

HAINES LAW GROUP, APC

Paul K. Haines (SBN 248226)
phaines@haineslawgroup.com
Sean M. Blakely (SBN 264384)
sblakely@haineslawgroup.com
2155 Campus Drive, Suite 180
El Segundo, California 90245
Tel: (424) 292-2350
Fax: (424) 292-2355

THE WHEELER LAW FIRM, APC

Scott Ernest Wheeler (SBN 187998)
Justin A. Wheeler (SBN 342226)
250 West First Street, Suite 216
Claremont, California 91711- 4790
Telephone: (909) 621-4988
Facsimile: (909) 621-4622
Email: sew@scottwheelerlawoffice.com
jaw@scottwheelerlawoffice.com

Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF MONTEREY

ADRIAN CUEVAS-GRANADOS and
JUAN FERNANDO MERENDON-
CEREGA, as individuals and on behalf of
all other aggrieved employees,

Plaintiffs,

vs.

SABOR FARMS, LLC, a California limited
liability company; and DOES 1 through 100,

Defendants.

Case No. 24CV000743

[Unlimited Jurisdiction]

**DECLARATION OF PAUL K. HAINES
IN SUPPORT OF PLAINTIFFS'
MOTION FOR APPROVAL OF
SETTLEMENT OF CLAIMS BROUGHT
UNDER THE PRIVATE ATTORNEYS'
GENERAL ACT AND REASONABLE
ATTORNEYS' FEES, COSTS, AND
ENHANCEMENT PAYMENTS**

Date: December 19, 2025

Time: 8:30 a.m.

Dept.: 14

Complaint filed: April 29, 2024

Trial Date: None Set

1 I, PAUL K. HAINES, declare as follows:

2 1. I am a shareholder and principal of Haines Law Group, APC, and co-counsel for
3 the named Plaintiffs Adrian Cuevas-Granados and Juan Fernando Merendon-Cerega
4 (“Plaintiff”) and Aggrieved Employees in the above-captioned matter. I am a member in good
5 standing of the bar of the State of California and am admitted to practice in this Court. I have
6 personal knowledge of the facts stated in this declaration and could testify competently to them
7 if called upon to do so.

8 2. I am a 2006 graduate of Pepperdine University School of Law, where I graduated
9 cum laude. During law school, I worked as a law clerk for the appellate firm of Horvitz & Levy,
10 located in Encino, California. I also spent a semester in law school working as an extern for the
11 Honorable Edward Rafeedie, District Judge for the United States District Court for the Central
12 District of California.

13 3. Since graduating from law school, my practice has focused almost exclusively
14 on employment litigation. In September 2007, I began working as an associate attorney at the
15 international law firm of Littler Mendelson P.C., at its Los Angeles office, which according to
16 its website is the “largest U.S.-based law firm exclusively devoted to representing management
17 in every aspect of labor and employment law.” While at Littler Mendelson, I was primarily
18 staffed on wage and hour class actions venued in both state and federal courts, and I also worked
19 on a number of single and multi-plaintiff wage and hour matters as well.

20 4. During my employment at Littler Mendelson, I played a significant role in the
21 class actions that I was staffed on, as I was often the only associate staffed on such cases. In
22 particular, I received a wide-array of wage and hour class action experience performing the
23 following types of tasks: drafting demurrers, motions to strike and/or dismiss; removing actions
24 from state court to federal court; drafting and responding to written discovery; drafting and
25 opposing discovery related motions; arguing discovery related motions; drafting motions to
26 consolidate related matters; interviewing putative class members and obtaining declarations in
27 connection with class certification; drafting oppositions to motions for class certification;
28 drafting motions for decertification following class certification; conducting exposure analyses

1 to assess the strengths and weaknesses of asserted claims, the likelihood of prevailing at class
2 certification and potential damages resulting from such claims; drafting mediation briefs;
3 serving as the primary contact to in-house counsel; deposing named plaintiff and putative class
4 members; deposing retained expert witnesses; and defending the depositions of corporate
5 witnesses. In short, I played an integral role in all aspects of litigation from the inception of a
6 matter through and beyond class certification. I also supervised the work of several junior
7 attorneys who were staffed on the same wage and hour class actions.

8 5. In June 2011, I voluntarily resigned from Littler Mendelson in order to accept an
9 associate attorney position with the international law firm of Morgan, Lewis & Bockius LLP, at
10 its Los Angeles office, where I began working in July 2011. During my employment at Morgan,
11 Lewis & Bockius LLP, I worked exclusively on the defense of wage and hour class and
12 collective actions. For the vast majority of these cases, I was the only associate staffed on the
13 matter, and I performed the same job duties as described in the immediately preceding
14 paragraph. In addition to working on wage and hour class actions, I also worked on a number of
15 “hybrid” actions asserting nationwide wage and hour claims under the Fair Labor Standards Act
16 (“FLSA”), as well as California-specific claims under Rule 23 of the Rules of Civil Procedure.

