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9 Attorneys for Plaintiffs Andres Sendis and Telese Walker,
10 individually, on behalf of themselves, and all others
11 similarly situated

12 [Additional Counsel on Next Page]

13 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
14 **FOR THE COUNTY OF RIVERSIDE**

15 ANDRES SENDIS and TELESE WALKER,
16 individually, and on behalf of all others
17 similarly situated,

18 *Plaintiffs,*

19 v.

20 GUCCI AMERICA, INC., a corporation;
21 KERING AMERICAS, INC., a corporation; and
22 DOES 1 through 10, inclusive,

23 *Defendants.*

Case No.: CVPS2404656
Consolidated with Case Nos. CVRI2401710
and CVRI2407345
Assigned to: Hon. Harold W. Hopp, Dept. 1

Complaint Filed: March 29, 2024
FAC Filed: November 17, 2025
Trial Date: Not set

CLASS & REPRESENTATIVE ACTION

**DECLARATION OF JAMES R. HAWKINS
IN SUPPORT OF PLAINTIFF'S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT AND
MOTION FOR ATTORNEYS' FEES,
COSTS AND CLASS REPRESENTATIVE
ENHANCEMENT AWARDS**

FINAL APPROVAL HEARING

Date: May 8, 2026
Time: 8:30 a.m.
Dept.: 1

1 James R. Hawkins (SBN 192925)
james@Jameshawkinsaplc.com
2 Mitchell J. Murray (SBN 285691)
3 mitchell@jameshawkinsaplc.com
JAMES HAWKINS APLC
4 9880 Research Drive, Suite 200
Irvine, California 92618
5 Telephone: (949) 387-7200
6 Facsimile: (949) 387-6676

7 Attorneys for Plaintiffs Andres Sendis and Telese Walker,
8 individually, on behalf of themselves, and all others
similarly situated
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1 I, James R. Hawkin

2 s, declare as follows:

3 1. I am an attorney at law, duly licensed to practice before all Courts in the State of
4 California, and founder of James Hawkins APLC, one of the counsel of record Plaintiffs Andres Sendis
5 and Telese Walker ("Plaintiff") and the conditionally certified class. I have personal knowledge of the
6 facts set forth below and if called to testify I could and would do so competently.

7 2. I submit this declaration in support of Plaintiffs' Motion for Final Approval of the Parties'
8 Class Action and PAGA Settlement Agreement and Motion for Attorneys' Fees, Costs, and Class
9 Representative Enhancement Awards.

10 **THE SETTLEMENT IS FAIR, REASONABLE AND ADEQUATE**

11 3. Based upon all known facts and circumstances as detailed more extensively in the
12 declaration I submitted on October 20, 2025, in support of Plaintiff's motion for preliminary approval, I
13 continue to endorse the Settlement Agreement as it is fair, reasonable and adequate, and in the best
14 interests of the Class.

15 4. I believe that based upon my extensive experience as a class and representative action
16 employment and wage and hour litigator, I am qualified to evaluate the claims and viability of the
17 defenses. Based on the history of this case, the strength of the claims and defenses, and the
18 overwhelmingly positive response of the Class to the notice process, it continues to be my view that the
19 settlement is fair, reasonable, and adequate, and in the best interest of the Class.

20 5. As set forth in greater detail in the Motion for Preliminary Approval of Class Action and
21 PAGA Settlement and accompanying declarations, the Settlement Agreement was the product of arms-
22 length negotiations between highly capable and experienced attorneys on both sides who possessed the
23 relevant data and extensive legal research which they had carefully analyzed. Class Counsel obtained
24 significant pertinent policies, documentation, sampling data and class data prior to the mediation which
25 allowed Class Counsel to perform a detailed analysis of the potential damages. The Parties then engaged
26 in a full day of arm's length negotiations aided by well-respected mediator, David Phillips, Esq. Mr.
27 Phillips' continued his efforts until the Parties ultimately reached the Settlement Agreement which they
28 now request the Court finally approve.

1 6. On January 16, 2026, the Court Approved the Class and PAGA Settlement and Setting the
2 hearing on the motion for final approval.

