April 22,
20 2005, No. C-02-3510 VRW) 365 F.Supp.2d 912, 921-922 [using Laffey Matrix with upward
21 adjustment of 9 percent for San Francisco based on difference between D.C. Area’s +15.98
22 locality pay compared to San Francisco’s +26.39 percent locality pay differential from the federal
23 courts’ “Judiciary Salary Plan Pay Tables.”].)

24 18. I have knowledge about the hourly rates charged by Los Angeles County attorneys
25 and paralegals. Based on the information I have, I believe that their stated hourly rates are
26 reasonable and appropriate for attorneys and paralegals with comparable expertise, experience,
27 and qualifications.

28 19. As explained below, the lodestar crosscheck yields a modest multiplier when rates
from the Los Angeles locality adjusted Laffey Matrix are used. The hourly rates found in the

1 2024-2025 adjusted Laffey Matrix² focus on the costs of legal services within the Washington-
2 Baltimore-Arlington area and therefore adjustments based on differences in cost of legal services
3 in different localities allows for better assessment of reasonableness.

4 20. I arrived at a locality adjustment rate of 0.025 by comparing the locality payment
5 adjustments to the Judiciary Salary Plan for Federal judiciary employees. Locality payment
6 adjustments are made to the base pay of Federal workers in localities where the base pay is
7 generally lower than the rates paid for the same levels of work by non-Federal workers in the same
8 locality, so that the wages of Federal workers would roughly be on par with employees within the
9 locality performing similar levels of work.³ Because this metric is designed specifically to equalize
10 for wages given different market rates in different localities, a comparison of the adjustment rate
11 between the Washington-Baltimore-Arlington area, and Los Angeles-Long Beach area is an
12 excellent measure for determining locality adjustment to the Laffey Matrix.

13 21. The Judiciary Salary Plan (referred to in *In re HPL Techs., Inc.*) and Locality Pay Table
14 for Los Angeles-Long Beach. a 36.47% locality adjustment. The Judiciary Salary Plan for Los Angeles-
15 Long Beach, CA is attached hereto as **Exhibit 3**, and the 2025 Locality Pay Table for Los Angeles-
16 Long Beach, CA is attached hereto as **Exhibit 4**. In comparison, the Judiciary Salary Plan and Locality
17 Pay Table for Washington-Baltimore-Arlington locality include a 33.94% locality adjustment. The
18 Judiciary Salary Plan for Washington-Baltimore-Arlington is attached hereto as **Exhibit 5**, and the 2025
19 Locality Pay Table for Washington-Baltimore-Arlington is attached hereto as **Exhibit 6**. The Locality
20 Pay Area Definitions defining counties within Los Angeles-Long Beach, CA are attached hereto as
21 **Exhibit 7**.

22 22. This means that legal workers in the Los Angeles-Long Beach area made roughly
23 2.5% more, than comparable legal workers in the Washington-Baltimore-Arlington area (36.47%-
24 33.94%). Therefore, an averaged adjustment rate of .025 to the Laffey Matrix provides a
25 satisfactory adjustment to the Laffey Matrix to adjust for locally prevalent rates of pay in Los
26 Angeles.

27
28 ² “Adjustment Factor” as used in the Laffey Matrix refers to nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics and does not mean the Matrix is adjusted for locality differences in pay.

³ 5 U.S. §5302(6)

23. In applying the locality adjustment rate of .025 to the Laffey Matrix for attorneys working in Los Angeles-Long Beach County over the Washington-Baltimore-Arlington area stated in the Laffey Matrix, the 2024-2025 Adjusted Laffey Matrix hourly rates adjusted for this case are:

Year	Adj. Factor **	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20+
6/1/24- 5/31/25	1.080182	\$264.45	\$484.825	\$595.53	\$859.98	\$971.70	\$1,169.53

24. Working closely with the other attorneys and paralegals in my firm, including on motions for attorneys' fees, I am aware of the experience and achievements of the counsel involved in this matter as well as the rates which would be charged if our work was on an hourly basis. Based on this information, I believe that my rate and the rates of the attorneys and paralegals in my firm are reasonable, appropriate, and fully consistent with the market rate for attorneys with comparable expertise, experience, and qualifications in Los Angeles and San Francisco.

25. I am Senior Counsel at D.Law. I was admitted to the California Bar in December 2008. I received my J.D. from Pepperdine University School of Law and B.S. from University of Southern California. Since graduating from law school, I have dedicated virtually my entire career on the practice of employment law. I have practiced employment law from the plaintiff's side, defense side, and from an in-house position. I have significant experience specifically working on wage and hour class and PAGA actions from the plaintiff's side as well as the defense side, with the majority of my experience coming from the plaintiff's side. Throughout the course of this litigation, I have spent approximately 18.9 hours on this matter. My unadjusted lodestar for my hours spent on this case amounts to approximately \$19,750.50 (18.9 x \$1,045.00 = \$19,750.50). Given my experience and the focus of my practice, if I were to charge for my type of work by the hour, my rate would be \$1,045.00 per hour. A \$1,045.00 rate is warranted based on my years of experience in a highly specialized area of law and is in line with the Laffey Matrix (17 years out of law school, adjusted Laffey Matrix rate of \$1,169.53).

1 26. Attorney Roman Shkodnik is Senior Counsel at D.Law and counsel of record for
2 Plaintiff. He received his Bachelor of Arts in history and political science from the University of
3 California, Los Angeles, in 2007. He then earned his Juris Doctorate from Loyola Law School in
4 May of 2011. Upon graduating from law school, he has exclusively focused his practice on
5 representing employees including in wage-and-hour class actions. During his career, he has
6 represented employees in over 100 wage-and-hour class action lawsuits as lead or co-lead counsel
7 (including in the Central, Southern, Eastern and Northern Districts of California), and he has
8 obtained six and seven figure settlements against a range of defendants, including Fortune 500
9 companies. These cases have involved the gamut of wage-and-hour claims, including claims for
10 failure to pay minimum wages, unpaid wages and overtime, inaccurate pay statements, and failure
11 to pay timely wages - similar to claims at issue in the present matter. He is experienced and
12 qualified to evaluate the representative claims, to evaluate settlement versus trial on a fully
13 informed basis, and to evaluate the viability of the defenses. Throughout the course of this
14 litigation, attorney Roman Shkodnik estimates he has spent at least 66.5 hours litigating this
15 matter. Accordingly, Mr. Shkodnik's unadjusted lodestar in this matter is \$69,492.50 ($66.5 \times$
16 $\$1,045.00 = \$69,492.50$). If Mr. Shkodnik were to charge a rate for this type of work by the hour,
17 given his experience and the focus of his practice, his current hourly rate would be \$1,045.00 per
18 hour. A \$1,045.00 rate is warranted based on Mr. Shkodnik's years of experience in a highly
19 specialized area of law and is in line with the Laffey Matrix (14 years out of law school, adjusted
20 Laffey Matrix rate of \$971.70).

21 27. Attorney Emma Geesaman received her Bachelor of Arts in political science from
22 Boston University in 2019. She then earned my Juris Doctorate from Case Western Reserve
23 University Law School in May of 2023. Upon graduating from law school, she has exclusively
24 focused my practice on representing employees including in wage-and-hour class actions.
25 Throughout the course of this litigation, attorney Emma Geesaman estimates she has spent at least
26 10.8 hours litigating this matter. Accordingly, Ms. Geesaman's unadjusted lodestar in this matter
27 is \$5,130.00 ($10.8 \times \$475.00 = \$5,130.00$). If Ms. Geesaman were to charge a rate for this type of
28 work by the hour, given her experience and the focus of her practice, her current hourly rate would

1 be \$475.00 per hour. A \$475.00 rate is warranted based on Ms. Geesaman's years of experience in
2 a highly specialized area of law and is in line with the Laffey Matrix (2 years out of law school,
3 adjusted Laffey Matrix rate of \$484.83).

4 28. Attorney Antonia McKee received her bachelor's degree from the University of
5 California, Davis in 2020, and her Juris Doctorate degree from Southwestern Law School,
6 accelerated SCALE program, in 2021. Since starting her professional career, she has focused on
7 plaintiff's side employment law and has been appointed as class and PAGA counsel in other wage
8 and hour settlements in California state court. Throughout the course of this litigation, Antonia
9 McKee estimates she has spent at least 38.1 hours litigating this matter. Accordingly, Ms.
10 McKee's unadjusted lodestar in this matter is \$18,097.50 ($38.1 \times \$475.00 = \$18,097.50$). If Ms.
11 McKee were to charge a rate for this type of work by the hour, given her experience and the focus
12 of her practice, her current hourly rate would be \$475.00. A \$475.00 rate is warranted based on
13 Ms. McKee's experience in a highly specialized area of law and is in line with the Laffey Matrix
14 (4 years out of law school, adjusted Laffey Matrix rate of \$639.10).

15 29. Attorney Mason Doidge received his bachelor's degree from Eastern Washington
16 University in March 2019, and from University of California, Irvine School of Law in May
17 2023. He has been in practice with the law firm of D.Law, Inc. since August 2024, focusing
18 exclusively in the area of employment law and has been involved in numerous cases in all aspects
19 from pre-filing through settlement, including California and Federal wage and hour class actions.
20 Throughout the course of this litigation, attorney Mason Doidge estimates he has spent at least 0.5
21 hours litigating this matter. Accordingly, Mr. Doidge's unadjusted lodestar in this matter is
22 \$237.50 ($0.5 \times \$475.00 = \$237.50$). If Mr. Doidge were to charge a rate for this type of work by
23 the hour, given his experience and the focus of his practice, his current hourly rate would be
24 \$475.00 per hour. A \$475.00 rate is warranted based on Mr. Doidge's years of experience in a
25 highly specialized area of law and is in line with the Laffey Matrix (2 years out of law school,
26 adjusted Laffey Matrix rate of \$484.83).

27 30. Attorney Amanda Fazio received her Bachelor of Arts in political science from
28 Loyola Marymount University in 2019. She then earned her Juris Doctorate from Southwestern
Law School in May of 2022. Upon graduating from law school, she has exclusively focused her

1 practice on representing employees including in wage-and-hour class actions and PAGA actions.
2 Throughout the course of this litigation, attorney Amanda Fazio estimates she has spent at least
3 0.2 hours litigating this matter. Accordingly, Ms. Fazio's unadjusted lodestar in this matter is
4 \$95.00 ($0.2 \times \$475.00 = \$95.00$). If Ms. Fazio were to charge a rate for this type of work by the
5 hour, given her experience and the focus of her practice, her current hourly rate would be \$475.00
6 per hour. A \$475.00 rate is warranted based on Ms. Fazio's years of experience in a highly
7 specialized area of law and is in line with the Laffey Matrix (3 years out of law school, adjusted
8 Laffey Matrix rate of \$484.83).

9 31. Former Attorney Robert Payaslyan received his Bachelor of Science in criminal
10 justice/law enforcement administration from California State University, Los Angeles in 2018. He
11 then earned his Juris Doctorate from the University of California, Irvine School of Law in 2021.
12 Throughout the course of this litigation, attorney Robert Payaslyan estimates he has spent at least
13 0.5 hours litigating this matter. Accordingly, Mr. Payaslyan's unadjusted lodestar in this matter is
14 \$237.50 ($0.5 \times \$475.00 = \$237.50$). If Mr. Payaslyan were to charge a rate for this type of work by
15 the hour, given his experience and the focus of his practice, his current hourly rate would be
16 \$475.00 per hour. A \$475.00 rate is warranted based on Mr. Payaslyan's years of experience in a
17 highly specialized area of law and is in line with the Laffey Matrix (4 years out of law school,
18 adjusted Laffey Matrix rate of \$639.10).

19 32. I have also reviewed the files and billable records for certified paralegal José-
20 Ernesto López. Mr. López graduated from Kalamazoo College in 2013 with a Bachelor of Arts in
21 Political Science. He Began his legal career in 2017 and was promoted to paralegal in 2018. In
22 2023, Mr. López earned his ABA-approved Certificate in Paralegal Studies with distinction from
23 the University of California, Los Angeles Extension meeting the requirements of Business &
24 Profession Code section 6450(c)(1). In 2023, Mr. López joined D.Law, Inc. as a Litigation
25 Paralegal, focusing exclusively on wage and hour class action and representative cases.
26 Throughout the course of this litigation, Mr. Lopez estimates he has spent at least 0.1 hours
27 litigating this matter. Accordingly, Mr. Lopez's unadjusted lodestar in this matter is \$30.00 ($0.1 \times$
28 \$300.00 = \$30.00). If Mr. Lopez were to charge a rate for this type of work by the hour, given his
experience, his current hourly rate would be \$300.00. A \$300.00 rate is warranted based on Mr.

1 Lopez's experience and specialization in employment law, and is in line with the Laffey Matrix
2 (adjusted Laffey Matrix rate of \$283.80).

3 33. I have also reviewed the files and billable records for paralegal Jacquelyn Luong. In
4 2018, Ms. Luong graduated cum laude from the University of California, Los Angeles with a
5 degree in Political Science and a concentration in International Relations. In 2019, Ms. Luong
6 began her legal career as a Legal Assistant at the Law Office of Kevin T. Barnes, where she
7 assisted attorneys and staff to litigate wage and hour class action and representative cases. Since
8 joining D.Law, Inc. on December 31, 2022, Ms. Luong has been the Paralegal Manager, and
9 during that time she has worked exclusively on wage and hour matters class and representative
10 action cases. In December 2022, managing partner of Law Office of Kevin T. Barnes attested to
11 Ms. Luong's paralegal qualifications, under Business & Professions Code section 6450(c)(3),
12 affirming her capabilities handling paralegal tasks. Throughout the course of this litigation, Ms.
13 Luong estimates she has spent at least 5.4 hours litigating this matter. Accordingly, Ms. Luong's
14 unadjusted lodestar in this matter is \$1,620 ($5.4 \times \$300.00 = \$1,620$). If Ms. Luong were to charge
15 a rate for this type of work by the hour, given her experience, her current hourly rate would be
16 \$300.00. A \$300.00 rate is warranted based on Ms. Luong's experience and specialization in
17 employment law, and is in line with the Laffey Matrix (adjusted Laffey Matrix rate of \$283.80).

