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Angelica Reyes and the Proposed Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF RIVERSIDE

ADAM BADIS, ANGELICA REYES, and
MONICA MELISSA GUTIERREZ,
individually, and on behalf of other members
of the general public similarly situated;

Plaintiffs,

vs.

COPAN DIAGNOSTICS INC., a New York
corporation; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: CVRI2203991

Honorable Harold W. Hopp (Dept 1)

**DECLARATION OF VARTAN MADOYAN IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND REPRESENTATIVE ACTION
SETTLEMENT**

Date: December 5, 2024

Time: 8:30 a.m.

Dept: 1

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I, Vartan Madoyan, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California. I am a member of the State Bar of California, the California Lawyers Association, and the Los Angeles County Bar Association. I am an attorney for Justice, PC, attorneys of record for Plaintiffs Adam Badis and Angelica Reyes (“Plaintiffs”). The facts set forth in this declaration are within my personal knowledge or based on information and documents provided to me by Plaintiffs. I am not providing this declaration as an expert witness, and if called as a witness, I could and would competently testify thereto.

EXPERIENCE AND ADEQUACY OF LAWYERS for JUSTICE, PC

2. For over a decade, Lawyers *for* Justice, PC has almost exclusively focused on the litigation of consumer and employment class actions, involving wage-and-hour claims, race discrimination, unfair business practices, or consumer fraud. Currently, Lawyers *for* Justice, PC is party of record in dozens of employment-related putative class actions in both state and federal courts in the State of California. Lawyers *for* Justice, PC is comprised of attorneys who focus on litigating wage-and-hour class and Private Attorneys General Act (“PAGA”) representative actions. The firm has successfully litigated cases involving nearly every aspect of California wage and hour law, including payment of overtime and minimum wages, provision of meal and rest breaks and/or premiums for same, timely payment of wages, provision of compliant wage statements, reimbursement of business expenses, executive, administrative, and other overtime exemptions to the State of California and federal overtime compensation requirements, PAGA claims, and sister statutes under federal law. Lawyers *for* Justice, PC has recovered (sometimes in association with other law firms) millions of dollars for half of thousands of individuals in California. Below is a summary of the experience and qualifications of attorneys at Lawyers *for* Justice, PC (additional staff have also worked on the matter).

3. Edwin Aiwasian is the Managing Member and Shareholder of Lawyers *for* Justice, PC. He earned his Bachelor of Arts degree from Pepperdine University in April of 1999 and earned a Juris Doctor degree from Pepperdine University School of Law in May of 2004. He has extensive formal education and training in dispute resolution and negotiation from the Straus Institute for Dispute Resolution as part of its Masters in Dispute Resolution degree program. In addition, he has previously served as a pro bono mediator for the Los Angeles County Superior Court. In October of 2000, he obtained

1 a Litigation Paralegal Certificate from the UCLA Extension Program. During the summer of 2000, he
2 studied Legal Writing at Harvard University. From approximately September 2002 to approximately
3 December 2002, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the United
4 States Court of Appeals for the Ninth Circuit. From approximately June 2002 to approximately August
5 2002, he served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the California Court of Appeal
6 for the Second Appellate District. In December of 2004, he obtained a license to practice law from the
7 California State Bar. Since in or around October of 2008, through his work at Lawyers *for* Justice, PC, he
8 has almost exclusively focused on the prosecution of consumer and employment class actions. While
9 employed by Lawyers *for* Justice PC, he has argued over one hundred (100) motions, taken or defended
10 over one hundred fifty (150) depositions, prepared dozens of expert witnesses for deposition or trial, and
11 attended over one hundred seventy-five (175) mediations. Together with other attorneys at the firm, and
12 in some cases in conjunction with co-counsel, he has successfully litigated cases involving the executive,
13 administrative, and other overtime exemptions to the State of California and federal overtime
14 compensation requirements. Under his supervision, Lawyers *for* Justice, PC has successfully obtained
15 class certification by contested motion practice in approximately fifteen (15) cases in the last decade and
16 litigated over 1,000 class action or representative action cases.