3 7. As detailed in the concurrently filed declaration of the administrator, notice was sent to
4 the Class and it was overwhelmingly well-received. The fact that no Class Members objected to the
5 Settlement and none have requested exclusion confirms the conclusion that the Settlement is fair,
6 reasonable and adequate and in the best interests of the Class Members.

7 **CLASS COUNSEL’S CLASS ACTION EXPERIENCE**

8 8. In 1993, I graduated from the University of California, Los Angeles with a Bachelor of
9 Arts Degree. Following graduation, I attended Whittier Law School. In 1996, while a full-time law
10 student, I was also a full-time Judicial Extern for the Honorable Consuelo B. Marshall, United States
11 District Court, Central District. After approximately five months of service for Judge Marshall, I became
12 a fulltime extern for the United States Attorney’s Office, Central District of California. My externship
13 lasted for approximately five months. Thereafter, in 1997, I graduated from Whittier Law School. The
14 same year, I was admitted to practice law in the State of California.

15 9. From 1997 to 2007, I was a named partner at Hawkins & Sofonio, a law firm based out of
16 Irvine, California. At Hawkins & Sofonio, I pioneered the employment department litigating plaintiff
17 related employment issues such as: Wrongful Termination, Age Discrimination, Disability, Wage and
18 Hour and Sexual Harassment claims. Through the success and experience I obtained litigating
19 employment related matters, I commenced litigating Wage and Hour Class Actions in 2002. Since then,
20 I have spent the vast majority of my practice litigating Wage and Hour Class Actions.

21 10. In 2007, I incorporated my wage and hour class action practice as James Hawkins, APLC.
22 Since its inception, this law firm has been exclusively involved in class action and complex litigation. In
23 2009, I opened an additional office in Miami, Florida, prosecuting wage and hour class actions. Since
24 2002, I have been lead or co-lead counsel in hundreds of class action cases.

25 11. Although not an all-inclusive list, the following cases sets forth many of the class actions
26 which I have handled as lead and/or co-lead counsel over the years:

- 27 ○ *Mojica v. Compass Group, Inc., et. al.*, USDC Central District, Case No. 8:13-cv-01754;
- 28 ○ *Dao v. 3M Company, et al.* USDC, Central District, Case No. CV-08-04554;

- *Ortiz v. Kmart*, USDC, Central District, Case No. SACV 06-638 ODW;
- *Morgan v. Aramark Campus, LLC*, USDC, Central District, Case No. SACV08-00412;
- *West v Iron Mountain Information Management, Inc, et. al*, Los Angeles County Superior Court, Case No. BC393709;
- *Gonzalez v. Superior Industries International, Inc., et al.*, Los Angeles County Superior Court, Case No. BC 357912;
- *Acosta v. Fleetwood Travel Trailers of California, Inc., et al.*, Riverside County Superior Court, Case No. RIC 440630;
- *Walker v. Sharkeez, et al.*, Orange County Superior Court, Case No. 05CC00293;
- *Padron v. Universal Protection Service, et al.*, Orange County Superior Court, Case No. 05CC00013;
- *Martinez v. Securitas Security Services USA, et al.*, Santa Clara Superior Court, Case No. 105-CV047499, et al. J.C.C.P. No. 4460;
- *Velasquez-Lopez v. Hotel Cleaning Services, Inc. et al.*, Riverside Superior Court, Case No. RIC 420909;
- *Ruiz, et al. v. Unisource Worldwide, Inc., et al.*, USDC, Central District, Case No. CV09-05848;
- *Herrador v. Culligan International Company, et al.*, USDC, Central District, Case No. SACV 08-680;
- *Defries v. Domain Restaurants, et al.*, Orange County Superior Court, Case No. 05CC00128;
- *Denton v. BLB Enterprises, Inc., et al.*, Orange County Superior Court, Case No. 07CC01292;
- *Rios v. Sandberg Furniture Manufacturing Co., Inc, et al.*, Los Angeles Superior Court, Case No. BC411477;
- *McMurray v. Dave and Busters, Inc., et al.*, Orange County Superior Court, Case No. 06CC00099;
- *Osuna v. DFG Restaurants, Inc., et al.*, Los Angeles Superior Court, Case No. BC

330145;