18 34. I have also reviewed the files and billable records for certified paralegal Jonathan
19 Morataya. Jonathan Morataya graduated magna cum laude from California State University,
20 Northridge with a Bachelor of Arts degree in Political Science with a focus in Law and Society.
21 He began his legal career in 2022, in wage and hour employment matters and was promoted to
22 Senior Paralegal. In December 2023, managing partner of Abramson Labor Group certified his
23 experience as a paralegal under Business & Profession Code section 6450(c)(3). Throughout the
24 course of this litigation, Mr. Morataya estimates he has spent at least 0.1 hours litigating this
25 matter. Accordingly, Mr. Morataya's unadjusted lodestar in this matter is \$27.50 ($0.1 \times \$275.00 =$
26 \$27.50). If Mr. Morataya were to charge a rate for this type of work by the hour, given his
27 experience, his current hourly rate would be \$275.00. A \$275.00 rate is warranted based on Mr.
28 Morataya's experience and specialization in employment law and is in line with the Laffey Matrix
(adjusted Laffey Matrix rate of \$283.80).

35. I have also reviewed the files and billable records for certified paralegal Anne Beuttel. Anne Beuttel graduated from Mount Saint Mary's University in 2020 with a bachelor's degree in liberal arts. In 2024 Ms. Beuttel received a Paralegal verification meeting the requirements pursuant to California Business and Professions Code Section 6450(c)(3). Throughout the course of this litigation, Ms. Beuttel estimates she has spent at least 1.1 hours litigating this matter. Accordingly, Ms. Beuttel's unadjusted lodestar in this matter is \$302.50 (1.1 x \$275.00 = \$302.50). If Ms. Beuttel were to charge a rate for this type of work by the hour, given her experience, her current hourly rate would be \$275.00. A \$275.00 rate is warranted based on Ms. Beuttel's experience and specialization in employment law and is in line with the Laffey Matrix (adjusted Laffey Matrix rate of \$283.80).

36. The below table summarizes D.Law total hours, billables, and costs:

<u>Attorney/Firm</u>	<u>Total Hours</u>	<u>Total Billables</u>	<u>Costs</u>
			\$17,540.50
Enoch Kim (D.LAW)	18.9	\$19,750.50	
Roman Shkodnik (D.LAW)	66.5	\$69,492.50	
Emma Geesaman (D.LAW)	10.8	\$5,130.00	
Antonia McKee (D.LAW)	38.1	\$18,097.50	
Mason Doidge (D.LAW)	0.5	\$237.50	
Amanda Fazio (D.LAW)	0.2	\$95.00	
Robert Payaslyan (D.LAW)	43.9	\$20,852.50	
Jose Lopez (D.LAW)	0.1	\$30.00	
Jacquelyn Luong (D.LAW)	5.4	\$1,620	
Katheryn Perez (D.LAW)	4.1	\$1,025.00	
Jonathan Morataya (D.LAW)	0.1	\$27.50	
Anne Beuttel (D.LAW)	1.1	\$302.50	
Totals:	189.7	\$136,822.50	\$17,540.50

1
2 37. Multiplying the total hours billed by D.Law to the litigation by their reasonable
3 hourly rates yields a lodestar of \$136,822.50. Employment Lawyers Group has collectively
4 incurred at least 95 hours and \$82,500.00 in fees. (*See* Declaration of Karl Gerber). David
5 Yeremian & Associates has incurred at least 30.2 hours and \$41,525.00 in fees. (*See* Declaration
6 of David Yeremian). In total, Class Counsel has incurred 314.9 hours and \$260,847.50 in fees,
7 necessitating no multiplier.

8 38. Class Multipliers routinely range from 3 to 5, and it is not uncommon that multipliers of
9 between 5 and 10, or higher, are applied. *See, e.g., Wilson v. Bank of Am. Natl. Trust & Savs. Assn.*, No.
10 643872 (Cal. Sup. Ct., Aug. 16, 1982) (multiplier of 10); *Glendora Comm. Redev. Agency v. Demeter*
11 (1984) 155 Cal.App.3d 456, 465 (affirming multiplier of 12 and expressly rejecting the argument that
12 fee was either exorbitant or unconscionable). The negative multiplier in this case is clearly within the
13 reasonable range approved in lodestar crosschecks.

14 39. As for the *Serrano* factors, all militate in favor of the requested fee award. This
15 case raised a number of complex and contested issues, and Class Counsel exhibited skill and
16 creativity in prosecuting and presenting them. Chief among these was the law relating to minimum
17 wages, overtime wages, meal and rest periods, failure to pay vacation wages, reimbursement,
18 wage statement, and final wages.

19 40. This case was not straightforward. Class Counsel had to spend time researching and
20 analyzing each of these claims and issues in order to adequately assess the liability of Defendant.
21 Class Counsel then had to develop the evidence necessary through informal discovery to establish
22 Defendant's liability. This was done through carefully sifting through hundreds of pages of
23 documents. Class Counsel have devoted a substantial amount of time on this case, including but
24 not limited to researching various legal issues prior to and after filing this Action; drafting and
25 reviewing pleadings; conducting informal discovery; meeting and conferring with defense
26 counsel; preparing for class certification; reviewing and analyzing the documents produced by
27 Defendant; regularly communicating with Plaintiff; preparing for and attending mediation;
28 negotiating and finalizing the Settlement Agreement, including several revisions thereof; drafting

documents for preliminary and final approval, including documents for the administration of the Settlement; and coordinating and overseeing the administration of the Settlement.

41. In sum, Class Counsel had to come up with creative approaches to these issues in litigating the case and, ultimately, negotiating and crafting the Settlement. To this end, Class Counsel has devoted a tremendous amount of time and energy. As shown in the table in Paragraph 32 above, Class Counsel have spent a substantial number of hours working on this case. This time commitment was necessary in order to research, construct and prosecute viable legal claims in the face of stiff opposition, but it has come at a cost. In particular, the time Class Counsel have devoted to this case has prevented them from investing that time in other cases that might have settled during the pendency of this litigation and yielded significant attorneys' fees. Despite these considerations, Class Counsel zealously represented Plaintiff and the Class and have obtained a favorable result.

42. Such is not always the case. Indeed, Class Counsel has invested time and money into numerous other cases, including class actions, that have fizzled for one reason or another, leaving Class Counsel completely without any compensation for their effort. Here, Class Counsel has achieved a beneficial settlement for the Class, but this was by no means a foregone conclusion; indeed, their efforts might well have been frustrated by any number of obstacles with which they were presented along the way. Nor could class certification be guaranteed. In addition, Defendants could have exerted pressure on Plaintiffs to dismiss their claims by offering them an individual settlement, an experience with which Class Counsel are not unfamiliar. However, Class Counsel was able to navigate the shoals of unpredictability to achieve a desirable result, and they have done so without receiving any compensation to speak of thus far because they took this case on a contingency-fee basis.

43. From the foregoing analysis, Class Counsel's requested attorneys' fees are fair and reasonable.

The Percentage-of-the-Benefit Comparison

44. In settlements where a definite monetized fund is created, it is appropriate for courts to evaluate the lodestar amount as a percentage of the recovery and adjust it accordingly if

1 the lodestar differs from the range of percentage fees freely negotiated in comparable litigation.
2 *See Lealao v. Beneficial Calif., Inc.* (2000) 82 Cal.App.4th 19, 49-50.

3 45. Class Counsel took this case on a contingent-fee basis against a corporation
4 represented by a reputable defense firm. When we take contingent cases, we must pay careful
5 attention to the economics involved or one bad case can destroy years of work. Accordingly, in
6 such cases, we anticipate that we shall, if successful, receive a fee that exceeds our normal hourly
7 rate; otherwise the risk is often too great to bear. Even when we work long hours, the number of
8 hours in a day is limited.

9 46. Contingent-fee cases present the very real risk of working hundreds if not
10 thousands of hours that may never be entirely compensated. Moreover, while the case is being
11 litigated, counsel must pay overhead (salaries, rent, etc.), provide for their own expenses, and in
12 most cases pay the out-of-pocket expenses incurred on the plaintiff's behalf. And the prospect of a
13 court-awarded fee does not greatly reduce the risk posed by these cases. In many cases, the
14 prospect is nothing more than a potential that never materializes. First, you must win the case to
15 get a court-awarded fee; even those cases that seem strongest at the onset can be lost and
16 sometimes are lost. Second, there are always the pitfalls and unforeseen obstacles that arise along
17 the way, such as settlement offers that the client may accept without ensuring that we receive a
18 reasonable fee or changes in the law that substantially affect the merits of the case, or other
19 uncertainties involving the client. Finally, there is the great risk inherent in advancing tens if not
20 hundreds of thousands of dollars in out-of-pocket expenses. If that money were to be invested in
21 some sort of financial investment, one would expect a reasonable rate of return on that investment.
22 Here, however, the best we can hope to recover is our money, and then only if we are substantially
23 successful; if we are not, all or part of this "investment" can be lost.

24 47. Class Counsel is well acquainted with the contingent-fee market throughout
25 California, particularly as it pertains to wage-and-hour and class-action litigation. Class Counsel
26 has negotiated numerous contingency-fee agreements with plaintiffs, both as individuals and as
27 representatives in class-action suits. Many of those agreements required that counsel receive a fee
28 under certain scenarios that exceed thirty-five percent of the recovery. Plaintiffs here signed a

1 retainer agreement indicating that Class Counsel could receive a fee under certain scenarios that
2 exceed one-third of the recovery, as much as 40%. Class counsel in contingency-fee cases
3 typically receive attorneys' fees equal to or greater than a third of the gross settlement amount.
4 *See, e.g., Evans et al. v. Coca-Cola* (Los Angeles County Sup.Ct. 2001 Case No. BC 220525
5 (Hon. Richard C. Hubbell)) (approving an award of attorney's fees of at least 33-1/3% of the
6 settlement); *Moreno v. Miller Brewing* (Los Angeles County Sup. Ct. April 2004 BC 278170
7 (Hon. David M. Minning)) (same); and *Josiah Eaton, et al. v. Adolph Coors Company* (Orange
8 County Sup. Ct. 2003 Case No. 01CC00140 (Hon. Stephen J. Sundvold)) (at least same award);
9 *Daum v. Claim Jumper Restaurants* (Orange County Sup. Ct. 2006 Case No. 02CC10201 (Hon.
10 Ronald L. Bauer)) (final approval of same); *Moore v. IKEA* (Los Angeles County Sup. Ct. 2006
11 Case No. BC 263646 (Hon. Peter Lichtman)) (final approval of same); *Big Lots Overtime Cases*
12 (San Bernardino County Sup. Ct. February 2004, JCCP Proceeding No. 4283 (Hon. Walter L.
13 Blackwell, III)) (same); and *Fitzpatrick v. Baja Fresh* (Los Angeles Super. Ct. Case No. BC
14 265578 (Hon. Anthony J. Mohr)) (same). Thus, the fees requested in this case are **less than** fees
15 routinely awarded in other wage and hour class action settlements.

16 48. Indeed, California courts have approved attorney's-fee awards in excess of the
17 benchmark of one-third of the settlement fund. *See Crandall v. U-Haul* (Los Angeles County Sup.
18 Ct., Case No. BC178775), the Honorable Steven Czuleger awarded a 40% attorney fee request in
19 an overtime-exemption class action; in *Bushnell v. Cremar, Inc.* (Orange County Sup. Ct., Case
20 No. 657778), the Honorable Donald E. Smallwood awarded attorneys' fees in the amount of 38%;
21 in *Abzug v. Kerkorian* CA000981 (Los Angeles County Sup. Ct., November 1990), the Honorable
22 R. William Schoettler awarded a 45% fee; in *Haitz v. Meyer, et al.*, Alameda County Sup. Ct., 8-
23 20-1990 No. 572968-3, the court awarded a 40% fee; in *Elliott v. Clothestime* (Orange County
24 Sup. Ct., Case No. 01-CC00333) the Honorable Jonathan Cannon awarded a 40% fee in a wage-
25 and-hour class action which had not yet proceeded to the class certification stage; in both *Rippee*
26 *v. Boston Market Corporation*, Case No.: 05 CV 1359 BTM (JMA) and *Barile v. Boston Market*
27 *Corporation*, Case No.: 05 CV 1360 BTM (JMA), the Honorable Judge Barry T. Moskowitz
28 awarded a 40% fee to plaintiff's counsel in wage-and-hour class actions that had not proceeded to

1 the class-certification stage.

2 49. In light of the foregoing, the fee request in an amount equal to one-third of the
3 Gross Settlement Amount is well within the bounds that have been established by the above-cited
4 authority. Defendant has no objection to an award of fees in the amount requested. Moreover, the
5 Notice mailed to Class Members stated the amount of fees requested by Class Counsel; however,
6 not a single Class Member has objected to an award of fees in the amount requested.

7 **Costs**

8 50. The preliminarily approved settlement calls for the payment of up to \$30,000.00 for
9 Class Counsel's costs. The actual total costs incurred in litigating this Action for Class Counsel
10 are \$17,540.50. D.Law's Class Counsel's Cost Log is attached hereto as **Exhibit 8**. Class Counsel
11 incurred costs including, but not limited to, filing fees (e.g. complaint, stipulation, motions),
12 service of process, mediation fees, and attorney-service costs for court filings, all of which were
13 necessarily and reasonably incurred to prosecute this Action and achieve a settlement that
14 significantly benefits the Class. This, Class Counsel requests a reimbursement of their incurred
15 costs in the amount of \$17,540.50, with the difference of the costs allocated in the Settlement
16 Agreement and actual costs incurred to be reverted to the Net Settlement Amount.

17 **ENHANCEMENT AWARDS TO NAMED PLAINTIFFS ARE REASONABLE**

18 51. Plaintiffs are entitled to a reasonable service payment for their efforts and initiative
19 in bringing and helping to prosecute this Action. Plaintiffs assumed great risk by challenging
20 Defendant's wage-and-hour policies and bringing suit against Defendant. Plaintiffs spent time
21 better apprising themselves of their rights, deciding whether remedial action should be taken, how
22 it should be taken, searching for attorneys, and finally contacting her attorneys, who spent many
23 hours with them discussing their case, the law, and preparing for the mediation. In the end,
24 Plaintiffs decided to vindicate not only their own rights but also those of their fellow employees
25 by filing a class action lawsuit.

26 52. The courage it took to stand up to Defendant in this way should not be
27 underestimated. Few people want to confront their employers, let alone sue them. By suing their
28 former employer, Plaintiffs contend that they increased the risk of retaliation by prospective

1 employers to which they may apply in the future.

2 53. But Plaintiff did not allow their fear of the potential repercussions of being a Class
3 Representative deter them from acting for the benefit of Class Members. They have devoted a
4 substantial amount of time to helping Class Counsel effectively develop and prosecute this Action
5 at every stage of the litigation. Plaintiff conferred with Class Counsel on numerous occasions to
6 discuss every aspect of this case; provided information about Defendant and its wage-and-hour
7 practices; reviewed documents; produced documents; monitored the progress of the litigation;
8 took the time to apprise herself of the facts, issues, and law regarding the claims at issue, spent
9 time with Class Counsel discussing the terms of the Settlement and reviewing and executing the
10 Settlement Agreement and the amendments thereto. In all, Plaintiffs estimate that they have
11 devoted numerous hours in preparing the Action and seeing it through to settlement.