17 4. Arby Aiwarzian is a Member and Shareholder of Lawyers *for* Justice, PC. He received his
18 Bachelor of Arts degree from University of California, Los Angeles and graduated magna cum laude. He
19 earned a Juris Doctor degree, cum laude, from Southwestern Law School. From approximately May 2007
20 to approximately July 2007, he served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the
21 California Court of Appeal for the Second Appellate District. From approximately August 2008 to
22 approximately December 2008, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of
23 the United State Court of Appeals for the Ninth Circuit. He was admitted to practice law in California in
24 2010. He is admitted to practice before all courts of the State of California and all United States District
25 Courts in the State of California. He has worked on many wage-and-hour class action and representative
26 action cases, taking the lead in taking and defending depositions, arguing motions, and attending
27 mediations. He has played an integral role in preparing matters for class certification, including

1 and not limited to, successful certification of a class in *Upson v. Sur La Table* (Los Angeles County
2 Superior Court Case No. BC424012), *Montazemi v. Regus Management* (Los Angeles County Superior
3 Court Case No. BC478769), and *Abdulhaqq v. Urban Outfitters* (Alameda County Superior Court Case
4 No. RG13680477). Under his supervision, dozens of class action or representative cases have resulted in
5 settlements that have been granted court approval, including and not limited to, those listed in paragraph
6 7 herein. He has handled over one hundred and fifty (150) mediations and worked on over two hundred
7 and fifty (250) class action or representative action cases which have resulted in settlement.

8 5. Joanna Ghosh is a Senior Member of Lawyers *for* Justice, PC. She received a Bachelor of
9 Arts degree from California State University, Los Angeles in 2006, a Master of Science degree from the
10 London School of Economics in 2007, and a Juris Doctor degree from Georgetown University Law Center
11 in 2010. She is admitted to practice in California (since 2010) and in New York (since 2013) and is also
12 admitted to practice in all U.S. District Courts in California, the U.S. Bankruptcy Court for the Central
13 District of California, and the U.S. Supreme Court. She has taken and defended dozens of depositions
14 and successfully handled motion practice in class action cases regarding discovery (including and not
15 limited to, regarding class contact information), class certification (both contested class certification and
16 stipulated class certification), arbitration agreements, coordination, and intervention. She has successfully
17 handled briefing and oral argument on appeal and obtained notable decisions regarding the Private
18 Attorneys General Act and employer efforts to compel arbitration, e.g., *Betancourt v. Prudential Overall*
19 *Supply* (Cal. Ct. App., Mar. 7, 2017) 9 Cal.App.5th 439, cert. denied (Cal., May 24, 2017), cert. denied
20 (U.S., Dec. 11, 2017) and *ZB, N.A. v. Superior Court* (2019) 8 Cal.5th175. She has significant experience
21 with class actions, including and not limited to working on cases to obtain class certification through
22 contested motion practice and working on cases in the post-certification stage (e.g., post-certification
23 discovery, appeal, statistical sampling and pilot study, and trial preparation in conjunction with co-counsel
24 in a case involving a certified class consisting of approximately 2,600 individuals). She also has extensive
25 experience with class action and/or representative action settlements, and has handled this process in over
26 three hundred (300) cases. Under her, Edwin Aiwazian, and Arby Aiwazian's supervision, the firm has
27 handled the class certification and court approval process for hundreds of class action and/or

representative action matters that have successfully resolved. She is a member of the California Employment Lawyers Association.