- *Burns v. Gymboree Operations, Inc., et al.*, San Francisco Superior Court, Case No. CGC-07-461612;
- *Willems v. Diedrich Coffee, Inc., et al.*, Orange County Superior Court Case No. 07CC00015;
- *Davila, et al. v. Beckman Coulter, Inc., et al.*, Orange County Superior Court, Case No. 07CC01347;
- *Perez v. Naked Juice Company of Glendora, Inc.*, Los Angeles Superior Court, Case No. BC387088;
- *Coordination Proceeding Special Title [Rule 1550(b)] Wackenhut Wage and Hour Cases*, Los Angeles Superior Court, Case No. JCCP 4545;
- *Placencia v. Amcor Packaging Distribution, Inc.*, Orange County Superior Court, BC495527;
- *Galvan v. Goodwin Co.*, Orange County Superior Court, Case No. 30-2013- 00637062-CU-OE-CXC;
- *Reyes v. Bristol Fiberlite*, Orange County Superior Court, Case No. 30-2013-00653425-CU-OE-CXC;
- *Gutierrez v. HMT Tank*, USDC Central Dist., Case No. CV14-1967-CAS(MANx);
- *Williams v. Il Fornaio America Corp.*, Sacramento County, Case No. 34-2011-0009616;
- *Aguilar v. 7-Eleven, Inc.*, Orange County, Case No. 30-2009-002687141-CU-OE-CXC;
- *Madrigal v. Huntington Beach Market Broiler, Inc.*, Orange County, Case No. 30-2012-00611260;
- *Vang v. Jazz Semiconductor, Inc.*, Orange County, Case no. 30-2011-00460278;
- *Cano v. Financial Statement Services, Inc.*, Orange County, Case No. 30-2013-00653349-CU-OE-CXC;
- *Gonzalez v. Quality Aluminum Force, LLC*, Orange County, Case No. 30-2015-00817941-CU-OE-CXC;
- *Smith v. Space Exploration Technologies Corp.*, Los Angeles County Case No.

BC554258;

○ *Madrigal v. Balda C Brewer, Inc.*, 30-2015-00820218-CU-OE-CXC.

THE ATTORNEYS' FEES AND LITIGATION COSTS CLASS COUNSEL SEEK ARE
REASONABLE, FAIR AND ADEQUATE

12. In accordance with the terms of the Settlement Agreement, Class Counsel may seek an award of attorneys' fees in the amount of 33.33% of the Gross Settlement Amount in attorneys' fees and up to \$26,000 reimbursement for actual and necessary costs. Defendants do not oppose these amounts. In this case, the Class Notice specifically notified Class Members that Class Counsel would be seeking up to \$103,333 in attorneys' fees. No Class Member objected to the settlement. This strong favorable response also supports the requested fees.

13. Pursuant to a joint prosecution and fee-sharing agreement between the two law firms representing Plaintiffs, and as consented to in a signed writing by Plaintiffs (the "JPA"), the firms will split the award for attorneys' fees 75% to Wilshire Law Firm, PLC and 25% to James Hawkins, APLC. respective costs actually incurred. A true and correct copy of the JPA is attached hereto as **Exhibit 1**.

14. The attorney's fees and costs requests are respectfully believed to be reasonable. Class Counsel represented Plaintiff in this matter and have borne the entire risk and cost of this litigation on a pure contingency basis over for more than three years. The legal issues raised in this case were complex and drew significantly upon the experience of Class Counsel. The proposed attorneys' fees accurately reflect the legal marketplace and are within the range of customarily approved fees by California courts.

15. Despite the complexity of the case, Class Counsel has, through our investment of substantial effort and resources, secured an outstanding settlement on behalf of the Class Members. The issues and arguments Class Counsel has encountered and overcome in arriving at the parties' negotiated settlement terms were also many and complex and required skillful advocacy that can arise only out of experience, professional perspective, and success. Plaintiffs would have faced substantial legal and factual obstacles in demonstrating that Class certification was appropriate and that he would prevail on the merits in light of Defendants' asserted defenses. Still, Class Counsel has negotiated a substantial settlement on behalf of the Class for such claims. Defendants have vigorously challenged the claims pled in the complaint, contested liability, the amount of claimed damages, the propriety of the certification,

1 and would have continued to do so through trial. Accordingly, Class Counsel believe the Settlement to
2 be fair, reasonable, and adequate and in the best interest of the Class Members. The fairness and adequacy
3 of the Settlement is confirmed by all known facts and circumstances, including the risk of significant
4 delay and uncertainty associated with litigation, the various defenses asserted by Defendants, and
5 numerous potential appellate issues.

