

Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
Brian J. St. John (SBN 304112)
Tara Zabehi (SBN 314706)
LAWYERS for JUSTICE, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff and the Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SACRAMENTO

THERESA PELEGRINO, individually, and on
behalf of other members of the general public
similarly situated and on behalf of other
aggrieved employees pursuant to the California
Private Attorneys General Act;

Plaintiffs,

vs.

SACRAMENTO CHILDREN'S HOME, a
California corporation; and DOES 1 through
100, inclusive,

Defendants.

Case No.: 34-2022-00315912

Honorable Lauri A. Damrell
Department 22

CLASS ACTION

**DECLARATION OF BRIAN J. ST. JOHN
IN SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT, ATTORNEYS'
FEES AND COSTS, AND
ENHANCEMENT AWARD**

[Notice of Motion and Motion for Final
Approval of Class Action Settlement,
Attorneys' Fees and Costs, and Enhancement
Award; Declarations of Class Representative
(Theresa Pelegrino); Declaration of
Settlement Administrator (Kevin Lee of
Phoenix); and [Proposed] Final Approval
Order and Judgment filed concurrently
herein]

Date: January 10, 2025
Time: 9:00 a.m.
Department: 22

Complaint Filed: February 23, 2022
FAC Filed: June 28, 2024
Trial Date: None Set

DECLARATION OF BRIAN J. ST. JOHN

I, Brian J. St. John, hereby declare as follows:

1. I am an attorney licensed to practice law in the State of California. I am a member of Lawyers *for* Justice, PC, attorneys of record for Plaintiff Theresa Pelegrino (“Plaintiff”). The facts set forth in this declaration are within my personal knowledge or based on information and belief, and, if called as a witness, I could and would competently testify as follows.

2. Undersigned counsel has reviewed the Court’s new checklist for approval of class action settlements that was published on or about August 9, 2024 on the Court’s website. This declaration is intended to provide information that is required by Section 2 of the checklist regarding Motions for Final Approval of Settlements, while the other moving and supporting papers for the motion are intended to provide the information required by other sections of the checklist. Undersigned counsel believes that the contents of this declaration should, to the best of undersigned counsel’s knowledge, contain the information that is required by Section 2 of the checklist; however, at the request of Defendant’s counsel, the names of the Class Members who submitted valid and timely Requests for Exclusion from the Class Settlement have not been included.

PRELIMINARY APPROVAL OF SETTLEMENT

3. On July 10, 2024, in Department 28 of the above-entitled Court, the Honorable Lauri A. Damrell preliminarily approved the Joint Stipulation of Class Action and PAGA Settlement and Release Between Plaintiff and Defendant (“Settlement,” “Agreement,” or “Settlement Agreement”) entered into between Plaintiff and Defendant Sacramento Children’s Home (“Defendant”) (collectively, the “Parties”), and conditionally certified the Class for settlement purposes. The Court preliminarily appointed Plaintiff Theresa Pelegrino as the representative of the Class (“Class Representative”). The Court also preliminarily appointed and designated Lawyers *for* Justice, PC as counsel for the Class (“Class Counsel”). The Court approved and ordered the mailing of the Notice of Class Action Settlement (“Class Notice”), adopted the notice, opt-out, and objection procedures, and ordered their implementation. The Court appointed Phoenix Settlement Administrators. (“Phoenix” or “Settlement Administrator”)

1 to serve as the third-party settlement administrator and handle the notice and settlement
2 administration process.

3 4. As of the date of filing the accompanying Motion for Final Approval of Class
4 Action Settlement, Attorneys' Fees and Costs, and Enhancement Award ("Motion for Final
5 Approval"), no Class Members have objected to the Class Settlement or the request for Attorneys'
6 Fees and Costs, Enhancement Award, Settlement Administration Expenses, or allocation for
7 penalties under the Private Attorneys General Act of 2004, California Labor Code section 2698,
8 *et seq.* ("PAGA").

9 **WORK PERFORMED BY CLASS COUNSEL**

10 5. Several attorneys at Lawyers *for* Justice, PC have been actively engaged in
11 litigating the above-captioned action since prior to its commencement on February 23, 2022.