12 54. Plaintiffs spent a significant amount of time with Class Counsel detailing their
13 knowledge of Defendant's practices and assisting in the prosecution of this Action. They have
14 diligently, adequately, and fairly represented Class Members and have not placed their interests
15 above any member of the putative Class. Class Counsel believes that Plaintiffs are entitled to
16 Class Representative Enhancement Awards for the time and effort they have devoted to this case.
17 Defendant has agreed not to oppose it. Such payments to class representatives are a common
18 feature of settlements negotiated by Class Counsel, and trial courts routinely approve them. In
19 light of the foregoing, Class Counsel believes the Class Representative Service Award in the
20 amount of \$5,000 to Plaintiff Richard Rico and \$5,000 to Plaintiff Yalmar Pastora are fair and
21 reasonable.

22 55. California trial courts routinely approve enhancement payments to class
23 representatives in wage-and-hour class-action settlements. *See, e.g., Bennett v. Countrywide*
24 *Financial Corporation* (2005) San Diego Sup. Ct. Case No. GIC840981 (\$35,000); *Hogue v. WH*
25 *Smith of Nevada, Inc.* (2004) San Diego Sup. Ct. Case No. GIC830653 (\$20,000); *Fiez v. Brown*
26 *Group Retail Inc., d.b.a. Famous Footwear* (2003) Orange County Sup. Ct. Case No. 01CC00381
27 (\$35,000 to current employee of defendant and \$20,000 to former employee); *Barry v. Cost Plus,*
28 *Inc.* (2003) OCSC No. 01CC00380 (\$35,000 for each named plaintiff); *Lajoie v. The Picture*

1 *People, Inc.* (2003) Orange County Sup. Ct. Case No. OICC00324 (\$25,000 each for two named
2 plaintiffs); *Franco v. Vans, Inc.* (2002) Orange County Sup. Ct. Case No. 01CC03995 (\$35,000
3 for each named plaintiff); *Crandall v. U-Haul Corporation* (2001) Los Angeles Sup. Ct. Case No.
4 BC 178775 (\$20,000 for each named plaintiff); *Joel v. Athlete's Foot Group* (2001) Los Angeles
5 Sup. Ct. Case No. BC 234231 (\$25,000). Plaintiffs' Class Representative Enhancement Awards
6 request are substantially less than the enhancements approved in these cases; therefore, it is
7 reasonable.

8 **LABOR CODE § 2699(1)(2) COMPLIANCE**

9 56. In compliance with Labor Code §2699(1)(2), Plaintiffs have attached the proof of
10 service of the Settlement Agreement as **Exhibit 9**.

11 57. I declare under the penalty of perjury under the laws of the State of California that
12 the foregoing is true and correct.

13 Executed this 10th day of November 2025 at Glendale, California.

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16 Enoch J. Kim
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EXHIBIT 1

Attorney	Total Time	Rate	Total Billable Amount
Robert Payaslyan	43.9	\$ 475.00	\$ 20,852.50
Roman Shkodnik	66.5	\$ 1,045.00	\$ 69,492.50
Antonia Bliznets	38.1	\$ 475.00	\$ 18,097.50
David Yeremian	30.2	\$ 1,375.00	\$ 41,525.00
Enoch Kim	18.9	\$ 1,045.00	\$ 19,750.50
Emma Geesaman	10.8	\$ 475.00	\$ 5,130.00
Mason Doidge	0.5	\$ 475.00	\$ 237.50
Amanda Fazio	0.2	\$ 475.00	\$ 95.00
Total	209.1		\$ 175,180.50

Paralegal	Total Time	Rate	Total Billable Amount
Jacquelyn Loung	5.4	\$ 330.00	\$ 1,782.00
Katheryn Perez	4.1	\$ 250.00	\$ 1,025.00
Anne Beuttel	1.1	\$ 275.00	\$ 302.50
Jose Lopez	0.1	\$ 300.00	\$ 30.00
Jonathan Morataya	0.1	\$ 275.00	\$ 27.50
Total	10.8		\$ 3,167.00

Attorney/Paralegal	Total Time	Total Billable Amount
Attorney	209.1	\$ 175,180.50
Paralegal	10.8	\$ 3,167.00
Total	219.9	\$ 178,347.50

Case Number	Case Title	Entry Date	Billable Time	Attorney/Paralegal	Note
202566	Rico, et al. v. Premier Logistics & Transportations	11/3/22	0.5	David Yeremian	Review intake, schedule further call
202566	Rico, et al. v. Premier Logistics & Transportations	11/28/22	3.5	David Yeremian	Review client docs, research defendant, confer w/ staff to draft file opening documents.
202566	Rico, et al. v. Premier Logistics & Transportations	12/22/22	5.0	Roman Shkodnik	review case file and prepare complaint
202566	Rico, et al. v. Premier Logistics & Transportations	12/22/22	2.0	David Yeremian	Confer w/ staff re: case assignment, claims to be alleged
202566	Rico, et al. v. Premier Logistics & Transportations	12/23/22	1.8	Roman Shkodnik	Continue drafting complaint and LWDA letter
202566	Rico, et al. v. Premier Logistics & Transportations	1/11/23	5.0	Roman Shkodnik	work on class action complaint and LWDA letter and speak to client
202566	Rico, et al. v. Premier Logistics & Transportations	1/12/23	2.0	Roman Shkodnik	finish complaint and LWDA letter
202566	Rico, et al. v. Premier Logistics & Transportations	1/12/23	1.5	David Yeremian	Review and revise LWDA letter and complaint
202566	Rico, et al. v. Premier Logistics & Transportations	1/18/23	1.5	Roman Shkodnik	review AL's LWDA letter and make changes.
202566	Rico, et al. v. Premier Logistics & Transportations	1/23/23	1.0	Roman Shkodnik	work on revising LWDA letter
202566	Rico, et al. v. Premier Logistics & Transportations	1/27/23	2.0	Roman Shkodnik	review template PAGA letters and make changes
202566	Rico, et al. v. Premier Logistics & Transportations	3/21/23	2.6	Roman Shkodnik	draft discovery
202566	Rico, et al. v. Premier Logistics & Transportations	3/22/23	1.5	David Yeremian	review and revise discovery
202566	Rico, et al. v. Premier Logistics & Transportations	3/22/23	1.5	David Yeremian	Review discovery, make revisions
202566	Rico, et al. v. Premier Logistics & Transportations	3/22/23	2.5	David Yeremian	Review new client docs
202566	Rico, et al. v. Premier Logistics & Transportations	3/24/23	0.5	Roman Shkodnik	met and conferred with OC.
202566	Rico, et al. v. Premier Logistics & Transportations	3/29/23	0.5	Roman Shkodnik	talk to client regarding discussion with Defendants counsel
202566	Rico, et al. v. Premier Logistics & Transportations	3/31/23	2.0	David Yeremian	Interview new potential class rep
202566	Rico, et al. v. Premier Logistics & Transportations	3/31/23	0.5	David Yeremian	Confer w/ staff re: drafting retainer
202566	Rico, et al. v. Premier Logistics & Transportations	4/4/23	0.5	Roman Shkodnik	talk to client
202566	Rico, et al. v. Premier Logistics & Transportations	4/12/23	2.0	Roman Shkodnik	prepare amended PAGA complaint and stipulation
202566	Rico, et al. v. Premier Logistics & Transportations	5/30/23	2.5	David Yeremian	Review discovery responses; confer w/ staff
202566	Rico, et al. v. Premier Logistics & Transportations	6/27/23	1.0	Roman Shkodnik	talk to oc and alternative case Plaintiff's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	8/16/23	1.0	Roman Shkodnik	prepare stipulation and SAC
202566	Rico, et al. v. Premier Logistics & Transportations	8/29/23	1.0	Roman Shkodnik	revise stipulation and amended complaint
202566	Rico, et al. v. Premier Logistics & Transportations	9/27/23	0.5	Roman Shkodnik	review stipulation
202566	Rico, et al. v. Premier Logistics & Transportations	10/17/23	0.7	Roman Shkodnik	talk to client
202566	Rico, et al. v. Premier Logistics & Transportations	10/19/23	0.5	Roman Shkodnik	talk to OC
202566	Rico, et al. v. Premier Logistics & Transportations	10/26/23	0.3	Roman Shkodnik	schedule meeting with the Plaintiff's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	10/31/23	0.5	Roman Shkodnik	talk to Plaintiff's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	11/9/23	0.2	Amanda Fazio	Review/analyze related cases
202566	Rico, et al. v. Premier Logistics & Transportations	11/16/23	0.5	Roman Shkodnik	talk to other counsel
202566	Rico, et al. v. Premier Logistics & Transportations	1/11/24	0.1	Katheryn Perez	tagging calendared event to the case.
202566	Rico, et al. v. Premier Logistics & Transportations	1/16/24	0.1	Katheryn Perez	tagging the calendared event to the case.
202566	Rico, et al. v. Premier Logistics & Transportations	1/16/24	0.1	Katheryn Perez	tagging calendared event to the case.
202566	Rico, et al. v. Premier Logistics & Transportations	1/16/24	0.1	Katheryn Perez	tagging calendared event to the case.
202566	Rico, et al. v. Premier Logistics & Transportations	1/17/24	0.1	Katheryn Perez	tagging a calendared event to the case.
202566	Rico, et al. v. Premier Logistics & Transportations	2/19/24	1.0	Roman Shkodnik	talk to Martinez Plaintiff's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	3/12/24	1.2	Robert Payaslyan	review proposed JPA, draft new JPA, discuss w RS
202566	Rico, et al. v. Premier Logistics & Transportations	3/12/24	0.7	David Yeremian	Confer w/ staff re: JPA; review JPA
202566	Rico, et al. v. Premier Logistics & Transportations	3/13/24	0.5	Roman Shkodnik	talk to plaintiff's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	3/14/24	1.4	Robert Payaslyan	review files, draft finalize JPA, call w client
202566	Rico, et al. v. Premier Logistics & Transportations	3/15/24	0.5	Robert Payaslyan	get JPA signed by clients and schedule call with Karl (+ emails)
202566	Rico, et al. v. Premier Logistics & Transportations	3/21/24	0.5	Roman Shkodnik	talk with Plaintiff's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	3/22/24	0.1	Robert Payaslyan	rescheduling mediation and updating calendar
202566	Rico, et al. v. Premier Logistics & Transportations	4/4/24	0.5	Roman Shkodnik	talk to co-counsel
202566	Rico, et al. v. Premier Logistics & Transportations	4/8/24	1.1	Robert Payaslyan	download, review, and send data to expert for analysis. emails with co-counsel Karl and review of his notes + EE survey responses
202566	Rico, et al. v. Premier Logistics & Transportations	4/9/24	0.2	Robert Payaslyan	sent data points to Jarrett and replied to OPC,
202566	Rico, et al. v. Premier Logistics & Transportations	4/9/24	0.3	Robert Payaslyan	email communications and schedule meeting with co-counsel
202566	Rico, et al. v. Premier Logistics & Transportations	4/15/24	0.2	Robert Payaslyan	review questionnaires and reply to Karl Gerber (co-counsel)
202566	Rico, et al. v. Premier Logistics & Transportations	4/17/24	1.7	Robert Payaslyan	doc review in prep for mediation
202566	Rico, et al. v. Premier Logistics & Transportations	4/17/24	1.0	Robert Payaslyan	continued doc review
202566	Rico, et al. v. Premier Logistics & Transportations	4/17/24	1.2	Robert Payaslyan	Call w client re: wage hour claims and WT claims. Update on mediation.
202566	Rico, et al. v. Premier Logistics & Transportations	4/17/24	1.0	Robert Payaslyan	meeting with Karl discussing main issues and strategy heading into mediation.
202566	Rico, et al. v. Premier Logistics & Transportations	4/18/24	0.2	Robert Payaslyan	emails w co-counsel Karl, review of materials received
202566	Rico, et al. v. Premier Logistics & Transportations	4/19/24	0.2	Robert Payaslyan	email Jarrett assumptions
202566	Rico, et al. v. Premier Logistics & Transportations	4/22/24	0.2	Robert Payaslyan	download and review damages analysis.
202566	Rico, et al. v. Premier Logistics & Transportations	4/29/24	1.5	Robert Payaslyan	communications with OPC and separate communications co-counsel re: discovery, mediation, and strategy. Review of files and attempt to call client to ask for his previous job apps. Brief research re: wage orders and journey men making repairs with their own tools but not their own trucks
202566	Rico, et al. v. Premier Logistics & Transportations	4/30/24	3.5	Robert Payaslyan	review of files and witness statements. Outline mediation brief. Communicate with client. Research re: wage order requirements re: tools and 2x MW
202566	Rico, et al. v. Premier Logistics & Transportations	5/1/24	3.0	Robert Payaslyan	emails, mediation brief, review of evidence, discussions w RS
202566	Rico, et al. v. Premier Logistics & Transportations	5/1/24	0.4	Robert Payaslyan	emails w Karl Gerber
202566	Rico, et al. v. Premier Logistics & Transportations	5/2/24	4.8	Robert Payaslyan	draft mediation brief and send to RS
202566	Rico, et al. v. Premier Logistics & Transportations	5/6/24	3.5	Robert Payaslyan	draft WT portion of mediation brief and send to RS for review
202566	Rico, et al. v. Premier Logistics & Transportations	5/6/24	0.1	Robert Payaslyan	sent mediation brief to mediator
202566	Rico, et al. v. Premier Logistics & Transportations	5/6/24	1.0	Robert Payaslyan	discussions w RS re: case. schedule meeting w DY
202566	Rico, et al. v. Premier Logistics & Transportations	5/6/24	1.1	Robert Payaslyan	call with Karl Gerber (co-counsel)
202566	Rico, et al. v. Premier Logistics & Transportations	5/6/24	0.5	David Yeremian	Confer w/ staff re: mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/7/24	0.7	Robert Payaslyan	meeting with RS and DY re: mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/7/24	0.6	Robert Payaslyan	Call with Karl Gerber re: mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/7/24	2.5	Roman Shkodnik	discuss case with associate and speak with co-counsel
202566	Rico, et al. v. Premier Logistics & Transportations	5/7/24	0.7	David Yeremian	Confer w/ staff re: mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/8/24	0.5	Robert Payaslyan	call with client
202566	Rico, et al. v. Premier Logistics & Transportations	5/8/24	0.6	Robert Payaslyan	call w client
202566	Rico, et al. v. Premier Logistics & Transportations	5/8/24	2.6	Roman Shkodnik	review mediation brief
202566	Rico, et al. v. Premier Logistics & Transportations	5/8/24	2.3	David Yeremian	Review mediation brief, review damage analysis, confer w/ expert
202566	Rico, et al. v. Premier Logistics & Transportations	5/9/24	8.0	Robert Payaslyan	mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/9/24	9.0	Roman Shkodnik	attend mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/9/24	8.0	David Yeremian	attend mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/10/24	1.0	Robert Payaslyan	meeting with Karl + discussions with RS re: mediator's proposal.
202566	Rico, et al. v. Premier Logistics & Transportations	5/10/24	0.5	Robert Payaslyan	call w client re mediation
202566	Rico, et al. v. Premier Logistics & Transportations	5/10/24	1.0	Roman Shkodnik	talk to OC
202566	Rico, et al. v. Premier Logistics & Transportations	5/11/24	0.1	Robert Payaslyan	review emails re: settlement proposal
202566	Rico, et al. v. Premier Logistics & Transportations	5/13/24	0.5	Roman Shkodnik	talk to co-counsel
202566	Rico, et al. v. Premier Logistics & Transportations	5/14/24	0.2	Robert Payaslyan	client call: [REDACTED]
202566	Rico, et al. v. Premier Logistics & Transportations	5/16/24	0.3	Robert Payaslyan	call w client for update
202566	Rico, et al. v. Premier Logistics & Transportations	5/20/24	0.1	Robert Payaslyan	call w Client, explained status and next court dates
202566	Rico, et al. v. Premier Logistics & Transportations	5/31/24	2.0	Roman Shkodnik	review settlement
202566	Rico, et al. v. Premier Logistics & Transportations	5/31/24	0.4	Robert Payaslyan	review status of mediator's proposal; + call w Tagore

