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Attorneys for Plaintiffs

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

MARINA CAYON and KRISTINE REESOR,
as individuals and on behalf of all other
aggrieved employees,

Plaintiffs,

vs.

ZIONS BANCORPORATION, NATIONAL
ASSOCIATION, a Utah corporation; and
DOES 1 to 100, inclusive,

Defendants.

Case No. 30-2024-01396627-CU-OE-CXC

[Assigned to the Hon. David A. Hoffer, Dept.
CX103]

**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 SERVICE AWARDS**

Date: June 22, 2026

Time: 1:30 p.m.

Dept.: CX103

Reservation No.: 74824001

Complaint filed: April 29, 2024

Trial Date: None Set

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1 the strengths and weaknesses of asserted claims, the likelihood of prevailing at class certification
2 and potential damages resulting from such claims; drafting mediation briefs; serving as the
3 primary contact to in-house counsel; deposing named plaintiff and putative class members;
4 deposing retained expert witnesses; and defending the depositions of corporate witnesses. In
5 short, I played an integral role in all aspects of litigation from the inception of a matter through
6 and beyond class certification. I also supervised the work of several junior attorneys who were
7 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 collective
12 actions. For the vast majority of these cases, I was the only associate staffed on the matter, and I
13 performed the same job duties as described in the immediately preceding paragraph. In addition
14 to working on wage and hour class actions, I also worked on a number of “hybrid” actions
15 asserting nationwide wage and hour claims under the Fair Labor Standards Act (“FLSA”), as well
16 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 in
22 both State and Federal courts throughout California. I have been appointed as Class Counsel in
23 over two hundred (200) wage and hour class action settlements in state and federal courts within
24 California. A few examples of the matters in which I have been appointed as Class Counsel, all
25 of which have been granted final approval, include the following: *Sanchez v. Res-Care, Inc.*, Case
26 No. BC526175, California Superior Court, County of Los Angeles, Hon. John Shepard Wiley,
27 Jr., presiding; *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United
28 States District Court, Central District of California, Hon. John F. Walter presiding; *Tesla Motors*

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

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

- 13 • *Medeiros v. Vortex Financial Management Inc.*, Case No. 30-2013-00644741-
14 CU-OE-CXC, California Superior Court, County of Orange, Honorable Judge
15 Gail A. Andler, presiding (certifying a class of employees who were misclassified
16 as independent contractors);
- 17 • *Javine v. San Luis Ambulance Service, Inc.*, Case No. CV13-07480 BRO (SSx),
18 United States District Court, Central District of California, Honorable Judge
19 Beverly Reid O'Connell, presiding (conditionally certifying an unpaid FLSA
20 overtime wage class);
- 21 • *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex),
22 United States District Court, Central District of California, Honorable Judge John
23 F. Walter, presiding (certifying a rest period violation class and conditionally
24 certifying a FLSA unpaid overtime wage class);
- 25 • *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District
26 Court, Northern District of California, Honorable Judge Haywood S. Gilliam, Jr.,
27 presiding (conditionally certifying an unpaid FLSA overtime wage class);
- 28 • *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);
- *Barbara J. Bowlin-Burdick v. Life Care Centers of America, Inc.*, Case No. BC657139, Los Angeles County Superior Court, Honorable Maren E. Nelson, presiding (certifying classes for late meal period violations, on-remises rest

period violations, wage statement violations, and waiting time violations);

- *Staublein v. Wells Fargo Bank, National Association*, Case No. CIVDS1712267, San Bernardino County Superior Court, Honorable David Cohn, presiding (certifying a wage statement class);
- *Danica N. Keich, et al. v. U.S. Healthworks, Inc., et al.*, Case No. 37-2017-00015343-CU-OE-CTL, San Diego County Superior Court, Honorable Eddie C. Sturgeon, presiding (certifying classes for rest period violations, meal period violations, on-call pay violations, wage statement violations, and waiting time violations);
- *George Gomez v. The Bedrock Company*, Case No. CIVDS1824255, San Bernardino County Superior Court, Honorable David Cohn, presiding (certifying claims for unpaid overtime and minimum wage violations, meal period violations, rest period violations, wage statement violations, and waiting time penalties);
- *McDonald, et al. v. Sierra Pacific Industries*, Case No. 191133, Shasta County Superior Court, Hon. Tamara L. Wood (certifying eight classes for meal period violations, rest period violations, unpaid wages, unreimbursed business expenses, wage statement violations, and waiting time penalties); and
- *Aurora Gatica v. Valley Ag, Inc. et al.*, Case No. 19CECG03018, Fresno County Superior Court, Honorable Tyler D. Tharpe, presiding (certifying claims for meal period violations, rest period violations, wage statement violations, and waiting time penalties).

8. Of particular relevance to this case, I served as lead or co-lead counsel for the plaintiff and aggrieved employees in several PAGA-only settlements, including but not limited 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. I have also served as lead trial counsel in multiple wage and hour matters that I have successfully taken through trial to judgment. For example, in the matter entitled *Taduran v. Glidewell Laboratories*, Case No. 30-2017-00934037-CU-OE-CXC, Orange County Superior Court, Honorable William Claster, presiding, my office successfully took a PAGA case on behalf of thousands of aggrieved employees through trial, which resulted in an award of PAGA civil penalties of \$515,965, including an additional amount paid directly to the employees’ consisting of their lost wages, and attorneys’ fees and costs. I also served as lead trial counsel in the matter

1 of *Calhoun v. Aqua Tech Water Management*, Case No. BS169815, Los Angeles County Superior
2 Court, Honorable Teresa Traber, presiding, a case alleging that the plaintiff had been misclassified
3 as an independent contractor, in which the court awarded the plaintiff \$117,738.90, in addition to
4 significant attorneys' fees.

5 11. As counsel for Plaintiffs and the Aggrieved Employees, I have been intimately
6 involved in every aspect of this case, and I believe that the proposed Settlement is an excellent
7 result for Aggrieved Employees and the State of California. The details of the work completed in
8 this case by me and the other attorneys in my firm are set forth in the declaration of Sean M.
9 Blakely filed concurrently herewith.

10 I declare under penalty of perjury under the laws of the State of California that the
11 foregoing is true and correct. Executed on April 14, 2026, at El Segundo, California.

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Paul K. Haines