6. I, Vartan Madoyan, am a Member of Lawyers *for* Justice, PC. I received my Bachelor of Arts degree in Economics from the University of California, San Diego in 2007, and a Juris Doctor degree from Loyola Law School in 2011, graduating with Cum Laude and Order of the Coif honors. I am admitted to practice before all courts in the State of California and all U.S. District Courts in California. I externed for the Honorable Victoria S. Kaufman of the United States Bankruptcy Court, Central District of California, from June 2009 to August 2009. I externed for the Honorable Gary A. Feess of the United States District Court, Central District of California, from January 2010 to May 2010. From 2011 through and including the present, I have practiced almost exclusively on complex wage and hour class action and PAGA action matters in California. From October 2011 to June 2013, I was an Associate at Littler Mendelson's Century City, California office, working for one of the largest employer-side labor and employment law firms in the United States. From July 2013 to March 2014, I was an Associate at Sheppard, Mullin, Richter & Hampton's Century City, California office. From March 2014 to July 2023, I worked as an Associate and then as Counsel at Baker Hostetler LLP's Los Angeles office. From August 2023 to the present, I have been a Member of Lawyers *for* Justice, PC. I have taken and defended dozens of depositions and have successfully handled motion practice in class action and PAGA cases regarding discovery (including and not limited to motions regarding class contact information), class certification (both contested class certification and stipulated class certification), dispositive motions, arbitration agreements, coordination, and intervention. I have successfully handled a complex wage and hour class action and PAGA case through a trial verdict in the matter of *Estrada v. Royalty Carpet Mills*, Orange County Superior Court, Case No. 30-2013-00692890. I have also successfully handled briefing on appeal regarding employer efforts to compel arbitration. *TitleMax of Cal. v. Pena*, California Court of Appeals for the Fifth District, Case No. F084706 (Cal. Ct. App. March 28, 2023) (unpublished decision). Further, I have extensive experience with settlements of class actions and PAGA actions and have handled and supervised this process in over one hundred (100) cases.

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**EXAMPLES OF RESULTS IN WAGE-AND-HOUR CLASS ACTION AND
REPRESENTATIVE ACTION CASES**

7. What follows are just a few examples of the type of results Lawyers *for* Justice, PC (“LFJ”) has achieved on behalf of its clients:

a) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a major property management company involving allegations of misclassification of various “manager” positions. On September 20, 2010, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC400414.

b) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a national retailer of household items involving allegations of misclassification of the “Assistant Store Manager” position. On October 28, 2010, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC413498.

c) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a national property management company involving allegations of misclassification of the “Property Manager” position. On May 23, 2012, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC430918.

d) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class action against a national retailer involving allegations of misclassification of the “Store Manager” position. On June 10, 2011, the court granted plaintiffs’ motion for class certification. On August 26, 2013, the court granted final approval of the class action settlement. The Los Angeles County Superior Court Case Number is BC424012.

e) LFJ, in association with co-counsel therein, represented the plaintiff in a wage-and-hour class and PAGA representative action against a bank, involving allegations of misclassification of the “Assistant Branch Manager” position. On August 27, 2013, the court granted final approval of the class and PAGA representative action settlement. The Kern County Superior Court Case Number is S-1500-CV-273194-LHB.

1 f) LFJ, in association with co-counsel therein, represented the plaintiff in a wage-and-
2 hour class and PAGA representative action against a national wholesale distributor of plumbing and
3 builder supplies, involving allegations of misclassification of multiple salaried “manager” positions. On
4 May 22, 2014, the court granted final approval of the class and PAGA representative action settlement.
5 The Sacramento County Superior Court Case Number is 34-2012-00136285.

6 g) LFJ, in association with co-counsel therein, represented the plaintiff in a wage-and-
7 hour class action against a multinational corporation that provides global workplace solutions, involving
8 allegations of misclassification of the “Operations Manager” position. On September 16, 2014, the court
9 granted plaintiff’s motion for class certification. The Los Angeles County Superior Court Case Number
10 is BC478769.

11 h) LFJ, in association with co-counsel therein, represented the plaintiff in a wage-and-
12 hour class and PAGA representative action against a national retailer of household items, on behalf of
13 hourly-paid or non-exempt employees. On May 27, 2015, the court granted final approval of the class
14 and PAGA representative action settlement. The San Francisco County Superior Court Case Number is
15 CGC-13-532344.