Case Number	Case Title	Entry Date	Billable Time	Attorney/Paralegal	Note
202566	Rico, et al. v. Premier Logistics & Transportations	5/31/24	1.5	Robert Payaslyan	review/revise MoU and discuss w OPC
202566	Rico, et al. v. Premier Logistics & Transportations	7/2/24	2.0	Roman Shkodnik	review settlement
202566	Rico, et al. v. Premier Logistics & Transportations	7/24/24	1.5	Roman Shkodnik	review stipulation
202566	Rico, et al. v. Premier Logistics & Transportations	8/13/24	0.5	Mason Doidge	Drafted notice of disassociation, saved to dropbox.
202566	Rico, et al. v. Premier Logistics & Transportations	8/19/24	2.0	Roman Shkodnik	review settlements
202566	Rico, et al. v. Premier Logistics & Transportations	8/20/24	0.2	Katheryn Perez	Upload conformed copy,
202566	Rico, et al. v. Premier Logistics & Transportations	8/27/24	1.0	Roman Shkodnik	review MOU
202566	Rico, et al. v. Premier Logistics & Transportations	8/28/24	0.5	Roman Shkodnik	mou and talk to Defendant's counsel
202566	Rico, et al. v. Premier Logistics & Transportations	9/9/24	1.0	Roman Shkodnik	review settlement
202566	Rico, et al. v. Premier Logistics & Transportations	9/10/24	0.3	Katheryn Perez	draft ntc of change of address
202566	Rico, et al. v. Premier Logistics & Transportations	9/18/24	0.1	Emma Geesaman	adding case info to chart; adding hearings and deadlines to chart
202566	Rico, et al. v. Premier Logistics & Transportations	10/11/24	0.6	Emma Geesaman	drafting joint CMC statement
202566	Rico, et al. v. Premier Logistics & Transportations	10/15/24	1.0	Roman Shkodnik	review settlement
202566	Rico, et al. v. Premier Logistics & Transportations	10/21/24	0.2	Emma Geesaman	call with client, [REDACTED]
202566	Rico, et al. v. Premier Logistics & Transportations	10/21/24	0.2	Emma Geesaman	sent individual SA and MOU to client via docusign; called client [REDACTED]
202566	Rico, et al. v. Premier Logistics & Transportations	10/23/24	0.3	Emma Geesaman	reviewing MOU and ind. settlement agreement prior to call with client; call with client [REDACTED]
202566	Rico, et al. v. Premier Logistics & Transportations	10/29/24	0.1	Emma Geesaman	sending (P) Yalmar Memorandum of Understanding for review and signature; sent email to (P) Yalmar asking to give me a call once document has been reviewed so we can go over it together and I can answer any questions
202566	Rico, et al. v. Premier Logistics & Transportations	10/29/24	0.1	Emma Geesaman	sending email to opposing counsel that we are still waiting on one of our clients to sign the MOU; sending signed ind. SA for Plaintiff Rico
202566	Rico, et al. v. Premier Logistics & Transportations	10/29/24	0.1	Emma Geesaman	call with client, [REDACTED]
202566	Rico, et al. v. Premier Logistics & Transportations	10/29/24	0.3	Emma Geesaman	downloading MOU with Plaintiff Pastora's signature; combining signature page with MOU signed by Plaintiff Rico; adding DYA and D.Law signatures; emailing opposing counsel fully executed version
202566	Rico, et al. v. Premier Logistics & Transportations	11/12/24	0.2	Emma Geesaman	started drafting long form settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	11/14/24	3.0	Emma Geesaman	drafting long form settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	11/14/24	0.1	Emma Geesaman	reading email from co-counsel with his comments on the draft long-form settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	11/14/24	2.0	Roman Shkodnik	review settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	11/19/24	1.5	Roman Shkodnik	revise settlement
202566	Rico, et al. v. Premier Logistics & Transportations	12/3/24	0.2	Emma Geesaman	revising joint stip to continue cmc; emailing revisions to opposing counsel
202566	Rico, et al. v. Premier Logistics & Transportations	12/4/24	0.1	Emma Geesaman	drafting notice of unavailability
202566	Rico, et al. v. Premier Logistics & Transportations	12/9/24	1.1	Anne Beuttel	Pulling invoices from Rapid Legal and saving them to Dropbox files.
202566	Rico, et al. v. Premier Logistics & Transportations	1/8/25	0.1	Emma Geesaman	emailing opposing counsel to follow up on their revisions to draft settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	1/16/25	0.1	Emma Geesaman	reviewing notice continuing CMC and adding new date to notes
202566	Rico, et al. v. Premier Logistics & Transportations	1/22/25	0.1	Katheryn Perez	Upload stipulation filed by def.
202566	Rico, et al. v. Premier Logistics & Transportations	1/23/25	0.1	Emma Geesaman	sent follow up email to opposing counsel on changes to settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	2/3/25	0.1	Katheryn Perez	Update calendar and upload conformed copies of pleading.
202566	Rico, et al. v. Premier Logistics & Transportations	2/7/25	0.1	Katheryn Perez	Upload defendants filing
202566	Rico, et al. v. Premier Logistics & Transportations	2/10/25	0.1	Emma Geesaman	emailing opposing counsel to follow up on changes to class and PAGA settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	2/10/25	0.1	Emma Geesaman	call with client to give case update
202566	Rico, et al. v. Premier Logistics & Transportations	2/10/25	0.2	Emma Geesaman	reviewing opposing counsel's edits to settlement agreement and further revising
202566	Rico, et al. v. Premier Logistics & Transportations	2/10/25	0.2	Emma Geesaman	reviewing supervisor's revisions to settlement agreement and discussing getting quotes for admins
202566	Rico, et al. v. Premier Logistics & Transportations	2/10/25	0.2	Emma Geesaman	sending out requests for quotes to potential settlement admins
202566	Rico, et al. v. Premier Logistics & Transportations	2/11/25	0.3	Emma Geesaman	reviewing quotes from potential admins; adding info for Apex Class Action into settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	2/11/25	0.1	Emma Geesaman	emailing co-counsel our revisions to settlement agreement and the quotes we received
202566	Rico, et al. v. Premier Logistics & Transportations	2/11/25	0.1	Katheryn Perez	upload class admin quote.
202566	Rico, et al. v. Premier Logistics & Transportations	2/11/25	1.0	Roman Shkodnik	review settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	2/13/25	0.1	Katheryn Perez	Indicated transfer to enoch's team on special note.
202566	Rico, et al. v. Premier Logistics & Transportations	2/18/25	1.5	Roman Shkodnik	talk with oc and co-counsel
202566	Rico, et al. v. Premier Logistics & Transportations	2/19/25	1.0	Roman Shkodnik	review and further discussion regarding settlement
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	sending client settlement agreement via docusign
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	sending settlement agreement to client Pastora via docusign
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	call with client Rico; let him know I sent the settlement agreement; he said he was busy but would take a look at it and call me back shortly
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	calling client Yalmar re settlement agreement; left voicemail
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.2	Emma Geesaman	call with client Yalmar regarding settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.3	Emma Geesaman	call with client Rico to go over settlement agreement
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	call with client; called back to give me updated address
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	downloading signed settlement agreements and combining signature pages into one doc
202566	Rico, et al. v. Premier Logistics & Transportations	2/28/25	0.1	Emma Geesaman	emailing opposing counsel settlement agreement signed by our clients
202566	Rico, et al. v. Premier Logistics & Transportations	3/5/25	1.4	Katheryn Perez	file ntc of association.
202566	Rico, et al. v. Premier Logistics & Transportations	3/5/25	0.1	Enoch Kim	Confer with RS and team re settlement status.
202566	Rico, et al. v. Premier Logistics & Transportations	3/7/25	0.1	Katheryn Perez	upload conformed copy.
202566	Rico, et al. v. Premier Logistics & Transportations	3/10/25	0.1	Katheryn Perez	Upload fully executed JPA.
202566	Rico, et al. v. Premier Logistics & Transportations	3/11/25	0.1	Antonia Bliznets	Reviewing file.
202566	Rico, et al. v. Premier Logistics & Transportations	4/2/25	0.1	Emma Geesaman	reviewing court order continuing CMC; adding new date to hearing chart and calendar
202566	Rico, et al. v. Premier Logistics & Transportations	4/14/25	0.1	Emma Geesaman	adding to case notes
202566	Rico, et al. v. Premier Logistics & Transportations	4/17/25	0.1	Emma Geesaman	answering in firm message re status of case
202566	Rico, et al. v. Premier Logistics & Transportations	4/22/25	0.1	Emma Geesaman	adding checklist to case
202566	Rico, et al. v. Premier Logistics & Transportations	4/23/25	0.5	Antonia Bliznets	Performing comprehensive review of case status update to ensure the current matter posture is accurately reflected for internal tracking and case oversight.
202566	Rico, et al. v. Premier Logistics & Transportations	4/30/25	0.3	Antonia Bliznets	Requesting hearing date and reviewing file for additional considerations re: impediments to filing
202566	Rico, et al. v. Premier Logistics & Transportations	5/16/25	0.1	Emma Geesaman	sending message in firm to see if settlement team is handling joint report
202566	Rico, et al. v. Premier Logistics & Transportations	5/16/25	0.5	Emma Geesaman	drafting joint stip and proposed order to continue CMC
202566	Rico, et al. v. Premier Logistics & Transportations	5/21/25	0.1	Emma Geesaman	adding to case notes; calendaring hearing on MPA and deadline to file MPA
202566	Rico, et al. v. Premier Logistics & Transportations	5/21/25	0.4	Antonia Bliznets	Editing joint stip re: CMC and sending to OC
202566	Rico, et al. v. Premier Logistics & Transportations	5/21/25	0.1	Antonia Bliznets	Internal conf re: jnt stip and sending executed version to OC
202566	Rico, et al. v. Premier Logistics & Transportations	5/23/25	1.8	Antonia Bliznets	Drafting preliminary approval documents
202566	Rico, et al. v. Premier Logistics & Transportations	5/30/25	5.4	Antonia Bliznets	Drafting MPA
202566	Rico, et al. v. Premier Logistics & Transportations	6/2/25	3.3	Antonia Bliznets	Drafting MPA docs