6 16. Plaintiffs and Class Counsel respectfully submit the fees and costs provision of the
7 Settlement is fair and reasonable both when cross-checked under the lodestar and common fund method.
8 The total billable hours that I and my firm have invested and will invest in prosecuting this action, should
9 the settlement be approved by this honorable Court, is substantial. Our fees and costs request is fair and
10 reasonable because we have expended substantial time and effort in achieving the proposed Settlement.

11 17. I have personally devoted approximately 25.1 hours in prosecuting the Action. Such hours
12 were reasonable and necessary. My hourly rate is currently \$1,050 per hour. A summary of tasks I
13 completed in prosecuting this action include: new client intake, case strategy and research, client
14 communications, reviewing case documents, conducting due diligence on related cases and financials,
15 coordinating filings and motions, managing witness contacts, conferring on LWDA issues and court
16 proceedings, and preparing for final accounting and case closure. The number of hours that I expended
17 for work performed and the corresponding attorney's fees of \$26,355 were reasonable and necessary in
18 obtaining the class-wide settlement that Plaintiffs now ask the Court to finally approve.

19 18. Christina Lucio is Of Counsel to James Hawkins, APLC and has devoted approximately
20 11 hours in prosecuting the Action. Such hours were reasonable and necessary. Ms. Lucio graduated from
21 the University of California, Riverside in 2003 and received her law degree from the University of
22 Southern California in 2007. She has been a member of the State Bar of California since 2007. Her
23 practice focuses primarily on employment law including wrongful termination, discrimination,
24 retaliation, wage and hour violations (individual and class action), and sexual harassment claims. In
25 recent years, a substantial part of her practice has been focused on class actions, including wage and hour
26 litigation. A summary of tasks completed by Ms. Lucio include: reviewing and revising complaint and
27 PAGA letter; reviewing and revising Second Amended Complaint; coordinating with settlement
28 administrator regarding status reports; participating in regular status conferences with co-counsel

1 regarding case developments, demurrer, stipulations, and settlement strategy; reviewing court orders and
2 Case Management Conference statements; and monitoring case progression throughout litigation.

3 19. Ms. Lucio's hourly rate is currently \$775 per hour. The number of hours Ms. Lucio
4 expended for work performed and the corresponding attorney's fees of \$8,525.00 were reasonable and
5 necessary.

6 20. Mitchell Murray is Of Counsel to James Hawkins, APLC. Mr. Murray is a 2007 graduate
7 of the University of California, San Diego and 2012 graduate of California Western School of Law. He
8 was admitted to the State Bar of California in 2012. He is a member of the Consumers Attorneys of San
9 Diego. He has been selected as a "Rising Star" by Super Lawyers Magazine. Mr. Murray's legal
10 experience has focused primarily on all areas of employment law. Since 2016, he has focused his practice
11 in the area of wage and hour class action. Mr. Murray has dedicated 15.8 hours prosecuting this action
12 on behalf of Plaintiff and the class. A summary of tasks completed by Mr. Murray include: reviewing
13 and revising Settlement Agreement, Motion for Preliminary Approval, and Hawkins declaration;
14 negotiating with opposing counsel regarding escalator clause and increase to gross settlement amount
15 based on additional class workweeks; reviewing and revising class notice forms and proposed order;
16 coordinating with settlement administrators regarding requests for proposals; drafting joint prosecution
17 and fee-sharing agreement with co-counsel in related Sendis case; attending case management
18 conferences; reviewing weekly status reports; and conferring with co-counsel regarding case strategy and
19 coordination. His hourly rate is currently \$750 per hour. The number of hours Mr. Murray expended for
20 work performed and the corresponding attorney's fees of \$11,850.00 were reasonable and necessary.