16 i) LFJ, in association with co-counsel therein, represented the plaintiff in a wage-and-
17 hour class and PAGA representative action involving allegations of misclassification of the salaried
18 residential “Property Manager” position. On September 17, 2015, the court granted plaintiff’s motion for
19 class certification. On October 20, 2017, the court granted final approval of the class and PAGA
20 representative action settlement. The Los Angeles County Superior Court Case Number is BC474784.

21 j) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
22 and-hour class and PAGA representative action against a national retailer of upscale hardware and home
23 furnishings, on behalf of non-exempt employees. On April 28, 2016, the court granted final approval of
24 the class and PAGA representative action settlement. The Los Angeles County Superior Court Case
25 Numbers are BC516795 and JCCP4794, and the Judicial Council Coordination Proceeding Number is
26 4794.

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1 k) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
2 and-hour class action against a national retailer of apparel and fashion accessories, on behalf of non-
3 exempt employees. On August 5, 2016, the court granted final approval of the class action settlement.
4 The Los Angeles County Superior Court Case Number is BC488069.

5 l) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
6 and-hour class action against a national retailer of apparel, accessories, and home products, involving
7 allegations of misclassification of the “Department Manager” position. On August 12, 2016, the court
8 granted the plaintiffs’ motion for class certification in part and certified a class. On August 6, 2019, the
9 court granted final approval of the class action settlement. The Alameda County Superior Court Case
10 Number is RG13680477.

11 m) LFJ represented the plaintiff in a PAGA representative action against a real estate
12 and property management company, on behalf of non-exempt employees. On November 4, 2016, the court
13 granted approval of the PAGA representative action settlement. The Orange County Superior Court Case
14 Number is 30-2015-00775439-CU-OE-CXC.

15 n) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
16 and-hour class and PAGA representative action against a full-service bank, on behalf of non-exempt
17 employees. On November 18, 2016, the court granted final approval of the class and PAGA representative
18 action settlement. The San Francisco County Superior Court Case Number is CJC-13-004839 and the
19 Judicial Council Coordination Proceeding Number is 4839.

20 o) LFJ represented the plaintiffs in a wage-and-hour class and PAGA representative
21 action against a foodservice distributor, on behalf of non-exempt employees. On January 26, 2017, the
22 court granted final approval of the class and PAGA representative action settlement. The San Bernardino
23 County Superior Court Case Number is CIVDS1507260.

24 p) LFJ, on behalf of the plaintiff and respondent in a PAGA representative action,
25 successfully opposed in the trial court, and briefed and argued an appeal with respect to the employer’s
26 motion to compel arbitration, which resulted in a published opinion by the California Court of Appeal in
27 favor of employees. *Roberto Betancourt v. Prudential Overall Supply* (Cal. App. 4th Dist., Mar.

7, 2017) 9 Cal.App.5th 439, review denied, cert. denied (U.S. Supreme Court Docket No. 17-254). The Riverside County Superior Court Case Numbers are RIC1503952 and RICJCCP5046, and the Judicial Council Coordination Proceeding Number is 5046.

q) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a consumer packaging company, on behalf of non-exempt employees. On March 10, 2017, the court granted final approval of the class and PAGA representative action settlement. The Los Angeles County Superior Court Case Number is BC590429.

r) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a manufacturer of food service industry supplies on behalf of non-exempt employees. On April 14, 2017, the court granted final approval of the class and PAGA representative action settlement. The Orange County Superior Court Case Number is 30-2015-00810013-CU-OE-CXC.

s) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-and-hour class and PAGA representative action against a lumber and hardware company on behalf of non-exempt employees. On April 26, 2017, the court granted final approval of the class and PAGA representative action settlement. The Orange County Superior Court Case Number is 30-2014-00747750-CU-OE-CXC.

t) LFJ represented the plaintiff in a wage-and-hour class and PAGA representative action against a property management company, on behalf of non-exempt employees. On June 14, 2017, the court granted final approval of the class and PAGA representative action settlement. The Los Angeles County Superior Court Case Number is BC586234.

u) LFJ represented the plaintiff in a wage-and-hour class and PAGA representative action against a food company on behalf of non-exempt employees. On June 30, 2017, the court granted final approval of the class and PAGA representative action settlement. The Sacramento County Superior Court Case Number is 34-2015-00175871.

v) LFJ represented the plaintiffs in a wage-and-hour class and PAGA representative action against a chocolate company on behalf of non-exempt employees. On July 19, 2017, the court

1 granted final approval of the class and PAGA representative action settlement. The Alameda County
2 Superior Court Case Number is RG15764300.