Case Number	Case Title	Entry Date	Billable Time	Attorney/Paralegal	Note
202566	Rico, et al. v. Premier Logistics & Transportations	6/3/25	0.9	Antonia Bliznets	Memo ISO MPA
202566	Rico, et al. v. Premier Logistics & Transportations	6/3/25	0.4	Katheryn Perez	spoke to mr. Pastora and reviewed the settlement agreement with him
202566	Rico, et al. v. Premier Logistics & Transportations	6/3/25	2.9	Antonia Bliznets	Clients' Decs & Kim Del ISO MPA & phone call with co-counsel re: Counsel's dec, and internal conf with RS and EK re: the same
202566	Rico, et al. v. Premier Logistics & Transportations	6/3/25	1.5	Enoch Kim	Review and revise preliminary approval motion documents.
202566	Rico, et al. v. Premier Logistics & Transportations	6/3/25	0.4	Enoch Kim	Review co-counsel's declaration and confer with AB re same.
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	1.7	Antonia Bliznets	Reviewing/revising co-counsel decs, sending draft to co-counsel
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.8	Antonia Bliznets	Damages analysis facts in memo ISO MPA
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.3	Antonia Bliznets	Drafting damages Analysis in Kim Decl ISO MPA
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.2	Emma Geesaman	reviewing Co-C declaration in support of approval motion
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	1.4	Antonia Bliznets	Continue drafting damages analysis in Kim Decl. ISO MPA
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.1	Emma Geesaman	reviewing order from court; re-calendaring CMC and adding to case notes
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.4	Antonia Bliznets	Communications with opposing counsel re: edits to class notice and supporting docs
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	1.9	Antonia Bliznets	Making EK edits from the memo to the EK dec, reviewing checklist
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	5.6	Enoch Kim	Review and revise preliminary approval motion documents.
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.7	Enoch Kim	Review and revise class notice and confer with AB re same.
202566	Rico, et al. v. Premier Logistics & Transportations	6/4/25	0.6	Enoch Kim	Review emails between AB and defense counsel and draft email correspondence to defense counsel re defendant's failure to produce evidence of financial situation.
202566	Rico, et al. v. Premier Logistics & Transportations	6/9/25	0.1	Katheryn Perez	update calendar.
202566	Rico, et al. v. Premier Logistics & Transportations	6/9/25	0.3	Antonia Bliznets	Calling client
202566	Rico, et al. v. Premier Logistics & Transportations	6/12/25	0.5	Antonia Bliznets	Drafting joint report, internal conf. with EK re: the same, emailing OC the draft
202566	Rico, et al. v. Premier Logistics & Transportations	6/12/25	0.2	Enoch Kim	Review draft joint report and confer with AB re same.
202566	Rico, et al. v. Premier Logistics & Transportations	6/26/25	0.2	Emma Geesaman	reviewing tentative ruling and calendaring deadlines and hearing
202566	Rico, et al. v. Premier Logistics & Transportations	6/26/25	0.6	Antonia Bliznets	Begin drafting supplemental dec and amendment to SA re: Court's Tentative
202566	Rico, et al. v. Premier Logistics & Transportations	6/26/25	0.5	Enoch Kim	Review court's tentative ruling and confer with AB re same and next steps.
202566	Rico, et al. v. Premier Logistics & Transportations	6/27/25	2.6	Antonia Bliznets	Drafting amendment and supplemental briefing
202566	Rico, et al. v. Premier Logistics & Transportations	6/27/25	0.5	Antonia Bliznets	Drafting amended Class Notice and Proposed Order, sending to OC and call and text to client re: update
202566	Rico, et al. v. Premier Logistics & Transportations	6/27/25	0.3	Enoch Kim	Review amendment to settlement agreement and confer with AB re same.
202566	Rico, et al. v. Premier Logistics & Transportations	7/1/25	0.3	Antonia Bliznets	Call to client re: tax advisor
202566	Rico, et al. v. Premier Logistics & Transportations	7/2/25	1.3	Antonia Bliznets	Finalize amendment and supp decl. and prepare for filing
202566	Rico, et al. v. Premier Logistics & Transportations	7/2/25	0.3	Antonia Bliznets	Submitting for filing internal conf w/ EG
202566	Rico, et al. v. Premier Logistics & Transportations	7/7/25	0.2	Antonia Bliznets	Preparing for call to client tomorrow
202566	Rico, et al. v. Premier Logistics & Transportations	7/8/25	0.2	Antonia Bliznets	Calling client with case update
202566	Rico, et al. v. Premier Logistics & Transportations	7/17/25	0.2	Antonia Bliznets	Calling and updating client re: preliminary approval.
202566	Rico, et al. v. Premier Logistics & Transportations	7/17/25	0.1	Antonia Bliznets	Sending client's W9 and tentative order to opposing counsel.
202566	Rico, et al. v. Premier Logistics & Transportations	7/17/25	0.3	Antonia Bliznets	Emailing admin re: preliminary approval
202566	Rico, et al. v. Premier Logistics & Transportations	7/17/25	0.3	Emma Geesaman	reviewing tentative ruling from court; adding to case notes; adding dates and deadlines to calendar and hearing chart
202566	Rico, et al. v. Premier Logistics & Transportations	7/17/25	0.2	Enoch Kim	Review court's tentative ruling re preliminary approval and confer with team re same.
202566	Rico, et al. v. Premier Logistics & Transportations	7/21/25	0.2	Antonia Bliznets	Reviewing administrative timeline
202566	Rico, et al. v. Premier Logistics & Transportations	7/21/25	0.1	Emma Geesaman	reviewing timeline from admin
202566	Rico, et al. v. Premier Logistics & Transportations	7/21/25	0.1	Emma Geesaman	reviewing revised timeline
202566	Rico, et al. v. Premier Logistics & Transportations	7/22/25	0.3	Antonia Bliznets	Performing review of case status update to ensure the current matter posture is accurately reflected for internal tracking and case oversight.
202566	Rico, et al. v. Premier Logistics & Transportations	7/30/25	0.1	Emma Geesaman	updating case notes
202566	Rico, et al. v. Premier Logistics & Transportations	8/12/25	0.1	Jonathan Morataya	Performing case status review to ensure management for internal tracking and oversight.
202566	Rico, et al. v. Premier Logistics & Transportations	8/22/25	0.1	Antonia Bliznets	Performing comprehensive review of case status update to ensure the current matter posture is accurately reflected for internal tracking and case oversight.
202566	Rico, et al. v. Premier Logistics & Transportations	8/25/25	0.4	Antonia Bliznets	Call with client - re: picking up check
202566	Rico, et al. v. Premier Logistics & Transportations	8/25/25	0.2	Antonia Bliznets	Internal conf re: settlement check
202566	Rico, et al. v. Premier Logistics & Transportations	8/28/25	0.1	Antonia Bliznets	Performing comprehensive review of case status update to ensure the current matter posture is accurately reflected for internal tracking and case oversight.
202566	Rico, et al. v. Premier Logistics & Transportations	9/3/25	0.1	Emma Geesaman	reviewing email from admin re: notices
202566	Rico, et al. v. Premier Logistics & Transportations	9/17/25	0.2	Emma Geesaman	reviewing preliminary calculations from admin
202566	Rico, et al. v. Premier Logistics & Transportations	9/17/25	1.0	Antonia Bliznets	Reviewing the administrator's preliminary calculations
202566	Rico, et al. v. Premier Logistics & Transportations	9/23/25	0.4	Katheryn Perez	spoke to class member Pedro Rico
202566	Rico, et al. v. Premier Logistics & Transportations	10/9/25	0.1	Katheryn Perez	ask EG for confirmation if WT case on Neos should be closed - she will confirm with Antonia if client has been paid out.
202566	Rico, et al. v. Premier Logistics & Transportations	10/15/25	0.1	Jose Lopez	Confer with AB re case status and next steps re litigation
202566	Rico, et al. v. Premier Logistics & Transportations	10/29/25	0.1	Antonia Bliznets	Performing comprehensive review of case status update to ensure the current matter posture is accurately reflected for internal tracking and case oversight.
202566	Rico, et al. v. Premier Logistics & Transportations	10/31/25	5.4	Jacquelyn Luong	Draft Final Approval Motion
202566	Rico, et al. v. Premier Logistics & Transportations	11/3/25	1.1	Antonia Bliznets	Drafting Proposed Order and Admin and co-counsel cover pages
202566	Rico, et al. v. Premier Logistics & Transportations	11/3/25	2.5	Antonia Bliznets	Drafting Notice and Motion ISO MFA
202566	Rico, et al. v. Premier Logistics & Transportations	11/3/25	0.5	Antonia Bliznets	Reviewing Admin dec
202566	Rico, et al. v. Premier Logistics & Transportations	11/3/25	0.5	Antonia Bliznets	Reviewing co-counsel dec and emailing with co-counsel re: same
202566	Rico, et al. v. Premier Logistics & Transportations	11/3/25	1.5	Antonia Bliznets	Drafting class counsel decs including preliminary Iodestar analysis of all Class Counsel firms
202566	Rico, et al. v. Premier Logistics & Transportations	11/4/25	0.7	Enoch Kim	Review final approval motion documents.
202566	Rico, et al. v. Premier Logistics & Transportations	11/5/25	4.7	Enoch Kim	Review and revise final approval motion documents.
202566	Rico, et al. v. Premier Logistics & Transportations	11/10/25	3.4	Enoch Kim	Review and revise final approval motion documents.

EXHIBIT 2

LAFFEY MATRIX

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389

6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

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

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

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

EXHIBIT 3

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
36.47% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,515	\$31,538	\$32,552	\$33,563	\$34,576	\$35,168	\$36,173	\$37,184	\$37,225	\$38,171
2	\$34,311	\$35,127	\$36,264	\$37,225	\$37,643	\$38,749	\$39,856	\$40,963	\$42,070	\$43,176
3	\$37,439	\$38,687	\$39,934	\$41,181	\$42,429	\$43,676	\$44,923	\$46,171	\$47,418	\$48,665
4	\$42,026	\$43,427	\$44,829	\$46,231	\$47,632	\$49,034	\$50,435	\$51,837	\$53,238	\$54,640
5	\$47,019	\$48,586	\$50,153	\$51,719	\$53,286	\$54,853	\$56,419	\$57,986	\$59,553	\$61,119
6	\$52,414	\$54,161	\$55,908	\$57,654	\$59,401	\$61,148	\$62,895	\$64,642	\$66,389	\$68,135
7	\$58,244	\$60,186	\$62,128	\$64,070	\$66,012	\$67,954	\$69,896	\$71,838	\$73,780	\$75,722
8	\$64,503	\$66,653	\$68,804	\$70,955	\$73,106	\$75,256	\$77,407	\$79,558	\$81,709	\$83,859
9	\$71,244	\$73,619	\$75,993	\$78,368	\$80,742	\$83,117	\$85,492	\$87,866	\$90,241	\$92,615
10	\$78,455	\$81,070	\$83,685	\$86,300	\$88,914	\$91,529	\$94,144	\$96,759	\$99,373	\$101,988
11	\$86,199	\$89,071	\$91,944	\$94,817	\$97,689	\$100,562	\$103,435	\$106,307	\$109,180	\$112,053
12	\$103,316	\$106,760	\$110,205	\$113,649	\$117,094	\$120,538	\$123,983	\$127,427	\$130,872	\$134,317
13	\$122,857	\$126,953	\$131,048	\$135,144	\$139,239	\$143,334	\$147,430	\$151,525	\$155,621	\$159,716
14	\$145,180	\$150,019	\$154,858	\$159,697	\$164,536	\$169,376	\$174,215	\$179,054	\$183,893	\$188,733
15	\$170,769	\$176,461	\$182,153	\$187,845	\$193,538	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$200,281	\$206,957	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 4

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In this section

Salary Table 2025-LA (GW)

Wildland Firefighters under Pay Plan GW

Including Special Base Rates at Grades GS-1 through GS-15 and

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 36.47%

For the Locality Pay Area of Los Angeles-Long Beach, CA

Total Increase: 2.17%

Effective March 23, 2025

Hourly Basic (B) Rates by Grade and Step

Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step
1	B	20.76	21.46	22.15	22.84	23.53	23.93	24.61	25.30	25.33	25.97
	O	31.14	32.19	33.23	34.26	35.30	35.90	36.92	37.95	38.00	38.96
2	B	22.85	23.40	24.15	24.79	25.07	25.81	26.55	27.28	28.02	28.76
	O	34.28	35.10	36.23	37.19	37.61	38.72	39.83	40.92	42.03	43.14
3	B	24.40	25.21	26.02	26.84	27.65	28.46	29.27	30.09	30.90	31.71
	O	36.60	37.82	39.03	40.26	41.48	42.69	43.91	45.14	46.35	47.57
4	B	26.78	27.68	28.57	29.46	30.36	31.25	32.14	33.03	33.93	34.82

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step
5	O	40.17	41.52	42.86	44.19	45.54	46.88	48.21	49.55	50.90	52.23
	B	29.29	30.26	31.24	32.22	33.19	34.17	35.14	36.12	37.10	38.07
	O	43.94	45.39	46.86	48.33	49.79	51.26	52.71	54.18	55.65	57.11
6	B	31.90	32.96	34.02	35.08	36.15	37.21	38.27	39.34	40.40	41.46
	O	47.85	49.44	51.03	52.62	54.23	55.82	57.41	59.01	60.60	62.19
7	B	34.61	35.76	36.91	38.07	39.22	40.38	41.53	42.68	43.84	44.99
	O	51.92	53.64	55.37	57.11	58.83	60.57	62.30	64.02	64.85	64.85
8	B	37.40	38.64	39.89	41.14	42.38	43.63	44.88	46.13	47.37	48.62
	O	56.10	57.96	59.84	61.71	63.57	64.85	64.85	64.85	64.85	64.85
9	B	40.28	41.62	42.97	44.31	45.65	46.99	48.34	49.68	51.02	52.37
	O	60.42	62.43	64.46	64.85	64.85	64.85	64.85	64.85	64.85	64.85
10	B	43.23	44.67	46.11	47.55	48.99	50.44	51.88	53.32	54.76	56.20
	O	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85
11	B	46.26	47.80	49.34	50.88	52.43	53.97	55.51	57.05	58.59	60.13
	O	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85
12	B	53.96	55.76	57.56	59.36	61.16	62.95	64.75	66.55	68.35	70.15
	O	64.85	64.85	64.85	64.85	64.85	64.85	64.85	66.55	68.35	70.15
13	B	62.40	64.48	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
	O	64.85	64.85	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
14	B	71.65	74.04	76.43	78.82	81.20	83.59	85.98	88.37	90.76	93.15
	O	71.65	74.04	76.43	78.82	81.20	83.59	85.98	88.37	90.76	93.15
15	B	83.05	85.82	88.59	91.36	93.53	93.53	93.53	93.53	93.53	93.53
	O	83.05	85.82	88.59	91.36	93.53	93.53	93.53	93.53	93.53	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: These hourly locality rates apply to employees who meet the definition of "wildland firefighter" in 5 U.S.C. 5332a and receive special base rates under that section for service on or after March 23, 2025. Also, the wildland firefighter special base rate for GS-10, step 1, is used in computing the applicable title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt wildland firefighters.

Related Information

- [Locality Pay Area Definitions](#)
- [Computation of Hourly Rates](#)
- [About OPM](#)
- [FOIA](#)
- [No FEAR Act](#)
- [Inspector General](#)
- [Privacy policy](#)
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EXHIBIT 5

Salary Table 2025-DCB
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 2.22%
Effective January 2025

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 14.35	\$ 14.83	\$ 15.31	\$ 15.78	\$ 16.26	\$ 16.54	\$ 17.01	\$ 17.49	\$ 17.51	\$ 17.95
	O	21.53	22.25	22.97	23.67	24.39	24.81	25.52	26.24	26.27	26.93
2	B	16.14	16.52	17.05	17.51	17.70	18.22	18.74	19.26	19.78	20.30
	O	24.21	24.78	25.58	26.27	26.55	27.33	28.11	28.89	29.67	30.45
3	B	17.61	18.19	18.78	19.37	19.95	20.54	21.13	21.71	22.30	22.89
	O	26.42	27.29	28.17	29.06	29.93	30.81	31.70	32.57	33.45	34.34
4	B	19.76	20.42	21.08	21.74	22.40	23.06	23.72	24.38	25.04	25.70
	O	29.64	30.63	31.62	32.61	33.60	34.59	35.58	36.57	37.56	38.55
5	B	22.11	22.85	23.59	24.32	25.06	25.80	26.53	27.27	28.01	28.74
	O	33.17	34.28	35.39	36.48	37.59	38.70	39.80	40.91	42.02	43.11
6	B	24.65	25.47	26.29	27.11	27.93	28.76	29.58	30.40	31.22	32.04
	O	36.98	38.21	39.44	40.67	41.90	43.14	44.37	45.60	46.83	48.06
7	B	27.39	28.30	29.22	30.13	31.04	31.96	32.87	33.78	34.70	35.61
	O	41.09	42.45	43.83	45.20	46.56	47.94	49.31	50.67	52.05	53.42
8	B	30.33	31.35	32.36	33.37	34.38	35.39	36.40	37.41	38.43	39.44
	O	45.50	47.03	48.54	50.06	51.57	53.09	54.60	55.35	55.35	55.35
9	B	33.50	34.62	35.74	36.85	37.97	39.09	40.20	41.32	42.44	43.55
	O	50.25	51.93	53.61	55.28	55.35	55.35	55.35	55.35	55.35	55.35
10	B	36.90	38.13	39.35	40.58	41.81	43.04	44.27	45.50	46.73	47.96
	O	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35
11	B	40.54	41.89	43.24	44.59	45.94	47.29	48.64	49.99	51.34	52.70
	O	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35
12	B	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
	O	55.35	55.35	55.35	55.35	55.35	56.69	58.31	59.93	61.55	63.17
13	B	57.78	59.70	61.63	63.55	65.48	67.41	69.33	71.26	73.18	75.11
	O	57.78	59.70	61.63	63.55	65.48	67.41	69.33	71.26	73.18	75.11
14	B	68.27	70.55	72.83	75.10	77.38	79.65	81.93	84.20	86.48	88.76
	O	68.27	70.55	72.83	75.10	77.38	79.65	81.93	84.20	86.48	88.76
15	B	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53	93.53	93.53
	O	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53	93.53	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