12 6. Before initiating the cases, Lawyers *for* Justice, PC investigated and researched the
13 facts and circumstances underlying the pertinent factual and legal issues and applicable law. This
14 required thorough discussions and interviews between attorneys at our firm and Plaintiff, and
15 research into the various legal issues involved in the case, namely, the current state of the law as
16 it applied to class certification, off-the-clock theory, meal and rest periods, representative PAGA
17 claims, wage-and-hour law and enforcement, Plaintiff's claims and allegations, and potential
18 defenses. After conducting initial investigation, Lawyers *for* Justice, PC determined that the
19 claims of Plaintiff were well-suited for class-wide and representative adjudication, owing to what
20 appeared to be a common course of conduct affecting a similarly situated group of current and
21 former hourly, non-exempt employees of Defendant in California, who were not properly
22 compensated for, *inter alia*, all hours worked, non-compliant meal and rest periods, and
23 unreimbursed business expenses.

24 7. Class Counsel conducted significant investigation and informal discovery into the
25 facts of the cases, to assess the veracity, strength, and scope of the claims, and was preparing for
26 class certification and trial prior to reaching the Settlement. The Parties exchanged a large volume
27 of information, documents, and data throughout the course of litigation and in connection with
28 settlement negotiations. Class Counsel reviewed and analyzed information, documents, and data

1 obtained from Plaintiff, Defendant, and other sources. The information, documents, and data
2 reviewed and analyzed by Class Counsel included, and were not limited to, Plaintiff's
3 employment records, a detailed sampling of Plaintiff's and other Class Members' time data and
4 pay records, Defendant's Employee Handbook, Defendant's operations and employment
5 practices, forms, procedures, and policies, among other information and documents. Class
6 Counsel developed liability, damages, and penalties valuation models in the course of litigation
7 and in connection with settlement negotiations, and met and conferred with Defendant's counsel
8 on numerous occasions, e.g., to discuss issues relating to the pleadings, case management,
9 discovery and the production of information, documents, and data in the course of litigation and
10 settlement negotiations, and settlement. Other work performed by Class Counsel included, and
11 was not limited to, case strategy and analysis; drafting, reviewing, and revising the pleadings,
12 motion-related papers, and settlement-related papers; and preparing for and attending court
13 proceedings and settlement negotiations, among other tasks.

14 8. As outlined herein, the Parties have conducted significant investigation and
15 informal discovery during the course of litigating the cases and extensive settlement negotiations.
16 Class Counsel analyzed a large volume of information, documents, and data obtained from
17 Plaintiff, Defendant, and other sources. The information, documents, and data that were
18 considered, provided a critical understanding of the nature of the work performed by the Class
19 Members and PAGA Members, as well as Defendant's operations and employment policies,
20 practices, and procedures, and were used in analyzing liability, damages, penalties, and other
21 valuation issues in connection with multiple phases of the litigation, and ultimately, in connection
22 with the settlement negotiation process. Class Counsel also performed research regarding
23 applicable law, which is evolving as it relates to class certification, manageability, off-the-clock
24 theory, regular rate, meal and rest periods, representative PAGA claims and penalties, wage-and-
25 hour law and enforcement, Plaintiff's claims and allegations, and Defendant's defenses thereto,
26 as well as facts discovered. Accordingly, sufficient research, investigation, and review and
27 analysis of information have taken place in order for the Parties to be adequately informed of the
28 nature and extent of the claims and to enable the Parties to fully evaluate the Settlement for its

1 fairness, adequacy, and reasonableness.

2 9. During all settlement discussions, the Parties conducted their negotiations at arm's
3 length in an adversarial position. In the course of settlement negotiations, the Parties exchanged
4 information, documents, and data, and discussed all aspects of the cases, including and not limited
5 to, the risks and delays of further litigation, the risks to the Parties of proceeding with class
6 certification and trial, the law relating to class certification, manageability, off-the-clock theory,
7 regular rate, meal and rest periods, representative PAGA claims, and wage-and-hour law and
8 enforcement, as well as the evidence produced and analyzed, and the possibility of appeals,
9 among other things. Arriving at a settlement that was acceptable to the Parties was not easy.
10 Defendant contended that individualized questions of fact predominate over any common issues,
11 and these issues would pose challenges to class certification and representative adjudication.
12 Defendant and its counsel felt strongly about Defendant's ability to avoid class certification and
13 representative adjudication and prevail on the merits, while Plaintiff and Class Counsel believed
14 that they would be able to obtain class certification and prevail at trial. The Parties ultimately
15 agreed that the cases were well-suited for settlement given the legal issues relating to Plaintiff's
16 principal claims, as well as the costs and risks to the Parties that would attend further litigation.
17 These risks of further litigation include, and are not limited to, a determination that the claims are
18 unsuitable for class treatment and/or representative adjudication, class de-certification after
19 certification of a class, allowing a jury to decide the claims asserted in the cases, and the real
20 possibility of no monetary recovery after years of litigation.