3 w) LFJ represented the plaintiff in a PAGA representative action, against the parent
4 company of several restaurants, on behalf of hourly-paid, non-exempt employees. On October 18, 2017,
5 the court granted approval of the PAGA representative action settlement. The Los Angeles County
6 Superior Court Case Number is BC569664.

7 x) LFJ represented the plaintiffs in a wage-and-hour class and PAGA representative
8 action against a manufacturer of plastic containers on behalf of non-exempt employees. On October 31,
9 2017, the court granted final approval of the class and PAGA representative action settlement. The Los
10 Angeles County Superior Court Case Number is BC577233.

11 y) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
12 and-hour class and PAGA representative action against a bank on behalf of non-exempt employees. On
13 December 11, 2017, the court granted final approval of the class and PAGA representative action
14 settlement. The Los Angeles County Superior Court Case Number is BC569646.

15 z) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
16 and-hour class and PAGA representative action against a property management company on behalf of
17 hourly-paid and non-exempt employees. On January 4, 2018, the court granted final approval of the class
18 and PAGA representative action settlement. The Los Angeles County Superior Court Case Number is
19 JCCP4819 and the Judicial Council Coordination Proceeding Number is 4819.

20 aa) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
21 and-hour class and PAGA representative action against a global provider of flexible office space solutions.
22 On February 15, 2018, the court granted final approval of the class and PAGA representative action
23 settlement. The Los Angeles County Superior Court Case Number is BC498401.

24 bb) LFJ, in association with co-counsel therein, represents the plaintiff in a wage-and-
25 hour class action against a container manufacturer, on behalf of non-exempt employees. On October 15,
26 2018, the court granted the plaintiff's motion for class certification. The Tulare County Superior Court
27 Case Number is VCU264528.

1 cc) LFJ represented the plaintiffs in a wage-and-hour class and PAGA representative
2 action against a behavioral health service provider on behalf of non-exempt employees. On November
3 13, 2018, the court granted final approval of the class and PAGA representative action settlement. The
4 Alameda County Superior Court Case Number is RG16811450.

5 dd) LFJ, in association with co-counsel therein, represented the plaintiff in a PAGA
6 representative action against a global provider of products and services to the energy industry, on behalf
7 of hourly-paid and non-exempt employees. On November 19, 2018, the court granted approval of the
8 PAGA representative action settlement. The Kern County Superior Court Case Number is S-1500-CV-
9 280215-SDC.

10 ee) LFJ, in association with co-counsel therein, represents the plaintiff in a wage-and-
11 hour class action against a parking company on behalf of non-exempt employees. On September 3, 2019,
12 the court granted the plaintiff's motion for class certification and certified a class. The Santa Clara County
13 Superior Court Case Number is 16CV292208 and the Judicial Council Coordination Proceeding Number
14 is 4886.

15 ff) LFJ, in association with co-counsel therein, represents the plaintiffs in a wage-and-
16 hour class and PAGA representative action against a bank on behalf of non-exempt employees. On
17 September 27, 2019, the court granted the plaintiffs' motion for class certification in part and certified a
18 class. The Alameda County Superior Court Case Number is RG15757606 and the Judicial Council
19 Coordination Proceeding Number is 4921.

20 gg) LFJ, in association with co-counsel therein, represented the plaintiffs in a wage-
21 and-hour class and PAGA representative action against a national retailer of apparel and fashion
22 accessories, on behalf of non-exempt employees. On October 9, 2019, the court granted the plaintiffs'
23 motion for class certification in part and certified a class. On May 14, 2021, the court granted final
24 approval of the class and PAGA representative action settlement. The Sacramento County Superior Court
25 Case Number is 34-2015-00175330-CU-OE-GDS.