EXHIBIT 6

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
33.94% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$29,949	\$30,954	\$31,949	\$32,941	\$33,935	\$34,516	\$35,502	\$36,495	\$36,535	\$37,463
2	\$33,675	\$34,476	\$35,592	\$36,535	\$36,945	\$38,031	\$39,117	\$40,203	\$41,290	\$42,376
3	\$36,745	\$37,969	\$39,194	\$40,418	\$41,642	\$42,866	\$44,090	\$45,315	\$46,539	\$47,763
4	\$41,247	\$42,622	\$43,998	\$45,374	\$46,749	\$48,125	\$49,500	\$50,876	\$52,251	\$53,627
5	\$46,148	\$47,685	\$49,223	\$50,761	\$52,298	\$53,836	\$55,373	\$56,911	\$58,449	\$59,986
6	\$51,442	\$53,157	\$54,871	\$56,586	\$58,300	\$60,014	\$61,729	\$63,443	\$65,158	\$66,872
7	\$57,164	\$59,070	\$60,976	\$62,882	\$64,788	\$66,694	\$68,600	\$70,506	\$72,412	\$74,318
8	\$63,307	\$65,418	\$67,529	\$69,639	\$71,750	\$73,861	\$75,972	\$78,083	\$80,194	\$82,305
9	\$69,923	\$72,254	\$74,584	\$76,915	\$79,246	\$81,576	\$83,907	\$86,237	\$88,568	\$90,898
10	\$77,001	\$79,567	\$82,133	\$84,700	\$87,266	\$89,832	\$92,399	\$94,965	\$97,531	\$100,097
11	\$84,601	\$87,420	\$90,239	\$93,059	\$95,878	\$98,698	\$101,517	\$104,337	\$107,156	\$109,975
12	\$101,401	\$104,781	\$108,162	\$111,543	\$114,923	\$118,304	\$121,684	\$125,065	\$128,446	\$131,826
13	\$120,579	\$124,599	\$128,619	\$132,638	\$136,658	\$140,677	\$144,697	\$148,716	\$152,736	\$156,755
14	\$142,488	\$147,238	\$151,987	\$156,737	\$161,486	\$166,236	\$170,985	\$175,735	\$180,484	\$185,234
15	\$167,603	\$173,190	\$178,776	\$184,363	\$189,950	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$196,568	\$203,120	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 7



[OPM.gov](https://www.opm.gov) / [Policy](#) / [Pay & Leave](#) / Salaries & Wages

LOCALITY PAY AREA DEFINITIONS

The locality pay area definitions on this page are consistent with the locality pay area definitions in 5 CFR 531.603 and are the authoritative and up-to-date geographic area definitions for use in the locality pay program for this year. Conflicting information from other sources should not be relied upon if it differs from the content presented on this page or in the official regulatory definitions.

2025 Locality Pay Area Definitions

The [President's Pay Agent](#) geographically defines locality pay areas after considering recommendations from the [Federal Salary Council](#). The geographic definitions of locality pay areas for calendar year 2025 are listed below and will be the same as in calendar year 2024. These locality pay areas were geographically defined using [criteria](#) consistently applied for all locations throughout the country.

Most of the locations listed below are counties. The Federal Information Processing Standards (FIPS) geographic codes consist of a two-digit State and three-digit county identifier. These geographic codes are derived from the [Worldwide Geographic Location Codes](#), 1993. The only exceptions to the use of State/county codes in the locations listed below are –

- State codes are used for the Alaska and Hawaii locality pay areas, and
- State, city, and county codes are listed for three duty stations representing Joint Base McGuire-Dix-Lakehurst in the New York-Newark, NY-NJ-CT-PA, locality pay area.

Note: Section 1911 of P.L. 111-84, the Non-Foreign Area Retirement Equity Assurance Act of 2009, phased in locality pay for employees in the non-foreign areas as identified in 5 C.F.R. 591.205. Alaska and Hawaii are separate locality pay areas with separate pay tables. Other non-foreign areas are included as part of the Rest of U.S. locality pay area.

- [Alaska](#)
- [Albany-Schenectady, NY-MA](#)
- [Albuquerque-Santa Fe-Las Vegas, NM](#)
- [Atlanta--Athens-Clarke County--Sandy Springs, GA-AL](#)
- [Austin-Round Rock-Georgetown, TX](#)
- [Birmingham-Hoover-Talladega, AL](#)
- [Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT](#)
- [Buffalo-Cheektowaga-Olean, NY](#)
- [Burlington-South Burlington-Barre, VT](#)
- [Charlotte-Concord, NC-SC](#)
- [Chicago-Naperville, IL-IN-WI](#)

- [Cincinnati-Wilmington-Maysville, OH-KY-IN](#)
- [Cleveland-Akron-Canton, OH-PA](#)
- [Colorado Springs, CO](#)
- [Columbus-Marion-Zanesville, OH](#)
- [Corpus Christi-Kingsville-Alice, TX](#)
- [Dallas-Fort Worth, TX-OK](#)
- [Davenport-Moline, IA-IL](#)
- [Dayton-Springfield-Kettering, OH](#)
- [Denver-Aurora, CO](#)
- [Des Moines-Ames-West Des Moines, IA](#)
- [Detroit-Warren-Ann Arbor, MI](#)
- [Fresno-Madera-Hanford, CA](#)
- [Harrisburg-Lebanon, PA](#)
- [Hartford-East Hartford, CT-MA](#)
- [Hawaii](#)
- [Houston-The Woodlands, TX](#)
- [Huntsville-Decatur, AL-TN](#)
- [Indianapolis-Carmel-Muncie, IN](#)
- [Kansas City-Overland Park-Kansas City, MO-KS](#)
- [Laredo, TX](#)
- [Las Vegas-Henderson, NV-AZ](#)
- [Los Angeles-Long Beach, CA](#)
- [Miami-Port St. Lucie-Fort Lauderdale, FL](#)
- [Milwaukee-Racine-Waukesha, WI](#)
- [Minneapolis-St. Paul, MN-WI](#)
- [New York-Newark, NY-NJ-CT-PA](#)
- [Omaha-Council Bluffs-Fremont, NE-IA](#)
- [Palm Bay-Melbourne-Titusville, FL](#)
- [Philadelphia-Reading-Camden, PA-NJ-DE-MD](#)
- [Phoenix-Mesa, AZ](#)
- [Pittsburgh-New Castle-Weirton, PA-OH-WV](#)
- [Portland-Vancouver-Salem, OR-WA](#)
- [Raleigh-Durham-Cary, NC](#)
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- [Sacramento-Roseville, CA-NV](#)
- [San Antonio-New Braunfels-Pearsall, TX](#)
- [San Diego-Chula Vista-Carlsbad, CA](#)
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- [Seattle-Tacoma, WA](#)
- [Spokane-Spokane Valley-Coeur d'Alene, WA-ID](#)
- [St. Louis-St. Charles-Farmington, MO-IL](#)
- [Tucson-Nogales, AZ](#)
- [Virginia Beach-Norfolk, VA-NC](#)
- [Washington-Baltimore-Arlington, DC-MD-VA-WV-PA](#)
- [Rest of U.S.](#)

Alaska

Place Name	FIPS
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State of Alaska	02
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Albany-Schenectady, NY-MA

New York

Place Name	FIPS
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Albany County, NY	36001
Columbia County, NY	36021
Fulton County, NY	36035
Greene County, NY	36039
Hamilton County, NY	36041
Montgomery County, NY	36057
Rensselaer County, NY	36083
Saratoga County, NY	36091
Schenectady County, NY	36093
Schoharie County, NY	36095
Warren County, NY	36113
Washington County, NY	36115

Massachusetts

Place Name	FIPS
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Berkshire County, MA	25003
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Albuquerque-Santa Fe-Las Vegas, NM

New Mexico

Place Name	FIPS
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Bernalillo County, NM	35001
Cibola County, NM	35006
Los Alamos County, NM	35028
McKinley County, NM	35031

Place Name	FIPS
Mora County, NM	35033
Rio Arriba County, NM	35039
Sandoval County, NM	35043
San Miguel County, NM	35047
Santa Fe County, NM	35049
Torrance County, NM	35057
Valencia County, NM	35061

Atlanta--Athens-Clarke County--Sandy Springs, GA-AL

Georgia

Place Name	FIPS
Banks County, GA	13011
Barrow County, GA	13013
Bartow County, GA	13015
Butts County, GA	13035
Carroll County, GA	13045
Chattahoochee County, GA	13053
Cherokee County, GA	13057
Clarke County, GA	13059
Clayton County, GA	13063
Cobb County, GA	13067
Coweta County, GA	13077
Dawson County, GA	13085
DeKalb County, GA	13089
Douglas County, GA	13097
Elbert County, GA	13105
Fayette County, GA	13113
Floyd County, GA	13115
Forsyth County, GA	13117
Franklin County, GA	13119
Fulton County, GA	13121
Gilmer County, GA	13123
Gordon County, GA	13129
Greene County, GA	13133
Gwinnett County, GA	13135

Place Name	FIPS
Habersham County, GA	13137
Hall County, GA	13139
Haralson County, GA	13143
Harris County, GA	13145
Heard County, GA	13149
Henry County, GA	13151
Jackson County, GA	13157
Jasper County, GA	13159
Lamar County, GA	13171
Lumpkin County, GA	13187
Madison County, GA	13195
Marion County, GA	13197
Meriwether County, GA	13199
Morgan County, GA	13211
Muscogee County, GA	13215
Newton County, GA	13217
Oconee County, GA	13219
Oglethorpe County, GA	13221
Paulding County, GA	13223
Pickens County, GA	13227
Pike County, GA	13231
Polk County, GA	13233
Putnam County, GA	13237
Rabun County, GA	13241
Rockdale County, GA	13247
Spalding County, GA	13255
Stephens County, GA	13257
Stewart County, GA	13259
Talbot County, GA	13263
Taliaferro County, GA	13265
Troup County, GA	13285
Upson County, GA	13293
Walton County, GA	13297
White County, GA	13311

Alabama

Place Name	FIPS
Chambers County, AL	01017
Cherokee County, AL	01019
Cleburne County, AL	01029
Lee County, AL	01081
Randolph County, AL	01111
Russell County, AL	01113

Austin-Round Rock-Georgetown, TX

Texas

Place Name	FIPS
Bastrop County, TX	48021
Blanco County, TX	48031
Burnet County, TX	48053
Caldwell County, TX	48055
Hays County, TX	48209
Lee County, TX	48287
Milam County, TX	48331
Travis County, TX	48453
Williamson County, TX	48491

Birmingham-Hoover-Talladega, AL

Alabama

Place Name	FIPS
Bibb County, AL	01007
Blount County, AL	01009
Calhoun County, AL	01015
Chilton County, AL	01021
Clay County, AL	01027
Coosa County, AL	01037
Cullman County, AL	01043
Etowah County, AL	01055
Greene County, AL	01063

Place Name	FIPS
Hale County, AL	01065
Jefferson County, AL	01073
Pickens County, AL	01107
St. Clair County, AL	01115
Shelby County, AL	01117
Talladega County, AL	01121
Tallapoosa County, AL	01123
Tuscaloosa County, AL	01125
Walker County, AL	01127
Winston County, AL	01133

Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

Massachusetts

Place Name	FIPS
Barnstable County, MA	25001
Bristol County, MA	25005
Dukes County, MA	25007
Essex County, MA	25009
Middlesex County, MA	25017
Nantucket County, MA	25019
Norfolk County, MA	25021
Plymouth County, MA	25023
Suffolk County, MA	25025
Worcester County, MA	25027

Rhode Island

Place Name	FIPS
Bristol County, RI	44001
Kent County, RI	44003
Newport County, RI	44005
Providence County, RI	44007
Washington County, RI	44009

New Hampshire

Place Name**FIPS**

Belknap County, NH	33001
Carroll County, NH	33003
Cheshire County, NH	33005
Grafton County, NH	33009
Hillsborough County, NH	33011
Merrimack County, NH	33013
Rockingham County, NH	33015
Strafford County, NH	33017
Sullivan County, NH	33019

Connecticut**Place Name****FIPS**

Windham County, CT	09015
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Maine**Place Name****FIPS**

Androscoggin County, ME	23001
Cumberland County, ME	23005
Sagadahoc County, ME	23023
York County, ME	23031

Vermont**Place Name****FIPS**

Orange County, VT	50017
Windsor County, VT	50027

Buffalo-Cheektowaga-Olean, NY**New York****Place Name****FIPS**

Allegany County, NY	36003
Cattaraugus County, NY	36009

Place Name**FIPS**

Erie County, NY	36029
Niagara County, NY	36063
Wyoming County, NY	36121

Burlington-South Burlington-Barre, VT**Vermont****Place Name****FIPS**

Addison County, VT	50001
Chittenden County, VT	50007
Franklin County, VT	50011
Grand Isle County, VT	50013
Lamoille County, VT	50015
Washington County, VT	50023

Charlotte-Concord, NC-SC**North Carolina****Place Name****FIPS**

Alexander County, NC	37003
Anson County, NC	37007
Burke County, NC	37023
Cabarrus County, NC	37025
Caldwell County, NC	37027
Catawba County, NC	37035
Cleveland County, NC	37045
Gaston County, NC	37071
Iredell County, NC	37097
Lincoln County, NC	37109
Mecklenburg County, NC	37119
Rowan County, NC	37159
Stanly County, NC	37167
Union County, NC	37179

South Carolina

Place Name	FIPS
Chester County, SC	45023
Chesterfield County, SC	45025
Lancaster County, SC	45057
York County, SC	45091

Chicago-Naperville, IL-IN-WI

Illinois

Place Name	FIPS
Boone County, IL	17007
Bureau County, IL	17011
Cook County, IL	17031
DeKalb County, IL	17037
DuPage County, IL	17043
Grundy County, IL	17063
Iroquois County, IL	17075
Kane County, IL	17089
Kankakee County, IL	17091
Kendall County, IL	17093
Lake County, IL	17097
LaSalle County, IL	17099
McHenry County, IL	17111
Ogle County, IL	17141
Putnam County, IL	17155
Stephenson County, IL	17177
Will County, IL	17197
Winnebago County, IL	17201