17 6. In July 2012, I transitioned into litigating wage and hour class actions from the
18 Plaintiff’s side, first as a Partner with the law firm of Boren, Osher & Luftman, LLP, and since
19 February 2016, as a Shareholder of the Haines Law Group, APC. Currently, over ninety percent
20 (90%) of my practice is dedicated exclusively to the prosecution of wage and hour class actions,
21 and I am currently responsible for prosecuting over fifty (50) wage and hour class actions filed
22 in both State and Federal courts throughout California. I have been appointed as Class Counsel
23 in over one hundred (100) wage and hour class action settlements in state and federal courts
24 within California. A few examples of the matters in which I have been appointed as Class
25 Counsel, all of which have been granted final approval, include the following: *Sanchez v. Res-*
26 *Care, Inc.*, Case No. BC526175, California Superior Court, County of Los Angeles, Hon. John
27 Shepard Wiley, Jr., presiding; *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170
28 JFW (Ex), United States District Court, Central District of California, Hon. John F. Walter

1 presiding; *Tesla Motors Wage and Hour Litigation*, JCCP 4792, California Superior Court,
2 Santa Clara County, Hon. Peter H. Kirwan presiding; *Bower v. Cycle Gear, Inc.*, Case No.
3 CV14-2712 HSG, United States District Court, Northern District of California, Hon. Haywood
4 S. Gilliam, Jr. presiding; *Longstreth v. PAQ, Inc., dba Food 4 Less*, Case No. 15CV-0206,
5 California Superior Court, County of San Luis Obispo, Hon. Charles S. Crandall presiding;
6 *Nunez v. CompuCom Systems, Inc.*, Case No. BC618385, California Superior Court, County of
7 Los Angeles, Hon. John Shepard Wiley, Jr. presiding; *Mansilla v. Haeco Americas Line*
8 *Services, LLC, et al*, Case No. BC615310, Superior Court of California, County of Los Angeles,
9 Hon. Elihu M. Berle presiding; *Leverage, et al v. Traeger Pellet Grills, LLC, et al*, Case No.
10 4:16-cv-00784-KAW, United States District Court, Northern District of California, Hon. Kandis
11 A. Westmore presiding.

12 7. I have also moved to certify and have received an order certifying a class action
13 and/or conditionally certifying a collective action, in the following cases:

- 14 • *Medeiros v. Vortex Financial Management Inc.*, Case No. 30-2013-00644741-
15 CU-OE-CXC, California Superior Court, County of Orange, Honorable Judge
16 Gail A. Andler, presiding (certifying a class of employees who were
17 misclassified as independent contractors);
- 18 • *Javine v. San Luis Ambulance Service, Inc.*, Case No. CV13-07480 BRO (SSx),
19 United States District Court, Central District of California, Honorable Judge
20 Beverly Reid O'Connell, presiding (conditionally certifying an unpaid FLSA
21 overtime wage class);
- 22 • *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex),
23 United States District Court, Central District of California, Honorable Judge
24 John F. Walter, presiding (certifying a rest period violation class and
25 conditionally certifying a FLSA unpaid overtime wage class);
- 26 • *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District
27 Court, Northern District of California, Honorable Judge Haywood S. Gilliam, Jr.,
28 presiding (conditionally certifying an unpaid FLSA overtime wage class);

- *Vega v. Weatherford U.S., Limited Partnership*, Case No. CV14-1790-JLT, United States District Court, Eastern District of California, Honorable Jennifer L. Thurston, presiding (conditionally certifying an unpaid FLSA overtime wage class);
- *Galvan v. AMVAC Chemical Corporation*, Case No. 30-2014-00716103-CU-OE-CXC, California Superior Court, County of Orange, Honorable Judge William Claster, presiding (certifying unpaid overtime wage class and waiting time penalty class);
- *Camacho v. Residential Fire Systems, Inc.*, Case No. 30-2015-775372-CU-OE-CXC, California Superior Court, County of Orange, Honorable Glenda Sanders, presiding (certifying piece rate pay plan classes, expense reimbursement class, wage statement class, and waiting time penalties class);
- *Ontiveros v. Safelite Fulfillment, Inc., et al*, Case No. CV 15-7118-DMG (RAOx), United States District Court, Central District of California, Honorable Dolly M. Gee presiding (certifying six classes of employees for rest period violations, wage statement violations, meal period violations, and overtime and double-time violations);
- *Vasquez v. Kraft Heinz Foods Company*, Case No. 16-cv-2749-WQH-BLM, United States District Court, Southern District of California, Honorable William Q. Hayes presiding (certifying classes for automatic meal period deductions, manual time deductions, late meal periods, and derivative wage statement and waiting time penalties);
- *Caudle, et al. v. Sprint/United Management Company, et al.* Case No. C 17-06874-WHA, United States District Court, Northern District of California, Honorable William H. Alsup presiding (certifying three classes of employees for unlawful wage deduction violations, wage statement violations, and waiting time violations);