21 10. By way of the accompanying Motion for Final Approval, Class Counsel seeks
22 attorneys' fees in the amount of \$437,500.00, which is thirty-five percent (35%) of the Maximum
23 Settlement Amount of \$1,250,000.00. The Settlement Agreement and Class Notice provide that
24 Class Counsel will seek an award of up to 38% of the Maximum Settlement Amount; however,
25 Class Counsel only seeks attorneys' fees equal to 35% of the Maximum Settlement Amount.
26 Pursuant to the contingency-fee agreement entered into by and between Plaintiff and Class
27 Counsel, Plaintiff has agreed to a contingency fee of at least thirty-eight percent (38%) of the
28 recovery.

11. The attorneys' fees sought are commensurate with: (1) the risk that Class Counsel took in commencing the cases; (2) the time, effort, and expense that Class Counsel dedicated to the cases; (3) the skill and determination that Class Counsel has shown; (4) the results that Class Counsel has achieved throughout the litigation; (5) the value of the settlement that Class Counsel has achieved in the cases; and (6) the other cases that Class Counsel has turned down in order to devote its time and efforts to this matter. The nature of the work performed, skill exercised, and the outcome in this matter support the percentage fee sought and the application of a lodestar multiplier. An outstanding monetary recovery has been obtained in this matter, involving a **Maximum Settlement Amount of \$1,250,000.00** (with a Net Settlement Amount of **at least approximately \$693,308.20 to be paid to Settlement Class Members** with an average payment of at least approximately \$948.35 per Settlement Class Member, a **payment of \$25,000.00 to PAGA Members** with an average payment of \$54.00 per PAGA Member, and **payment of \$75,000.00 to the State of California**).

12. While not necessarily required to be demonstrated because the percentage fee is proper for this settlement, Class Counsel has incurred many hours of work in connection with prosecuting the cases such that the award of attorneys' fees is also justified under a lodestar analysis. Attorneys at Lawyers for Justice, PC have spent a total of **257.60 hours** performing tasks and obtaining recovery in this matter. Attached hereto as "**EXHIBIT A**" is an Attorney Task and Time Chart that sets forth in detail the nature of the legal services provided by attorneys at Lawyers for Justice, PC and the time incurred in performing those services. The hours attributable to Lawyers for Justice, PC include work done by several attorneys. Additionally, separate from the hours of work referenced herein and in the chart, Lawyers for Justice, PC had litigation support personnel actively engaged in assisting with the prosecution of this matter.

13. The attorneys identified below have performed work in this matter.

LAWYERS for JUSTICE, PC – Attorney Hours, Rates, and Lodestar

Attorney	Title	CA Bar No.	Admit Year	Rate	Total Hours	Lodestar
Edwin Aiwazian	Managing Attorney &	232943	2004	\$1,495	62.80	\$93,886.00

	Shareholder					
1	Arby Aiwarzian	Shareholder	269827	2010	\$1,295	\$20,202.00
2	Elizabeth M. R-H Parker-Fawley	Attorney	301592	2014	\$850	\$4,930.00
3	Melissa A. LeBlanc-Mansell	Attorney	283080 (CA); 59808 (WA); 230652 (OR)	2012 (CA); 2022 (WA); 2023 (OR)	\$850	\$41,905.00
4	Brian J. St. John	Attorney	304112	2015	\$850	\$92,480.00
5	Hagit Goltzer	Attorney	324276	2018	\$725	\$4,857.50
6	Won Christina Chang	Attorney (formerly)	327168	2019	\$575	\$4,945.00
7	Total:				257.60	\$263,205.50

14. Each of the attorneys identified above performed their work in this matter exclusively on a contingency basis. Plaintiffs have not been billed for, and have not paid for, any of the work performed in the instant action to date by attorneys at Lawyers for Justice, PC (i.e., Plaintiffs have not been billed for or paid the hourly rates of the various attorneys who performed work in the instant action). Lawyers for Justice, PC will receive compensation for the work performed by attorneys at the firm thus far, if attorneys' fees are awarded by the Court as a part of the Settlement.