26 hh) LFJ, in association with co-counsel therein, represents the plaintiff in a wage-and-
27 hour class and PAGA representative action against a medical equipment supplier on behalf of non-

1 exempt employees. On February 13, 2020, the court granted the plaintiff's motion for class certification
2 and certified a class. The San Bernardino County Superior Court Case Number is CIVDS1505744.

3 ii) LFJ, in association with co-counsel therein, on behalf of the plaintiff and
4 respondent in a PAGA representative action, successfully opposed in the trial court, and briefed and
5 argued an appeal with respect to the employer's motion to compel arbitration, resulting in a notable
6 decision from the California Supreme Court clarifying the law regarding PAGA claims, *ZB, N.A. v.*
7 *Superior Court* (2019) 8 Cal.5th 175. On February 21, 2020, the court granted approval of the PAGA
8 representative action settlement. The San Diego County Superior Court Case Number is 34-2015-
9 00175330.

10 jj) LFJ, in association with co-counsel therein, represents the plaintiff in a wage-and-
11 hour class and PAGA representative action against a large national drug testing laboratory on behalf of
12 non-exempt employees. On February 21, 2020, the court granted the plaintiff's motion for class
13 certification and certified a class. The San Diego County Superior Court Case Number is 37-2018-
14 00019611-CU-OE-CTL.

15 kk) LFJ, in association with co-counsel therein, represents the plaintiffs in a wage-and-
16 hour class and PAGA representative action against a national retailer of sportswear, footwear, and
17 camping equipment on behalf of non-exempt employees. On March 16, 2020, the court granted in part
18 the plaintiff's motion for class certification and certified a class. The Riverside County Superior Court
19 Case Numbers are RIC1507504 and RICJCCP4930, and the Judicial Council Coordination Proceeding
20 Number is 4930.

21 ll) LFJ, in association with co-counsel therein, represents the plaintiffs in a wage-and-
22 hour class action against manufacturer and supplier of power products and services on behalf of non-
23 exempt employees. On July 31, 2020, the court granted in part the plaintiffs' motion for class certification
24 and certified a class. The San Diego County Superior Court Case Number is 37-2015-00025968-CU-OE-
25 CTL.

26 mm) LFJ represents the plaintiff in a wage-and-hour class action against a nutritional
27 products manufacturer on behalf of non-exempt production line employees. On December 13, 2021,

the court granted the plaintiff’s motion for class certification in part and certified a class. The Solano County Superior Court Case Number is FCS051001.

nn) LFJ represents the plaintiffs in a wage-and-hour class action against a manufacturer and distributor of commercial dish and glass cleaning machines and supplies for the restaurant and hospitality industries, on behalf of hourly-paid or non-exempt employees. On July 13, 2023, the court granted the plaintiffs’ motion for class certification and certified a class. The Los Angeles County Superior Court Case Number is BC707670.

SUMMARY OF WORK PERFORMED

8. Several attorneys at Lawyers *for* Justice, PC have worked on this matter since the inception of Plaintiffs’ claims. Lawyers *for* Justice, PC, Collins Kim LLP, and James Hawkins APLC (collectively referred to as “Class Counsel”) have worked cooperatively to achieve a global settlement resolution of the claims filed by Plaintiffs as well as Plaintiff Monica Melissa Gutierrez.