21 21. Our associates have dedicated approximately 47.4 hours in prosecuting this action on
22 behalf of Plaintiff and the class. Such hours were reasonable and necessary. Our associates' hourly rate
23 is \$450.00 per hour. A summary of tasks completed by our associates include: drafting and revising
24 settlement documents including the Settlement Agreement, Motion for Preliminary Approval, supporting
25 documents, class notice, and declarations; reviewing and finalizing preliminary approval documents;
26 coordinating with co-counsel and opposing counsel regarding filing and settlement agreement
27 inconsistencies; communicating with clients regarding settlement terms; reviewing and revising
28 consolidated First and Second Amended Complaints and Case Management Conference statements;

1 drafting stipulation to file Second Amended Complaint; attending preliminary approval hearing;
2 reviewing defendant's demurrer; and drafting Motion for Final Approval documents. The number of
3 hours expended by our associates for work performed and the corresponding attorney's fees of \$21,330.00
4 are reasonable and necessary in obtaining the class-wide settlement that Plaintiff now asks the Court to
5 finally approve.

6 22. Our paralegals have dedicated approximately 16.3 hours in assisting with the prosecution
7 of this case. A summary of tasks completed by our associates include: assisting with the new client
8 meeting, setting up the case file, preparing and e-filing documents (LWDA certification, summons,
9 complaint, CMC, stipulations, proofs of service, CM statement), coordinating with legal document
10 servers, managing calendaring, tracking court documents, calculating estimated costs, and updating
11 reports. Their hourly rate is \$220.00 per hour. The number of hours expended for work performed and
12 the corresponding fees of \$ \$3,586 are reasonable and necessary.

13 23. In sum, James Hawkins APLC has invested 115.6 hours into this matter, resulting in a
14 lodestar of approximately \$71,646. I submit that the requested attorneys' fees are fair and reasonable, as
15 are the hourly rates at which our attorneys bill. In addition, we expect to spend at least another
16 approximately 15 hours in connection with the final approval hearing and managing the settlement
17 through conclusion.

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James Hawkins, APLC Lodestar Summary				
Timekeeper	Years	Hours	Rate	Total
James R. Hawkins	29	25.1	\$1,050	\$26,355.00
Christina Lucio	19	11	\$775	\$8,525.00
Mitchell Murray	14	15.8	\$750	\$11,850.00
Associate Attorneys	1-3	47.4	\$450	\$21,330.00
Paralegal Staff		16.3	\$220	\$3,586.00
TOTALS		115.6		\$71,646.00

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25 24. True and correct copies of the time records of my firm are collectively attached as **Exhibit**
26 **2** to this declaration. The billed hours represent time spent on tasks essential to the litigation and
27 settlement. We respectfully submit that our hourly rates are reasonable in light of the hourly rates charged
28 in the marketplace for comparable skill, years of experience and services. A true and correct copy of an

1 excerpt of applicable rates from the 2024 Wolters Kluwer Real Rate Report, attached as **Exhibit 3**, and
2 the 2025 Laffey Matrix, attached as **Exhibit 4**.

3 25. The Settlement that Class Counsel has negotiated on behalf of the Class confronts very
4 difficult and potentially individualized issues which make certification and proof of merits challenging
5 and work intensive. I and our firm's attorneys and paralegals, along with co-counsel, engaged in
6 persistent advocacy of the class claims in order to secure this Settlement, and through our legal expertise
7 and experienced negotiation techniques, we have achieved a very favorable result for the Class Members.
8 Other attorneys without our experience and comprehensive knowledge and perspective in connection
9 with complex employment litigation may not have been able to achieve such superior settlement terms
10 on behalf of the Class. I believe the requested amount of attorneys' fees under the Settlement is a
11 reasonable allocation given the excellent result we have secured for the Class Members. I, therefore,
12 respectfully request the Court approve the allocated attorneys' fees under the Parties' Settlement.

13 26. In serving as Plaintiffs' counsel and Class Counsel in this matter, my firm will also seek
14 reimbursement for the out-of-pocket costs of \$3,158.79. The costs were all directly incurred in the
15 prosecution of this action, including but not limited to, filing fees and service of process costs. A summary
16 of the costs incurred by our firm in this action is attached herewith as **Exhibit 5**. I believe that all of these
17 fees and costs are reasonable and necessarily incurred in litigating this matter and in pursuit of the
18 settlement.

19 **THE CLASS REPRESENTATIVE ENHANCEMENT AWARDS ARE REASONABLE**

20 27. The Settlement Agreement provides that Plaintiff may request an Enhancement Awards
21 in addition to any payment that Plaintiffs are entitled to as Class Members and PAGA Group Members.
22 The amount of the Enhancement Awards were disclosed to the members of the Class in the Class Notice.