15. The billing rates for each of the attorneys listed above, who worked on this matter, are reasonable and commensurate with the individual backgrounds, training, and experience of the attorneys, in litigating complex wage-and-hour actions, and in particular, employment class actions and representative actions. These rates are the reasonable and usual hourly rates for the referenced attorneys' services in wage and hour class action cases handled by Lawyers for Justice, PC, and are commensurate with rates charged in the community by other plaintiffs-side and defense-side attorneys in this practice area. Lawyers for Justice, PC almost exclusively handles the prosecution of plaintiffs' side cases. To the best of undersign counsel's knowledge, Lawyers for Justice, PC has not billed nor required any of its clients, who are usually workers who do not have the financial means to pay a retainer or otherwise fund the prosecution or litigation of their wage-and-hour cases against their current or former employers, to pay the firm for the legal work performed by attorneys at the firm (and thus, has not billed any clients using any hourly rates).

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EXPERIENCE AND ADEQUACY OF LAWYERS *for* JUSTICE, PC

16. For over a decade, Lawyers *for* Justice, PC has almost exclusively focused on the prosecution 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 attorney 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 complex 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 wages 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 on behalf of thousands of individuals in California.

17. Edwin Aiwarzian is a Managing Member and Shareholder of Lawyers *for* Justice, PC. He received 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 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 a Litigation Paralegal Certificate from the UCLA Extension Program. During the summer of 2000, he studied Legal Writing at Harvard University. From approximately September 2002 to approximately December 2002, he served as a Judicial Extern to the Honorable Kim McLane Wardlaw of the United States Court of Appeals for the Ninth Circuit. From approximately June 2002 to approximately August 2002, he served as a Judicial Extern to the Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate District. In December of 2004, he obtained a license to practice law from the California

1 State Bar. Since in or around October of 2008, through his work at Lawyers *for* Justice, PC, he
2 has almost exclusively focused on the prosecution of consumer and employment class actions.
3 While employed by Lawyers *for* Justice PC, he has argued over one hundred (100) motions, taken
4 or defended over one hundred fifty (150) depositions, prepared dozens of expert witnesses for
5 deposition or trial, and attended over one hundred seventy-five (175) mediations. Together with
6 other attorneys at the firm, and in some cases in conjunction with co-counsel, he has successfully
7 litigated cases involving the executive, administrative, and other overtime exemptions to the State
8 of California and federal overtime compensation requirements. Under his supervision, Lawyers
9 *for* Justice, PC has successfully obtained class certification by contested motion practice in
10 approximately fifteen (15) cases in the last decade and litigated over 1,000 class action or
11 representative action cases.

12 18. Arby Aiwarzian is a Member and Shareholder of Lawyers *for* Justice, PC. He
13 received his Bachelor of Arts degree from University of California, Los Angeles and graduated
14 magna cum laude. He earned a Juris Doctor degree, cum laude, from Southwestern Law School.
15 From approximately May 2007 to approximately July 2007, he served as a Judicial Extern to the
16 Honorable Earl Johnson, Jr. of the California Court of Appeal for the Second Appellate District.
17 From approximately August 2008 to approximately December 2008, he served as a Judicial
18 Extern to the Honorable Kim McLane Wardlaw of the United State Court of Appeals for the
19 Ninth Circuit. He was admitted to practice law in California in 2010. He is admitted to practice
20 before all courts of the State of California and all United States District Courts in the State of
21 California. He has worked on many wage-and-hour class action and representative action cases,
22 taking the lead in taking and defending depositions, arguing motions, and attending mediations.
23 He has played an integral role in preparing matters for class certification, including and not
24 limited to, successful certification of a class in *Upson v. Sur La Table* (Los Angeles County
25 Superior Court Case No. BC424012), *Montazemi v. Regus Management* (Los Angeles County
26 Superior Court Case No. BC478769), and *Abdulhaqq v. Urban Outfitters* (Alameda County
27 Superior Court Case No. RG13680477). Under his supervision, dozens of class action or
28 representative cases have resulted in settlements that have been granted court approval, including

1 and not limited to, those listed in paragraph 24 herein. He has handled over one hundred and fifty
2 (150) mediations and worked on over two hundred and fifty (250) class action or representative
3 action cases which have resulted in settlement.