9. Collectively, Class Counsel investigated the veracity, strength, and scope of the claims, and worked on preparing the action for class certification and trial, prior to reaching a settlement in this action. The action has involved extensive and ongoing investigations, research, and formal and informal discovery and depositions into legal and factual issues. Class Counsel obtained information from Plaintiffs, reviewed and analyzed a volume of information, documents, and data obtained from Plaintiffs, Defendant, and other sources, researched applicable law, and undertook analyses and calculations of the value of claims, damages, and penalties exposure. Class Counsel requested and received a volume of data for purposes of mediation, including timekeeping and payroll data for class members and aggrieved employees, along with relevant policies, agreements, and other documents relevant to the litigation. Class Counsel met and conferred with Defendant’s counsel on numerous occasions, e.g., to discuss issues relating to the pleadings, case management, formal and informal discovery, depositions, and class member data, and production of information, documents, and data in the course of litigation and mediation. Other work that Class Counsel performed included, and was not limited to, case strategy and analysis; drafting, reviewing, and revising pleadings and motion-related papers; case management; claims assessment and evaluation; and preparing for and attending court proceedings, mediation, and settlement negotiations.

1 10. As outlined herein and in other declarations submitted in support of the Motion, the parties
2 have conducted significant investigation and formal and informal discovery and depositions during the
3 course of litigation and mediation. Class Counsel analyzed a volume of information, documents, and data
4 obtained from Plaintiffs, Defendant, and other sources. This information, documents, and data provided
5 a critical understanding of the nature of the work performed by class members and aggrieved employees,
6 a significant sampling of timekeeping and payroll records for the class members, as well as Defendant's
7 operations and employment policies, practices, and procedures, and other employment records which were
8 used in analyzing liability, damages, and penalties valuation issues in connection with litigation, and
9 ultimately, in connection with the mediation and settlement negotiation process. Accordingly, sufficient
10 investigation and review of information has taken place in order for the parties to be adequately informed
11 of the nature and extent of the claims, and to enable all parties to fully evaluate the settlement for its
12 fairness, adequacy, and reasonableness.

13 11. In addition to the above referenced efforts, the Parties held numerous meetings and
14 informal conferences prior to the mediation wherein information, data, and theories of the case were
15 exchanged and discussed. The Parties also submitted detailed mediation briefs, which outlined the
16 Parties' respective positions in the case. During all settlement discussions, the Parties conducted their
17 negotiations at arm's length in an adversarial position. In the course of mediation and settlement
18 negotiations, the Parties discussed all aspects of the action, including the risks and delays of further
19 litigation, class certification, and/or trial, the law relating to, *inter alia*, class certification, overtime and
20 unpaid wages, meal and rest periods, the potential for the Court to reduce potential PAGA penalties, and
21 wage-and-hour enforcement, as well as the evidence produced and analyzed, and the possibility of appeals,
22 among other things. Arriving at a settlement that was acceptable to all parties was not easy. After
23 conducting extensive investigations, discovery, and settlement negotiations over the course of multiple
24 mediations, and with the aid of the mediator's evaluations and mediator's proposal, the parties have agreed
25 to resolve the action given the legal issues relating to Plaintiffs' principal claims, as well as the costs and
26 risks to both sides that would attend further litigation, and the real possibility of no recovery after years
27 of litigation.

12. The settlement provides for a Class Representative Enhancement Payment to Plaintiffs in an amount not to exceed Seven Thousand Five Hundred Dollars and Zero Cents (\$7,500.00) each. The enhancement payment is fair and appropriate in light of the time and effort that Plaintiffs expended to bring and pursue their claims and to assist Class Counsel with the litigation and settlement process. Plaintiffs were also available whenever their assistance was needed, actively tried to obtain and provide information, and spent a substantial amount of time and effort providing the facts and evidence necessary to facilitate prosecution and settlement of the action. Plaintiff Badis also spent time preparing and appearing for her deposition. Accordingly, in addition to the individual settlement payments to be made under the settlement, it is appropriate and just for Plaintiffs to receive a reasonable enhancement payment for their services and for the release of claims provided for in the Settlement.

13. After making a reasonable inquiry, I am not aware of any other currently pending class, representative, or other collective action that asserts claims against Defendant that are similar to those asserted in the above-entitled action.

14. No one at Lawyers *for* Justice, PC has any financial interest in the proposed Settlement Administrator which would create a conflict of interest.

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

Executed on this 31st day of October 2024 at Glendale, California.


Vartan Madoyan