- 1 • *Barbara J. Bowlin-Burdick v. Life Care Centers of America, Inc.*, Case No.
2 BC657139, Los Angeles County Superior Court, Honorable Maren E. Nelson,
3 presiding (certifying classes for late meal period violations, on-remises rest
4 period violations, wage statement violations, and waiting time violations);
- 5 • *Staublein v. Wells Fargo Bank, National Association*, Case No. CIVDS1712267,
6 San Bernardino County Superior Court, Honorable David Cohn, presiding
7 (certifying a wage statement class);
- 8 • *Danica N. Keich, et al. v. U.S. Healthworks, Inc., et al.*, Case No. 37-2017-
9 00015343-CU-OE-CTL, San Diego County Superior Court, Honorable Eddie C.
10 Sturgeon, presiding (certifying classes for rest period violations, meal period
11 violations, on-call pay violations, wage statement violations, and waiting time
12 violations);
- 13 • *George Gomez v. The Bedrock Company*, Case No. CIVDS1824255, San
14 Bernardino County Superior Court, Honorable David Cohn, presiding (certifying
15 claims for unpaid overtime and minimum wage violations, meal period
16 violations, rest period violations, wage statement violations, and waiting time
17 penalties);
- 18 • *McDonald, et al. v. Sierra Pacific Industries*, Case No. 191133, Shasta County
19 Superior Court, Hon. Tamara L. Wood (certifying eight classes for meal period
20 violations, rest period violations, unpaid wages, unreimbursed business
21 expenses, wage statement violations, and waiting time penalties); and
- 22 • *Aurora Gatica v. Valley Ag, Inc. et al.*, Case No. 19CECG03018, Fresno County
23 Superior Court, Honorable Tyler D. Tharpe, presiding (certifying claims for meal
24 period violations, rest period violations, wage statement violations, and waiting
25 time penalties).

26 8. Of particular relevance to this case, I served as lead or co-lead counsel for the
27 plaintiff and aggrieved employees in several PAGA-only settlements, including but not limited
28 to:

- *Pentinio v. Southern Wine and Spirits of America, Inc.*, Case No. BC570234, California Superior Court, County of Los Angeles, Honorable Judge Maureen Duffy-Lewis, presiding, approved by the Court on January 19, 2016;
- *Resendez v. Bridgestone Retail Operations, LLC*, Case No. BC596892, California Superior Court, County of Los Angeles, Honorable Judge Marc Marmaro presiding, approved by the Court on June 13, 2016;
- *Canul v. Basmat, Inc.*, Case No. BC674940, California Superior Court, County of Los Angeles, Honorable Judge Teresa A. Beaudet presiding, approved by the Court on August 22, 2018;
- *Silva v. CitiStaff Solutions, Inc.*, Case No. BC620115, California Superior Court, County of Los Angeles, Honorable Judge David S. Cunningham III presiding, approved by the Court on November 19, 2018;
- *Cruz v. Fleetwash, Inc.*, Case No. 19STCV03033, California Superior Court, County of Los Angeles, Honorable Judge Stuart M. Rice presiding, approved by the Court on October 7, 2019; and
- *Ibarra v. Baker Commodities, Inc.*, Case No. 19STCV06148, California Superior Court, County of Los Angeles, Honorable Yolanda Orozco presiding, approved by the Court on September 30, 2020.

9. In 2015-2017, Thomson Reuters recognized me as a Top Young Attorney in Southern California in the annual Rising Stars Edition of Super Lawyer. This is an honor awarded to no more than two-and-a-half percent of attorneys under the age of forty in Southern California each year. In 2018-2023, Thomson Reuters recognized me as a “Super Lawyer” in the annual Super Lawyer magazine, an honor awarded to no more than five percent of all attorneys in Southern California each year.

10. As co-counsel for Plaintiffs and the Aggrieved Employees, I have been intimately involved in every aspect of this case from its inception through the present, and I believe that the proposed Settlement is an excellent result for Aggrieved Employees and the State of California. The details of the work completed in this case by me and the other attorneys

1 in my firm are set forth in the declaration of Sean M. Blakely filed concurrently herewith.

2 I declare under penalty of perjury under the laws of the State of California that the
3 foregoing is true and correct. Executed on November 20, 2025 at El Segundo, California.

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6 Paul K. Haines
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