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Attorneys for Plaintiff and the Aggrieved Employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA

JUSTIN BUI, as an individual and on behalf of all
others similarly situated,

Plaintiff,

vs.

THE RANCH STEAKHOUSE AND SALOON,
INC., a California corporation; RGB SYSTEMS,
INC., a California corporation; and DOES 1
through 50, inclusive,

Case No. 24CV439149

**DECLARATION OF LARRY W. LEE IN
SUPPORT OF MOTION TO APPROVE
SETTLEMENT AGREEMENT PURSUANT
TO THE PRIVATE ATTORNEYS
GENERAL ACT**

Date: March 20, 2025

Time: 1:30 p.m.

Dept.: 7

1 I, Larry W. Lee, hereby declare as follows:

2 1. I am an attorney at law duly licensed to practice before all courts in the State of California.
3 I am an attorney with Diversity Law Group, P.C., counsel of record for Plaintiff Justin Bui ("Plaintiff").
4 Based on my personal knowledge, I assert the facts set forth herein and, if called as a witness, I could and
5 would competently testify thereto.

6 2. I was retained based upon a contingency fee arrangement wherein Plaintiff's counsel
7 agreed to advance all costs and receive no fee unless a recovery was accomplished. Specifically, had
8 Plaintiff failed to prevail on this case, counsel for Plaintiff would have spent a significant amount of time,
9 money and other resources without any benefit or return. In addition, had Plaintiff also failed to prevail in
10 the present case, Defendant would have been able to seek costs in connection with their defense of the
11 case.

12 3. From the inception of the case, Plaintiff's counsel has zealously represented the interests
13 of the aggrieved employees. The settlement was obtained for the benefit of the aggrieved employees, as
14 opposed to the individual Plaintiff.

15 4. I strongly believe that Plaintiff can prevail at trial. However, I also believe in the fairness
16 of the settlement. After taking into account sharply disputed factual and legal issues involved in this
17 litigation, the risks attending further prosecution, and the substantial benefits to be received pursuant to
18 the compromise and settlement of the litigation, I have concluded that settlement on the terms set forth in
19 the Settlement Agreement is appropriate and in the best interests of Plaintiff and the aggrieved employees.

20 5. My qualifications are as follows: I received my J.D. from Arizona State University College
21 of Law in 2003. During law school, I was a summer associate at the law firm of Brobeck, Phleger &
22 Harrison. I graduated cum laude from Arizona State University College of Law in the top 10% of my
23 class. While I was in law school, I was the Associate Managing Editor of the Arizona State University
24 College of Law, Law Journal. Upon graduation, I practiced law as an associate at the Los Angeles County
25 offices of Ogletree Deakins Nash Smoak & Stewart, P.C., a national employment defense law firm that
26 represents a significant number of Fortune 500 companies.

27 6. My primary practice is employment law. I have handled a number of wage and hour matters
28 including class actions and individual actions, on both plaintiff and defense sides. I have a practice that

encompasses cases throughout the State of California, including but not limited to the Los Angeles Superior Courts, the Orange County Superior Courts, the San Francisco County Superior Courts, the San Diego County Superior Courts, and the United States District Courts for the Central, Eastern, Northern, and Southern Districts of California. I have been named as Class Counsel in a number of class actions that have been granted final approval by the Superior Courts of Los Angeles County, Orange County, San Francisco County, Alameda County, Contra Costa County, Monterey County, San Bernardino County, Santa Clara County, Sonoma County, and the United States District Court for the Central, Eastern, and Northern Districts of California, including but not limited to the following class actions: *Chan Lanier v. Citigroup, Inc. et al.*, San Francisco Superior Court Case No. CGC-05-445143; *Naqvi v. Acoustic Home Loans et al.*, Orange County Superior Court Case No. 05CC00263; *Ortega v. AIG*, Central District of California Case No. CV 06-0196-RSWL (PJWx); *Universal Protection Overtime Cases*, Orange County Superior Court, Judicial Council Coordination Proceeding No. 4480; *Tse v. Best Buy*, Los Angeles Superior Court Case No. BC392717; *Hernandez v. CVS Corp. et al.*, Judicial Council Coordination Proceeding No. 4539; *Padilla v. Safeway*, San Benito County Superior Court Case No. CU-16-00182; *Valles v. Community Hospital of the Monterey Peninsula*, Monterey County Superior Court Case No. 17CV003452; *DirecTv Wage and Hour Cases*, Santa Clara Superior Court Judicial Council Coordination Proceeding No. 4850; *Perez v. Standard Drywall, Inc.*, Alameda County Superior Court Case No. RG15761142; and *Davis v. Nugget Market, Inc.*, Yolo County Superior Court Case No. CV-18-558.

7. To date, I have incurred approximately 30.20 hours in connection with the litigation of this lawsuit. Attached hereto as **Exhibit 1** is a summary of the hours I have incurred to date.

8. As of January 1, 2024, my hourly rate in class and representative actions is \$900 per hour. I anticipate the total amount of my fees incurred in this case to be approximately \$27,180 based on an hourly rate of \$900.00 per hour. I was approved at an hourly rate of \$900 in the matter of *Jose Valencia v. Sentinel Transportation, LLC*, Santa Barbara Superior Court Case No. 22CV00951; *Robert Jordan v. Mondelez Global LLC*, San Bernardino Superior Court Case No. CIVSB2202758; and *In re Humano Wage and Hour Cases*, Judicial Council Coordination Proceeding Case No. 5240. I have previously been approved at an hourly rate of \$850 by various courts in a number of matters, including most recently in *Audycki v. Stanford Health Care*, Santa Clara Superior Court Case No. 19CV347173 and *Palomino v.*

1 *Northrop Grumman Systems Corporation*, Santa Clara Superior Court Case No. 19CV345534.

2 I declare under penalty of perjury under the laws of the State of California that the foregoing is
3 true and correct. Executed on February 6, 2025, at Los Angeles, California.

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EXHIBIT 1

Justin Bui v. The Ranch Steakhouse and Saloon, Inc., and RGB Systems, Inc.
Superior Court of California, County of Santa Clara, Case No. 24CV439149.
Time and Task Chart for Larry W. Lee

Hours	Description of Work
5.40	Review memorandum to file re potential claims and defenses; conduct legal research re rounding post <i>Camp v. Home Depot</i> decision; review and analyze arbitration agreement; confer with co-counsel re same.
1.30	Review and revise PAGA notice and complaint; confer with co-counsel re revisions.
2.90	Confer with co-counsel re defendants' potential motion to transfer venue; conduct legal research re same.
1.10	Confer with co-counsel re ongoing discussions re early mediation; review and revise outline of mediation data.
2.00	Review and revise damages analysis; confer with co-counsel re same.
4.30	Confer with co-counsel re mediation strategy; review and revise mediation brief; read defendants' mediation brief.
7.00	Prepare for and remotely attend mediation.
3.30	Review and revise settlement agreement; confer with co-counsel re proposed revisions to agreement.
2.90	Review and revise approval motion, proposed order and attorney declaration.
30.20	<u>TOTAL HOURS</u>