Indiana

Place Name	FIPS
Jasper County, IN	18073
Lake County, IN	18089
LaPorte County, IN	18091
Newton County, IN	18111

Place Name**FIPS**

Porter County, IN	18127
Starke County, IN	18149

Wisconsin**Place Name****FIPS**

Kenosha County, WI	55059
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Cincinnati-Wilmington-Maysville, OH-KY-IN**Ohio****Place Name****FIPS**

Adams County, OH	39001
Brown County, OH	39015
Butler County, OH	39017
Clermont County, OH	39025
Clinton County, OH	39027
Hamilton County, OH	39061
Highland County, OH	39071
Warren County, OH	39165

Kentucky**Place Name****FIPS**

Boone County, KY	21015
Bracken County, KY	21023
Campbell County, KY	21037
Carroll County, KY	21041
Fleming County, KY	21069
Gallatin County, KY	21077
Grant County, KY	21081
Kenton County, KY	21117
Lewis County, KY	21135
Mason County, KY	21161
Owen County, KY	21187

Place Name	FIPS
Pendleton County, KY	21191
Robertson County, KY	21201

Indiana

Place Name	FIPS
Dearborn County, IN	18029
Franklin County, IN	18047
Ohio County, IN	18115
Ripley County, IN	18137
Switzerland County, IN	18155
Union County, IN	18161

Cleveland-Akron-Canton, OH-PA

Ohio

Place Name	FIPS
Ashland County, OH	39005
Ashtabula County, OH	39007
Carroll County, OH	39019
Columbiana County, OH	39029
Crawford County, OH	39033
Cuyahoga County, OH	39035
Erie County, OH	39043
Geauga County, OH	39055
Harrison County, OH	39067
Holmes County, OH	39075
Huron County, OH	39077
Lake County, OH	39085
Lorain County, OH	39093
Mahoning County, OH	39099
Medina County, OH	39103
Portage County, OH	39133
Richland County, OH	39139
Stark County, OH	39151
Summit County, OH	39153

Place Name**FIPS**

Trumbull County, OH	39155
Tuscarawas County, OH	39157
Wayne County, OH	39169

Pennsylvania**Place Name****FIPS**

Mercer County, PA	42085
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Colorado Springs, CO**Colorado****Place Name****FIPS**

El Paso County, CO	08041
Fremont County, CO	08043
Pueblo County, CO	08101
Teller County, CO	08119

Columbus-Marion-Zanesville, OH**Ohio****Place Name****FIPS**

Coshocton County, OH	39031
Delaware County, OH	39041
Fairfield County, OH	39045
Fayette County, OH	39047
Franklin County, OH	39049
Guernsey County, OH	39059
Hardin County, OH	39065
Hocking County, OH	39073
Knox County, OH	39083
Licking County, OH	39089
Logan County, OH	39091
Madison County, OH	39097

Place Name	FIPS
Marion County, OH	39101
Morgan County, OH	39115
Morrow County, OH	39117
Muskingum County, OH	39119
Noble County, OH	39121
Perry County, OH	39127
Pickaway County, OH	39129
Pike County, OH	39131
Ross County, OH	39141
Union County, OH	39159
Vinton County, OH	39163

Corpus Christi-Kingsville-Alice, TX

Texas

Place Name	FIPS
Aransas County, TX	48007
Brooks County, TX	48047
Duval County, TX	48131
Jim Wells County, TX	48249
Kenedy County, TX	48261
Kleberg County, TX	48273
Live Oak County, TX	48297
Nueces County, TX	48355
Refugio County, TX	48391
San Patricio County, TX	48409

Dallas-Fort Worth, TX-OK

Texas

Place Name	FIPS
Collin County, TX	48085
Cooke County, TX	48097
Dallas County, TX	48113

Place Name	FIPS
Delta County, TX	48119
Denton County, TX	48121
Ellis County, TX	48139
Fannin County, TX	48147
Grayson County, TX	48181
Henderson County, TX	48213
Hill County, TX	48217
Hood County, TX	48221
Hopkins County, TX	48223
Hunt County, TX	48231
Jack County, TX	48237
Johnson County, TX	48251
Kaufman County, TX	48257
Montague County, TX	48337
Navarro County, TX	48349
Palo Pinto County, TX	48363
Parker County, TX	48367
Rains County, TX	48379
Rockwall County, TX	48397
Somervell County, TX	48425
Tarrant County, TX	48439
Van Zandt County, TX	48467
Wise County, TX	48497

Oklahoma

Place Name	FIPS
Bryan County, OK	40013
Carter County, OK	40019
Love County, OK	40085

Davenport-Moline, IA-IL

Iowa

Place Name	FIPS
Cedar County, IA	19031

Place Name	FIPS
Clinton County, IA	19045
Jackson County, IA	19097
Louisa County, IA	19115
Muscatine County, IA	19139
Scott County, IA	19163

Illinois

Place Name	FIPS
Carroll County, IL	17015
Henry County, IL	17073
Lee County, IL	17103
Mercer County, IL	17131
Rock Island County, IL	17161
Whiteside County, IL	17195

Dayton-Springfield-Kettering, OH

Ohio

Place Name	FIPS
Allen County, OH	39003
Auglaize County, OH	39011
Champaign County, OH	39021
Clark County, OH	39023
Darke County, OH	39037
Greene County, OH	39057
Mercer County, OH	39107
Miami County, OH	39109
Montgomery County, OH	39113
Preble County, OH	39135
Shelby County, OH	39149
Van Wert County, OH	39161

Denver-Aurora, CO

Colorado

Place Name	FIPS
Adams County, CO	08001
Arapahoe County, CO	08005
Boulder County, CO	08013
Broomfield County, CO	08014
Clear Creek County, CO	08019
Denver County, CO	08031
Douglas County, CO	08035
Elbert County, CO	08039
Gilpin County, CO	08047
Jefferson County, CO	08059
Larimer County, CO	08069
Lincoln County, CO	08073
Park County, CO	08093
Weld County, CO	08123

Des Moines-Ames-West Des Moines, IA

Iowa

Place Name	FIPS
Adair County, IA	19001
Boone County, IA	19015
Clarke County, IA	19039
Dallas County, IA	19049
Greene County, IA	19073
Guthrie County, IA	19077
Hamilton County, IA	19079
Jasper County, IA	19099
Lucas County, IA	19117
Madison County, IA	19121
Mahaska County, IA	19123
Marion County, IA	19125
Monroe County, IA	19135
Polk County, IA	19153
Poweshiek County, IA	19157
Story County, IA	19169

Place Name**FIPS**

Warren County, IA

19181

Detroit-Warren-Ann Arbor, MI**Michigan****Place Name****FIPS**

Clinton County, MI

26037

Eaton County, MI

26045

Genesee County, MI

26049

Huron County, MI

26063

Ingham County, MI

26065

Jackson County, MI

26075

Lapeer County, MI

26087

Lenawee County, MI

26091

Livingston County, MI

26093

Macomb County, MI

26099

Monroe County, MI

26115

Oakland County, MI

26125

St. Clair County, MI

26147

Sanilac County, MI

26151

Shiawassee County, MI

26155

Tuscola County, MI

26157

Washtenaw County, MI

26161

Wayne County, MI

26163

Fresno-Madera-Hanford, CA**California****Place Name****FIPS**

Fresno County, CA

06019

Kings County, CA

06031

Madera County, CA

06039

Mariposa County, CA

06043

Tulare County, CA

06107

Harrisburg-Lebanon, PA

Pennsylvania

Place Name	FIPS
Cumberland County, PA	42041
Dauphin County, PA	42043
Juniata County, PA	42067
Lancaster County, PA	42071
Lebanon County, PA	42075
Perry County, PA	42099

Hartford-East Hartford, CT-MA

Connecticut

Place Name	FIPS
Hartford County, CT	09003
Middlesex County, CT	09007
New London County, CT	09011
Tolland County, CT	09013

Massachusetts

Place Name	FIPS
Franklin County, MA	25011
Hampden County, MA	25013
Hampshire County, MA	25015

Hawaii

Hawaii

Place Name	FIPS
State of Hawaii	15

Houston-The Woodlands, TX

Texas

Place Name	FIPS
Austin County, TX	48015
Brazoria County, TX	48039
Chambers County, TX	48071
Colorado County, TX	48089
Fort Bend County, TX	48157
Galveston County, TX	48167
Grimes County, TX	48185
Harris County, TX	48201
Jackson County, TX	48239
Liberty County, TX	48291
Madison County, TX	48313
Matagorda County, TX	48321
Montgomery County, TX	48339
San Jacinto County, TX	48407
Trinity County, TX	48455
Walker County, TX	48471
Waller County, TX	48473
Washington County, TX	48477
Wharton County, TX	48481

Huntsville-Decatur, AL-TN

Alabama

Place Name	FIPS
Colbert County, AL	01033
DeKalb County, AL	01049
Lauderdale County, AL	01077
Lawrence County, AL	01079
Limestone County, AL	01083
Madison County, AL	01089
Marshall County, AL	01095
Morgan County, AL	01103

Tennessee

Place Name**FIPS**

Lincoln County, TN

47103

Indianapolis-Carmel-Muncie, IN**Indiana****Place Name****FIPS**

Bartholomew County, IN

18005

Benton County, IN

18007

Blackford County, IN

18009

Boone County, IN

18011

Brown County, IN

18013

Carroll County, IN

18015

Clinton County, IN

18023

Decatur County, IN

18031

Delaware County, IN

18035

Fayette County, IN

18041

Fountain County, IN

18045

Grant County, IN

18053

Hamilton County, IN

18057

Hancock County, IN

18059

Hendricks County, IN

18063

Henry County, IN

18065

Jackson County, IN

18071

Jennings County, IN

18079

Johnson County, IN

18081

Lawrence County, IN

18093

Madison County, IN

18095

Marion County, IN

18097

Monroe County, IN

18105

Montgomery County, IN

18107

Morgan County, IN

18109

Owen County, IN

18119

Putnam County, IN

18133

Randolph County, IN

18135

Rush County, IN

18139

Shelby County, IN

18145

Place Name	FIPS
Tippecanoe County, IN	18157
Tipton County, IN	18159
Warren County, IN	18171
Wayne County, IN	18177

Kansas City-Overland Park-Kansas City, MO-KS

Missouri

Place Name	FIPS
Andrew County, MO	29003
Bates County, MO	29013
Buchanan County, MO	29021
Caldwell County, MO	29025
Carroll County, MO	29033
Cass County, MO	29037
Clay County, MO	29047
Clinton County, MO	29049
Daviess County, MO	29061
DeKalb County, MO	29063
Gentry County, MO	29075
Henry County, MO	29083
Holt County, MO	29087
Jackson County, MO	29095
Johnson County, MO	29101
Lafayette County, MO	29107
Platte County, MO	29165
Ray County, MO	29177

Kansas

Place Name	FIPS
Anderson County, KS	20003
Atchison County, KS	20005
Doniphan County, KS	20043
Douglas County, KS	20045
Franklin County, KS	20059

Place Name	FIPS
Jackson County, KS	20085
Jefferson County, KS	20087
Johnson County, KS	20091
Leavenworth County, KS	20103
Linn County, KS	20107
Miami County, KS	20121
Osage County, KS	20139
Shawnee County, KS	20177
Wabaunsee County, KS	20197
Wyandotte County, KS	20209

Laredo, TX

Texas

Place Name	FIPS
Jim Hogg County, TX	48247
La Salle County, TX	48283
Webb County, TX	48479

Las Vegas-Henderson, NV-AZ

Nevada

Place Name	FIPS
Clark County, NV	32003
Nye County, NV	32023

Arizona

Place Name	FIPS
Mohave County, AZ	04015

Los Angeles-Long Beach, CA

California

Place Name	FIPS
Imperial County, CA	06025
Kern County, CA	06029
Los Angeles County, CA	06037
Orange County, CA	06059
Riverside County, CA	06065
San Bernardino County, CA	06071
San Luis Obispo County, CA	06079
Santa Barbara County, CA	06083
Ventura County, CA	06111

Miami-Port St. Lucie-Fort Lauderdale, FL

Florida

Place Name	FIPS
Broward County, FL	12011
Indian River County, FL	12061
Martin County, FL	12085
Miami-Dade County, FL	12086
Monroe County, FL	12087
Okeechobee County, FL	12093
Palm Beach County, FL	12099
St. Lucie County, FL	12111

Milwaukee-Racine-Waukesha, WI

Wisconsin

Place Name	FIPS
Dodge County, WI	55027
Fond du Lac County, WI	55039
Jefferson County, WI	55055
Milwaukee County, WI	55079
Ozaukee County, WI	55089
Racine County, WI	55101

Place Name	FIPS
Sheboygan County, WI	55117
Walworth County, WI	55127
Washington County, WI	55131
Waukesha County, WI	55133

Minneapolis-St. Paul, MN-WI

Minnesota

Place Name	FIPS
Anoka County, MN	27003
Benton County, MN	27009
Blue Earth County, MN	27013
Brown County, MN	27015
Carver County, MN	27019
Chisago County, MN	27025
Dakota County, MN	27037
Dodge County, MN	27039
Fillmore County, MN	27045
Goodhue County, MN	27049
Hennepin County, MN	27053
Isanti County, MN	27059
Kanabec County, MN	27065
Le Sueur County, MN	27079
McLeod County, MN	27085
Meeker County, MN	27093
Mille Lacs County, MN	27095
Morrison County, MN	27097
Mower County, MN	27099
Nicollet County, MN	27103
Olmsted County, MN	27109
Pine County, MN	27115
Ramsey County, MN	27123
Rice County, MN	27131
Scott County, MN	27139
Sherburne County, MN	27141
Sibley County, MN	27143

Place Name**FIPS**

Stearns County, MN	27145
Steele County, MN	27147
Wabasha County, MN	27157
Waseca County, MN	27161
Washington County, MN	27163
Wright County, MN	27171

Wisconsin**Place Name****FIPS**

Pierce County, WI	55093
Polk County, WI	55095
St. Croix County, WI	55109

New York-Newark, NY-NJ-CT-PA**New York****Place Name****FIPS**

Bronx County, NY	36005
Dutchess County, NY	36027
Kings County, NY	36047
Nassau County, NY	36059
New York County, NY	36061
Orange County, NY	36071
Putnam County, NY	36079
Queens County, NY	36081
Richmond County, NY	36085
Rockland County, NY	36087
Suffolk County, NY	36103
Sullivan County, NY	36105
Ulster County, NY	36111
Westchester County, NY	36119