4 19. Joanna Ghosh is a Senior Member of Lawyers for Justice, PC. She received a
5 Bachelor of Arts degree from California State University, Los Angeles in 2006, a Master of
6 Science degree from the London School of Economics in 2007, and a Juris Doctor degree from
7 Georgetown University Law Center in 2010. She is admitted to practice in California (since 2010)
8 and in New York (since 2013) and is also admitted to practice in all U.S. District Courts in
9 California, the U.S. Bankruptcy Court for the Central District of California, and the U.S. Supreme
10 Court. She has taken and defended dozens of depositions and successfully handled motion
11 practice in class action cases regarding discovery (including and not limited to, regarding class
12 contact information), class certification (both contested class certification and stipulated class
13 certification), arbitration agreements, coordination, intervention. She has successfully handled
14 briefing and oral argument on appeal and obtained notable decisions regarding the Private
15 Attorneys General Act and employer efforts to compel arbitration of PAGA claims, e.g., Roberto
16 Betancourt v. Prudential Overall Supply (Cal., May 24, 2017) 9 Cal.App.5th 439 (Cal. Ct. App.,
17 Mar. 7, 2017), cert. denied, cert. denied (U.S., Dec. 11, 2017) and ZB, N.A. v. Superior Court
18 (2019) 8 Cal.5th175. She also has extensive experience with class action and/or representative
19 action settlements. Under her, Edwin Aiwazian, and Arby Aiwazian's supervision, the firm has
20 handled the class certification and court approval process for hundreds of class action and/or
21 representative action matters that have successfully resolved. She is a member of the California
22 Employment Lawyers Association.

23 20. I am a Member of Lawyers for Justice, PC. I received my Bachelor's degree from
24 the University of California, San Diego in 2010 and earned my Juris Doctor degree from the
25 University of California, Berkeley, School of Law in 2013. I was admitted to practice law in
26 California in 2015. I am admitted to practice before all courts of the State of California and all
27 federal district courts in the State of California. I have worked on many wage and hour class
28 action and PAGA representative matters, and my work has included, inter alia, researching and

1 drafting pleadings, administrative notice exhaustion, drafting, negotiating, and finalizing
2 stipulations and settlement agreements, engaging in motion practice, claims evaluation and
3 analysis, and making court appearances. Prior to working at Lawyers for Justice, PC, I spent
4 several years working for a boutique employment and labor law firm representing employers,
5 and, in 2019 and 2020, I was employed as general counsel for a DMHC licensed discount dental
6 plan.

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

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

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

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

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

26 d) LFJ, in association with co-counsel therein, represented the plaintiffs in a
27 wage-and-hour class action against a national retailer involving allegations of misclassification
28 of the “Store Manager” position. On June 10, 2011, the court granted plaintiffs’ motion for class

1 certification. On August 26, 2013, the court granted final approval of the class action settlement.
2 The Los Angeles County Superior Court Case Number is BC424012.

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

8 f) LFJ, in association with co-counsel therein, represented the plaintiff in a
9 wage-and-hour class and PAGA representative action against a national wholesale distributor of
10 plumbing and builder supplies, involving allegations of misclassification of multiple salaried
11 “manager” positions. On May 22, 2014, the court granted final approval of the class and PAGA
12 representative action settlement. The Sacramento County Superior Court Case Number is 34-
13 2012-00136285.

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

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

24 i) LFJ, in association with co-counsel therein, represented the plaintiff in a
25 wage-and-hour class and PAGA representative action involving allegations of misclassification
26 of the salaried residential “Property Manager” position. On September 17, 2015, the court
27 granted plaintiff’s motion for class certification. On October 20, 2017, the court granted final
28

1 approval of the class and PAGA representative action settlement. The Los Angeles County
2 Superior Court Case Number is BC474784.

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

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

13 l) LFJ, in association with co-counsel therein, represented the plaintiffs in a
14 wage-and-hour class action against a national retailer of apparel, accessories, and home products,
15 involving allegations of misclassification of the "Department Manager" position. On August 12,
16 2016, the court granted the plaintiffs' motion for class certification in part and certified a class.
17 On August 6, 2019, the court granted final approval of the class action settlement. The Alameda
18 County Superior Court Case Number is RG13680477.

19 m) LFJ represented the plaintiff in a PAGA representative action against a real
20 estate and property management company, on behalf of non-exempt employees. On November
21 4, 2016, the court granted approval of the PAGA representative action settlement. The Orange
22 County Superior Court Case Number is 30-2015-00775439-CU-OE-CXC.

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

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

5 p) LFJ, on behalf of the plaintiff and respondent in a PAGA representative
6 action, successfully opposed in the trial court, and briefed and argued an appeal with respect to
7 the employer's motion to compel arbitration, which resulted in a published opinion by the
8 California Court of Appeal in favor of employees. *Roberto Betancourt v. Prudential Overall*
9 *Supply* (Cal. App. 4th Dist., Mar. 7, 2017) 9 Cal.App.5th 439, review denied, cert. denied (U.S.
10 Supreme Court Docket No. 17-254). The Riverside County Superior Court Case Numbers are
11 RIC1503952 and RICJCCP5046, and the Judicial Council Coordination Proceeding Number is
12 5046.

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

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

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

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

6 u) LFJ represented the plaintiff in a wage-and-hour class and PAGA
7 representative action against a food company on behalf of non-exempt employees. On June 30,
8 2017, the court granted final approval of the class and PAGA representative action settlement.
9 The Sacramento County Superior Court Case Number is 34-2015-00175871.

10 v) LFJ represented the plaintiffs in a wage-and-hour class and PAGA
11 representative action against a chocolate company on behalf of non-exempt employees. On July
12 19, 2017, the court granted final approval of the class and PAGA representative action settlement.
13 The Alameda County Superior Court Case Number is RG15764300.

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

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

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

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

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

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

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

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

26 ee) LFJ, in association with co-counsel therein, represents the plaintiff in a
27 wage-and-hour class action against a parking company on behalf of non-exempt employees. On
28 September 3, 2019, the court granted the plaintiff's motion for class certification and certified a

1 class. The Santa Clara County Superior Court Case Number is 16CV292208 and the Judicial
2 Council Coordination Proceeding Number is 4886.

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

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

14 hh) LFJ, in association with co-counsel therein, represents the plaintiff in a
15 wage-and-hour class and PAGA representative action against a medical equipment supplier on
16 behalf of non-exempt employees. On February 13, 2020, the court granted the plaintiff's motion
17 for class certification and certified a class. The San Bernardino County Superior Court Case
18 Number is CIVDS1505744.

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

26 jj) LFJ, in association with co-counsel therein, represented the plaintiff in a
27 wage-and-hour class and PAGA representative action against a large national drug testing
28 laboratory on behalf of non-exempt employees. On February 21, 2020, the court granted the

1 plaintiff's motion for class certification and certified a class. On October 28, 2022, the court
2 granted final approval of the class and PAGA representative action settlement. The San Diego
3 County Superior Court Case Number is 37-2018-00019611-CU-OE-CTL.

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

10 ll) LFJ, in association with co-counsel therein, represented the plaintiffs in a
11 wage-and-hour class action against manufacturer and supplier of power products and services on
12 behalf of non-exempt employees. On July 31, 2020, the court granted in part the plaintiffs'
13 motion for class certification and certified a class. On August 27, 2021, the court granted final
14 approval of the class action settlement. The San Diego County Superior Court Case Number is
15 37-2015-00025968-CU-OE-CTL.

16 mm) LFJ represents the plaintiff in a wage-and-hour class action against a
17 nutritional products manufacturer on behalf of non-exempt production line employees. On
18 December 13, 2021, the court granted the plaintiff's motion for class certification in part and
19 certified a class. The Solano County Superior Court Case Number is FCS051001.

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

25 oo) LFJ represents the plaintiffs in a wage-and-hour class action against a chain
26 of restaurants on behalf of non-exempt employees. On July 22, 2024, the court granted in part the
27 plaintiffs' motion for class certification and certified a class. The San Francisco Superior Court
28 Cast Number is CGC-20-582809.

LITIGATION COSTS AND EXPENSES INCURRED BY CLASS COUNSEL

22. To date, Class Counsel has borne all of the risks and costs of litigation and will not receive any compensation until recovery is obtained in this matter. Class Counsel seeks reimbursement of **\$2,691.85** in litigation costs and expenses incurred in the Action, as reflected in “**EXHIBIT B**” attached hereto. These expenses were reasonable and necessary in the prosecution of the Action and to obtain the Settlement.

ENHANCEMENT AWARD TO PLAINTIFF

23. In recognition of her effort and work serving as the Class Representative, the Settlement provides for an Enhancement Award in the amount of \$7,500.00 to Plaintiff Theresa Pelegrino. The requested Enhancement Award is fair and appropriate. Plaintiff spent a substantial amount of time and effort to produce relevant documents and information, and provided facts and evidence to support the prosecution of the claims. Plaintiff was available whenever Class Counsel needed her and actively tried to obtain and provide information that would facilitate the pursuit of the cases. Accordingly, it is appropriate for Plaintiff to receive \$7,500.00 each as reasonable Enhancement Award for her services in the case, in addition to her individual settlement award.

24. I submit that the Settlement is fair, reasonable, and adequate. In addition, the Settlement is in the best interests of Plaintiff, Class Members, PAGA Members, and the State of California.

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

Executed this 17th day of December 2024, at Glendale, California.