New Jersey

Place Name	FIPS
Bergen County, NJ	34003
Essex County, NJ	34013
Fort Dix, NJ	341052005
Hudson County, NJ	34017
Hunterdon County, NJ	34019
Joint Base McGuire-Dix-Lakehurst	341530005
McGuire Air Force Base, NJ	341778005
Mercer County, NJ	34021
Middlesex County, NJ	34023
Monmouth County, NJ	34025
Morris County, NJ	34027
Ocean County, NJ	34029
Passaic County, NJ	34031
Somerset County, NJ	34035
Sussex County, NJ	34037
Union County, NJ	34039
Warren County, NJ	34041

Connecticut

Place Name	FIPS
Fairfield County, CT	09001
Litchfield County, CT	09005
New Haven County, CT	09009

Pennsylvania

Place Name	FIPS
Carbon County, PA	42025
Lehigh County, PA	42077
Monroe County, PA	42089
Northampton County, PA	42095
Pike County, PA	42103
Wayne County, PA	42127

Omaha-Council Bluffs-Fremont, NE-IA

Nebraska

Place Name	FIPS
Burt County, NE	31021
Cass County, NE	31025
Dodge County, NE	31053
Douglas County, NE	31055
Sarpy County, NE	31153
Saunders County, NE	31155
Washington County, NE	31177

Iowa

Place Name	FIPS
Fremont County, IA	19071
Harrison County, IA	19085
Mills County, IA	19129
Pottawattamie County, IA	19155
Shelby County, IA	19165

Palm Bay-Melbourne-Titusville, FL

Florida

Place Name	FIPS
Brevard County, FL	12009

Philadelphia-Reading-Camden, PA-NJ-DE-MD

Pennsylvania

Place Name	FIPS
Berks County, PA	42011
Bucks County, PA	42017
Chester County, PA	42029
Delaware County, PA	42045
Montgomery County, PA	42091
Philadelphia County, PA	42101

Place Name**FIPS**

Schuylkill County, PA

42107

New Jersey**Place Name****FIPS**

Atlantic County, NJ

34001

Burlington County, NJ

34005

Camden County, NJ

34007

Cape May County, NJ

34009

Cumberland County, NJ

34011

Gloucester County, NJ

34015

Salem County, NJ

34033

Delaware**Place Name****FIPS**

Kent County, DE

10001

New Castle County, DE

10003

Sussex County, DE

10005

Maryland**Place Name****FIPS**

Cecil County, MD

24015

Somerset County, MD

24039

Wicomico County, MD

24045

Worcester County, MD

24047

Phoenix-Mesa, AZ**Arizona****Place Name****FIPS**

Gila County, AZ

04007

Maricopa County, AZ

04013

Pinal County, AZ

04021

Pittsburgh-New Castle-Weirton, PA-OH-WV

Pennsylvania

Place Name	FIPS
Allegheny County, PA	42003
Armstrong County, PA	42005
Beaver County, PA	42007
Butler County, PA	42019
Cambria County, PA	42021
Fayette County, PA	42051
Greene County, PA	42059
Indiana County, PA	42063
Lawrence County, PA	42073
Somerset County, PA	42111
Washington County, PA	42125
Westmoreland County, PA	42129

Ohio

Place Name	FIPS
Belmont County, OH	39013
Jefferson County, OH	39081

West Virginia

Place Name	FIPS
Brooke County, WV	54009
Hancock County, WV	54029
Marshall County, WV	54051
Ohio County, WV	54069

Portland-Vancouver-Salem, OR-WA

Oregon

Place Name	FIPS
Benton County, OR	41003

Place Name	FIPS
Clackamas County, OR	41005
Columbia County, OR	41009
Linn County, OR	41043
Marion County, OR	41047
Multnomah County, OR	41051
Polk County, OR	41053
Washington County, OR	41067
Yamhill County, OR	41071

Washington

Place Name	FIPS
Clark County, WA	53011
Cowlitz County, WA	53015
Skamania County, WA	53059
Wahkiakum County, WA	53069

Raleigh-Durham-Cary, NC

North Carolina

Place Name	FIPS
Caswell County, NC	37033
Chatham County, NC	37037
Cumberland County, NC	37051
Durham County, NC	37063
Edgecombe County, NC	37065
Franklin County, NC	37069
Granville County, NC	37077
Halifax County, NC	37083
Harnett County, NC	37085
Hoke County, NC	37093
Johnston County, NC	37101
Lee County, NC	37105
Moore County, NC	37125
Nash County, NC	37127
Northampton County, NC	37131

Place Name	FIPS
Orange County, NC	37135
Person County, NC	37145
Robeson County, NC	37155
Scotland County, NC	37165
Vance County, NC	37181
Wake County, NC	37183
Warren County, NC	37185
Wayne County, NC	37191
Wilson County, NC	37195

Reno-Fernley, NV

Nevada

Place Name	FIPS
Churchill County, NV	32001
Lyon County, NV	32019
Storey County, NV	32029
Washoe County, NV	32031

Richmond, VA

Virginia

Place Name	FIPS
Amelia County, VA	51007
Brunswick County, VA	51025
Charles City County, VA	51036
Chesterfield County, VA	51041
Cumberland County, VA	51049
Dinwiddie County, VA	51053
Essex County, VA	51057
Goochland County, VA	51075
Greensville County, VA	51081
Hanover County, VA	51085
Henrico County, VA	51087

Place Name	FIPS
King and Queen County, VA	51097
King William County, VA	51101
Louisa County, VA	51109
New Kent County, VA	51127
Nottoway County, VA	51135
Powhatan County, VA	51145
Prince George County, VA	51149
Sussex County, VA	51183
Colonial Heights city, VA	51570
Emporia city, VA	51595
Hopewell city, VA	51670
Petersburg city, VA	51730
Richmond city, VA	51760

Rochester-Batavia-Seneca Falls, NY

New York

Place Name	FIPS
Genesee County, NY	36037
Livingston County, NY	36051
Monroe County, NY	36055
Ontario County, NY	36069
Orleans County, NY	36073
Seneca County, NY	36099
Wayne County, NY	36117
Yates County, NY	36123

Sacramento-Roseville, CA-NV

California

Place Name	FIPS
Alpine County, CA	06003
Amador County, CA	06005
Butte County, CA	06007

Place Name	FIPS
Colusa County, CA	06011
El Dorado County, CA	06017
Nevada County, CA	06057
Placer County, CA	06061
Sacramento County, CA	06067
Sierra County, CA	06091
Sutter County, CA	06101
Yolo County, CA	06113
Yuba County, CA	06115

Nevada

Place Name	FIPS
Douglas County, NV	32005
Carson City, NV	32510

San Antonio-New Braunfels-Pearsall, TX

Texas

Place Name	FIPS
Atascosa County, TX	48013
Bandera County, TX	48019
Bexar County, TX	48029
Comal County, TX	48091
Frio County, TX	48163
Gillespie County, TX	48171
Gonzales County, TX	48177
Guadalupe County, TX	48187
Karnes County, TX	48255
Kendall County, TX	48259
Kerr County, TX	48265
McMullen County, TX	48311
Medina County, TX	48325
Wilson County, TX	48493

San Diego-Chula Vista-Carlsbad, CA

California

Place Name	FIPS
San Diego County, CA	06073

San Jose-San Francisco-Oakland, CA

California

Place Name	FIPS
Alameda County, CA	06001
Calaveras County, CA	06009
Contra Costa County, CA	06013
Marin County, CA	06041
Merced County, CA	06047
Monterey County, CA	06053
Napa County, CA	06055
San Benito County, CA	06069
San Francisco County, CA	06075
San Joaquin County, CA	06077
San Mateo County, CA	06081
Santa Clara County, CA	06085
Santa Cruz County, CA	06087
Solano County, CA	06095
Sonoma County, CA	06097
Stanislaus County, CA	06099

Seattle-Tacoma, WA

Washington

Place Name	FIPS
Clallam County, WA	53009
Grays Harbor County, WA	53027
Island County, WA	53029
Jefferson County, WA	53031

Place Name	FIPS
King County, WA	53033
Kitsap County, WA	53035
Lewis County, WA	53041
Mason County, WA	53045
Pacific County, WA	53049
Pierce County, WA	53053
San Juan County, WA	53055
Skagit County, WA	53057
Snohomish County, WA	53061
Thurston County, WA	53067
Whatcom County, WA	53073

Spokane-Spokane Valley-Coeur d'Alene, WA-ID

Washington

Place Name	FIPS
Ferry County, WA	53019
Lincoln County, WA	53043
Pend Oreille County, WA	53051
Spokane County, WA	53063
Stevens County, WA	53065

Idaho

Place Name	FIPS
Benewah County, ID	16009
Kootenai County, ID	16055
Shoshone County, ID	16079

St. Louis-St. Charles-Farmington, MO-IL

Missouri

Place Name	FIPS
Crawford County, MO	29055

Place Name	FIPS
Franklin County, MO	29071
Gasconade County, MO	29073
Iron County, MO	29093
Jefferson County, MO	29099
Lincoln County, MO	29113
Madison County, MO	29123
Montgomery County, MO	29139
Pike County, MO	29163
St. Charles County, MO	29183
Ste. Genevieve County, MO	29186
St. Francois County, MO	29187
St. Louis County, MO	29189
Warren County, MO	29219
Washington County, MO	29221
St. Louis city, MO	29510

Illinois

Place Name	FIPS
Bond County, IL	17005
Calhoun County, IL	17013
Clinton County, IL	17027
Fayette County, IL	17051
Greene County, IL	17061
Jersey County, IL	17083
Macoupin County, IL	17117
Madison County, IL	17119
Marion County, IL	17121
Monroe County, IL	17133
Montgomery County, IL	17135
Randolph County, IL	17157
St. Clair County, IL	17163
Washington County, IL	17189

Tucson-Nogales, AZ

Arizona

Place Name	FIPS
Cochise County, AZ	04003
Pima County, AZ	04019
Santa Cruz County, AZ	04023

Virginia Beach-Norfolk, VA-NC

Virginia

Place Name	FIPS
Gloucester County, VA	51073
Isle of Wight County, VA	51093
James City County, VA	51095
Mathews County, VA	51115
Middlesex County, VA	51119
Southampton County, VA	51175
Surry County, VA	51181
York County, VA	51199
Chesapeake city, VA	51550
Franklin city, VA	51620
Hampton city, VA	51650
Newport News city, VA	51700
Norfolk city, VA	51710
Poquoson city, VA	51735
Portsmouth city, VA	51740
Suffolk city, VA	51800
Virginia Beach city, VA	51810
Williamsburg city, VA	51830

North Carolina

Place Name	FIPS
Camden County, NC	37029
Chowan County, NC	37041
Currituck County, NC	37053
Dare County, NC	37055
Gates County, NC	37073
Hertford County, NC	37091

Place Name	FIPS
Pasquotank County, NC	37139
Perquimans County, NC	37143
Tyrrell County, NC	37177

Washington-Baltimore-Arlington, DC-MD-VA-WV-PA

District of Columbia

Place Name	FIPS
District of Columbia, DC	11001

Maryland

Place Name	FIPS
Allegany County, MD	24001
Anne Arundel County, MD	24003
Baltimore County, MD	24005
Calvert County, MD	24009
Caroline County, MD	24011
Carroll County, MD	24013
Charles County, MD	24017
Dorchester County, MD	24019
Frederick County, MD	24021
Harford County, MD	24025
Howard County, MD	24027
Kent County, MD	24029
Montgomery County, MD	24031
Prince George's County, MD	24033
Queen Anne's County, MD	24035
St. Mary's County, MD	24037
Talbot County, MD	24041
Washington County, MD	24043
Baltimore city, MD	24510

Virginia

Place Name	FIPS
Arlington County, VA	51013
Caroline County, VA	51033
Clarke County, VA	51043
Culpeper County, VA	51047
Fairfax County, VA	51059
Fauquier County, VA	51061
Frederick County, VA	51069
King George County, VA	51099
Loudoun County, VA	51107
Madison County, VA	51113
Orange County, VA	51137
Prince William County, VA	51153
Rappahannock County, VA	51157
Shenandoah County, VA	51171
Spotsylvania County, VA	51177
Stafford County, VA	51179
Warren County, VA	51187
Westmoreland County, VA	51193
Alexandria city, VA	51510
Fairfax city, VA	51600
Falls Church city, VA	51610
Fredericksburg city, VA	51630
Manassas city, VA	51683
Manassas Park city, VA	51685
Winchester city, VA	51840

West Virginia

Place Name	FIPS
Berkeley County, WV	54003
Hampshire County, WV	54027
Hardy County, WV	54031
Jefferson County, WV	54037
Mineral County, WV	54057
Morgan County, WV	54065

Pennsylvania

Place Name**FIPS**

Adams County, PA	42001
Franklin County, PA	42055
Fulton County, PA	42057
York County, PA	42133

Rest of U.S.**Place Name****FIPS**

Those portions of the United States and its territories and possessions (nonforeign areas), not located within another locality pay area

EXHIBIT 8

Rico v. Premier Logistics & Transportation
Litigation Costs

Service Date		Details		Provider		Amount
2/7/23		LWDA Letter		LWDA		\$ 75.00
2/7/23		Summons & Complaint		Rapid Legal		\$ 553.73
3/9/23		Process of Service - Summons & Complaint		Rapid Legal		\$ 82.80
3/15/23		Proof of Service		Rapid Legal		\$ 31.05
4/19/23		Stipulation & Order to File FAC		Rapid Legal		\$ 140.08
6/1/23		First Amended Complaint		Rapid Legal		\$ 103.00
8/30/23		Stip & Order		Rapid Legal		\$ 156.56
9/5/23		Mediation Fee		Tagore Subramaniam		\$ 8,500.00
9/11/23		Notice of Change of Address		Rapid Legal		\$ 128.75
12/21/23		Notice of Unavailability		Rapid Legal		\$ 87.55
5/21/24		Notice of Posting Jury Fees		Rapid Legal		\$ 168.87
5/22/24		Expert Fee		Berger Consulting		\$ 6,680.00
8/19/24		Notice of Disassociation		Rapid Legal		\$ 14.37
12/13/24		Notice of Unavailability		Rapid Legal		\$ 14.94
3/6/25		Notice of Association		Rapid Legal		\$ 14.94
5/9/25		Notice of Association		Rapid Legal		\$ 15.01
6/4/25		Motion for Preliminary Approval of Settlement		Rapid Legal		\$ 85.00
FUTURE		Motion for Final Approva of Settlement		Rapid Legal		\$ 85.00
FUTURE		Notice of Entry of Order		Rapid Legal		\$ 18.00
FUTURE		Dec of Admin Re Final Distribution		Rapid Legal		\$ 18.00

Total	\$ 16,972.65
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EXHIBIT 9