Brian J. St. John

EXHIBIT A

THERESA PELEGRINO V. SACRAMENTO CHILDREN'S HOME
SACRAMENTO COUNTY SUPERIOR COURT CASE NO. 34-2022-00315912

ATTORNEY TASK AND TIME CHART

TASK	LAWYERS <i>for</i> JUSTICE, PC
Investigation and Research / Due Diligence	
Meet and Communicate with Plaintiff Theresa Pelegrino Throughout the Pendency of the Case	35.30
Investigate, Communicate With, and/or Interview Class Members, Aggrieved Employees and/or Percipient Witnesses	12.50
Pleadings and Court Filings	
Research and Draft Plaintiff's Class Action Complaint for Damages and Legal Research and Analysis of All Claims Involved (filed on February 23, 2022)	8.80
Review Court's Notice and Order of Complex Case Determination (filed on March 2, 2022)	0.10
Review and Analyze Defendant's Answer to Plaintiff's Class Action Complaint (served on April 29, 2022), and Research Affirmative Defenses in Defendant's Answer	1.30
Review Court's Notice of Case Management Conference and Orders Re: Complex Case Management Procedures (filed on May 20, 2022)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Stipulation and [Proposed] Order Continuing Case Management Conference (filed on October 6, 2022)	1.70

Review Court's Order Re: Joint Stipulation and [Proposed] Order Continuing Case Management Conference (filed on October 7, 2022)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Conference Statement and Notice of Settlement (filed on November 21, 2022)	1.90
Draft Plaintiff's Notice of Paying Complex Fee (filed on January 26, 2023)	0.10
Review Court's Minute Order Re: Complex Case Management Conference (filed on January 31, 2023)	0.10
Review Defendant's Case Management Statement Re: Status of Settlement (served on June 21, 2023)	0.20
Review Court's Minute Order Re: Case Management Conference – Complex (filed on July 6, 2023)	0.10
Review Defendant's Case Management Statement Re: Status of Settlement (served on October 4, 2023)	0.20
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement Re: Status of Settlement (filed on October 5, 2023)	1.10
Review Court's Minute Order Re: Case Management Conference – Complex (filed on October 19, 2023)	0.10
Meet and Confer with Defendant's Counsel, and Draft Joint Case Management Statement Re: Status of Settlement (filed on January 4, 2024)	1.0
Review Court's Notice of Department Relocation (filed on January 5, 2024)	0.10
Review Court's Minute Order Re: Case Management Conference – Complex (filed on January 18, 2024)	0.10
Review Court's Minute Order Re: Case Management Conference (filed on January 19, 2024)	0.10
Review Defendant's Notice of Minute Order Re: Case Management Conference (served on January 26, 2024)	0.10

Review Court's Minute Order Re: Case Management Conference (filed on March 15, 2024)	0.10
Review Court's Minute Order Re: Case Management Conference (filed on May 31, 2024)	0.10
Review Court's Minute Order Re: Vacating Order to Show Cause Re: Sanctions (filed on June 12, 2024)	0.10
Research and Draft Plaintiff's First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act (filed on June 28, 2024)	3.60
Review Defendant's Notice of Change in Counsel for Defendant (served on July 10, 2024)	0.10
Review and Analyze Defendant's Answer to Plaintiff's First Amended Class Action Complaint for Damages & Enforcement Under the Private Attorneys General Act (served on July 10, 2024)	1.10
Review Court's Minute Order Re: Status Conference (Compliance Hearing) (filed on July 19, 2024)	0.10
Appearances	
Prepare for and Remotely Attend Case Management Conference (January 18, 2024)	1.10
Prepare for and Remotely Attend Hearing Case Management Conference (March 15, 2024)	0.80
Prepare for and Remotely Attend Case Management Conference (May 31, 2024)	0.70
Prepare for Hearing on Plaintiff's Motion for Preliminary Approval of Class Action Settlement (June 28, 2024)	0.30
Discovery and Deposition	
Draft Letter to Defendant Re: Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Theresa Pelegrino (served on November 29, 2021)	1.90

Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Theresa Pelegrino (served on December 21, 2021)	3.60
Review and Analyze Documents Produced by Defendant in Response to the Request for Personnel File, Pay Stubs, and Time Records for Plaintiff Theresa Pelegrino (served on December 30, 2021)	46.10
Letters and Correspondence	
Draft PAGA Notice to California Labor and Workforce Development Agency Re: Claims of Plaintiff Theresa Pelegrino for Penalties Under California Labor Code section 2698, <i>et seq.</i> (served on February 2, 2024)	3.50
Meet With Defendant's Counsel, and Draft Correspondence to, and Respond to Correspondence from, Defendant's Counsel	18.50
Mediation/Settlement	
Prepare for Mediation and Informal Settlement Negotiations, Including Researching Settlement-Related Issues and Merits of Claims, Drafting the Mediation Brief, Compiling the Mediation Exhibits in Support of Mediation Brief, and Performing Damages and Penalties Analysis/Calculations	29.70
Draft, Review, Revise, Negotiate, and Finalize Memorandum of Understanding Following Mediation (fully executed on November 16, 2022)	4.90
Draft, Review, Revise, Negotiate, and Finalize Joint Stipulation of Class Action and PAGA Settlement and Release (fully executed on June 4, 2024) and Notice of Class Action Settlement and Hearing Date for Final Court Approval	20.60
Confer with Settlement Administrator, Monitor Notice Administration for Settlement, and Review Weekly Reports	5.80
Law and Motion	

Research and Draft Plaintiff's Notice of Motion and Motion for Preliminary Approval of Class Action Settlement, Declaration of Brian J. St. John in Support Thereof, Declaration of Theresa Pelegrino in Support Thereof, and [Proposed] Order Granting Preliminary Approval of Class Action Settlement (filed on June 5, 2024)	22.50
Review Defendant's Statement of Non-Opposition to Plaintiff's Motion for Preliminary Approval of Class Action Settlement (served on June 25, 2024)	0.30
Review Court's Order Tentative Ruling Re: Hearing on Motion for Preliminary Approval (filed on June 27, 2024)	0.20
Review Court's Minute Order Re: Hearing on Motion for Preliminary Approval of Settlement (filed on June 28, 2024)	0.20
Research and Draft Plaintiff's Supplemental Declaration of Brian J. St. John in Support of Plaintiff's Motion for Preliminary Approval of Class Action Settlement, Supplemental Declaration of Theresa Pelegrino in Support Thereof, and [Proposed] Order Granting Preliminary Approval of Class Action and PAGA Settlement (filed on July 3, 2024)	3.10
Review Defendant's Declaration of Cary G. Palmer Re: Designation of Koinonia Family Services as Cy Pres Recipient for Uncashed Settlement Checks (served on July 3, 2024)	0.30
Review Court's Order Granting Preliminary Approval of Class Action and PAGA Settlement (filed on July 10, 2024)	0.20
Review and Analyze Settlement Administrator's Declaration Regarding Settlement Notice Administration; Research and Draft Plaintiff's Motion for Final Approval of Class Action Settlement, Attorneys' Fees, Costs, and Class Representative Service Awards, Declaration of Brian J. St. John in Support Thereof, and [Proposed] Final Approval Order and Judgment (filed on December 17, 2024)	23.0
Total Hours:	257.60

EXHIBIT B

LAWYERS for JUSTICE PC CASE COST DETAIL
Pelegirino v. Sacramento Children's Home

<u>Date</u>	<u>Payee</u>	<u>Expense Description</u>	<u>Amount</u>
11/29/2021	U.S. Postmaster	Postage	\$7.38
2/23/2022	Legal Document Server, Inc.	Attorney Service	\$198.16
2/23/2022	Sacramento Superior Court	Complex Filing Fee	\$435.00
3/30/2022	Legal Document Server, Inc.	Attorney Service	\$120.00
5/25/2022	Legal Document Server, Inc.	Attorney Service	\$120.00
10/27/2022	Sacramento Superior Court	Document Download Fee	\$4.00
11/21/2022	Legal Document Server, Inc.	Attorney Service	\$45.00
11/21/2022	Legal Document Server, Inc.	Attorney Service	\$125.00
1/26/2023	Legal Document Server, Inc.	Attorney Service	\$192.50
1/26/2023	Sacramento Superior Court	Complex Filing Fee	\$1,000.00
2/2/2024	U.S. Postmaster	Postage	\$10.64
2/2/2024	Labor & Workforce Development Agency	PAGA Filing Fee	\$75.00
6/6/2024	Legal Document Server, Inc.	Attorney Service	\$220.50
6/6/2024	Legal Document Server, Inc.	Attorney Service	\$19.07
6/6/2024	Sacramento Superior Court	Motion Fee	\$60.00
7/1/2024	Legal Document Server, Inc.	Attorney Service	\$14.90
7/5/2024	Legal Document Server, Inc.	Attorney Service	\$14.90
7/5/2024	Legal Document Server, Inc.	Attorney Service	\$14.90
7/17/2024	Legal Document Server, Inc.	Attorney Service	\$14.90
Total:			<u>\$2,691.85</u>