23 28. Based on my experience, it is my opinion that the requested Enhancement Awards to
24 Plaintiffs are reasonable and warranted in light of the time and effort they spent working on this case and
25 the benefit their efforts conferred upon the Class. Plaintiffs spent a significant amount of time over the
26 past couple years assisting class counsel with its investigation. Plaintiffs kept in regular contact with my
27 and my co-counsel's office, provided relevant and helpful information throughout this litigation, and
28 timely responded to all communications. The requested \$10,000 Class Representative Enhancement

1 Awards are fair and reasonable when compared to the payments approved in similar cases with which I
2 am familiar.

3 29. My and my co-counsel's firms spent a considerable amount of time communicating and
4 working with Plaintiffs who provided factual information and documentation that was critical to our
5 understanding of the case, which helped my firm prepare the complaint and pleadings in this litigation.
6 Plaintiffs took the time to explain Defendants' policies and practices related to the claims raised in the
7 lawsuit, which were instrumental in understanding the claims and defenses asserted in the litigation. All
8 of this was used in solidifying arguments used to negotiate a fair and reasonable settlement.

9 30. Plaintiffs have been involved in all stages of the litigation, have worked diligently to
10 represent the members of the Settlement Class and have put the interest of the Class above their own self-
11 interest. At all times, they have remained cognizant of their obligations and duties to the other Class
12 Members.

13 31. Plaintiffs also assumed the risk of an adverse judgment and the financial responsibility of
14 such a judgment by bringing and maintaining this litigation. By stepping forward and attaching their
15 names to this litigation, Plaintiffs jeopardized, and continue to jeopardize, the availability of prospective
16 employment because their name is now associated with employment litigation, particularly in the internet
17 age, where prospective employers may easily discover such information.

18 32. Furthermore, under the terms of the settlement, Plaintiffs signed a general release as to all
19 potential claims they may have against Defendants, an expansive release that is not required of other
20 Class Members.

21 33. In my experience, there are few individuals who are willing to come forward to serve as
22 a named representative and to provide the hard work, diligence and personal financial risk that may come
23 with undertaking such role. Plaintiff's refusal to waiver in his decision to prosecute this case demonstrates
24 that he, at all times, has acted in the best interest of the members of the Class.

25 34. The requested \$10,000 Enhancement Awards to Plaintiffs are fair and reasonable in light
26 of the time and effort they spent working on this case and the benefit their efforts conferred upon the
27 Class.

1 I declare under penalty of perjury under the laws of the State of California that the foregoing is
2 true and correct. Executed on this 15th day of April 2026, in Irvine, California.

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6 James R. Hawkins
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EXHIBIT 1

JOINT PROSECUTION AGREEMENT AND FEE-SHARING AGREEMENT

This Joint Prosecution Agreement and Fee-Sharing Agreement (“Agreement”) sets forth the terms of the co-counsel relationship by and among Wilshire Law Firm, PLC (“WLF”) and James Hawkins, APLC (“Hawkins”), (collectively, “Attorneys” or “Co-Counsel”), in connection with the lawsuits entitled *Andres Sendis v. Gucci America, Inc.*, Riverside County Superior Court Case No. CVPS24024656 (“*Sendis Action*”) and *Telese Walker v. Gucci America, Inc./Kering America, Inc.*, Riverside County Superior Court Case No. CVRI2407345 (“*Walker Action*”) (collectively referred to herein as “the Actions.”)

The purpose of this agreement is to memorialize the fee-sharing arrangement between Co-Counsel and the scope of their duties regarding the Actions, and their representation of Plaintiffs Andres Sendis and Telese Walker (collectively, “Plaintiffs”) and the putative class/aggrieved employees. By this agreement and in consideration of the mutual promises set forth below, Co-Counsel agree to the following terms:

- 1) Co-Counsel acknowledge that, in order to jointly litigate the Actions, they will need to exchange certain materials and information, the contents of which may be or include material protected by the attorney client privilege, the work product doctrine, or other state and federal statutory and common law rights and privileges, including but not limited to: factual material, mental impressions, documents, memoranda, and interview and investigative reports. Co-Counsel wish to pursue their common interests cooperatively without waiving any privilege or protection as to any communication or work product. Any and all materials and communications exchanged among Co-Counsel in connection with the litigation shall be exchanged pursuant to a common interest privilege and are protected from disclosure from any third party without the express consent of Co-Counsel. The disclosure of materials and communications pursuant to this Agreement shall not constitute a waiver of any privilege or protection.
- 2) Co-Counsel pledge that they will not seek to prosecute the Actions alone or with any other Co-Counsel firm or other firm without the express written consent of the other Co-Counsel.
- 3) Co-Counsel will vigorously and jointly prosecute the Actions. Co-Counsel will coordinate all litigation work assignments in order to avoid unnecessary duplication, and will develop and implement a coherent, consistent litigation strategy. Co-Counsel will consult with each other regarding major strategy decisions and work assignments, including but not limited to the type of relief to accept in settlement of the case. It is anticipated that all Co-Counsel firms will be actively involved in the Actions.
- 4) Co-Counsel and Plaintiffs hereby acknowledge and agree that any eventual award of attorneys’ fees that is recovered in connection with the resolution of the Actions, either by settlement, arbitration, judgment or otherwise, shall be divided between Co-Counsel as follows:
 - A) 75% to WLF and 25% to Hawkins, whether based on a fraction (or percentage)

of the common fund or lodestar.

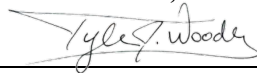
- B) Co-Counsel shall each maintain a complete and accurate record of time devoted.
- 5) Attorneys agree that they will obtain separate written consent from their client(s) to this Agreement.
- 6) This is an integrated contract and reflects the full agreement of the parties, and it may only be modified in writing. No prior or contemporaneous written or oral representations may be admitted as to the meaning and/or mutual intent of the terms set forth herein.
- 7) In the event of any dispute arising from this Agreement, the prevailing party shall be entitled to an award of reasonable attorneys' fees and costs.
- 8) This Agreement is covered by California law.
- 9) Attorneys, and each of them, have participated in the negotiation and drafting of this Agreement. Accordingly, the rule of contract interpretation that ambiguities are construed against the drafting party shall not apply to this Agreement.
- 10) This Agreement shall be deemed canceled and no longer valid in the event: (1) a conflict arises between any plaintiff and/or their attorney(s), on the one hand, and the putative class and/or Labor and Workforce Development Agency ("LWDA"), on the other hand; or (2) a court determines that any plaintiff and/or their attorney(s) are inadequate representatives for the putative class and/or LWDA.

This agreement and acknowledgment between WLF and Hawkins, and Plaintiffs may be evidenced by one or more counterparts, all of which shall constitute a single agreement. A facsimile, electronic signature, or copy of a signature may be used in lieu of an original.

IT IS SO AGREED,

Wilshire Law Firm, PLC

Dated: 9/15/25

By: 
Tyler House, Esq.
Peter Horton, Esq.

James Hawkins, APLC

Dated: _____

By: _____
James R. Hawkins, Esq.
Christina M. Lucio, Esq.
Mitchell J. Murray, Esq.

of the common fund or lodestar.

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IT IS SO AGREED,

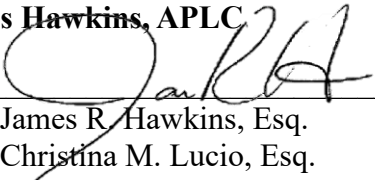
Wilshire Law Firm, PLC

Dated: _____

By: _____
Tyler House, Esq.
Peter Horton, Esq.

James Hawkins, APLC

Dated: 09/19/2025

By:  _____
James R. Hawkins, Esq.
Christina M. Lucio, Esq.
Mitchell J. Murray, Esq.

CLIENT ACKNOWLEDGEMENT OF JOINT PROSECUTION AND FEE SHARING AGREEMENT

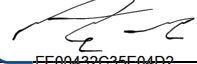
Client Consent Pursuant to California Rules of Professional Conduct Rule 1.5.1

I, Andres Sendis, state as follows:

1. I have been advised in writing that my attorneys, Wilshire Law Firm, PLC, have entered into a Joint Prosecution and Fee Sharing Agreement (“the Agreement”) with James Hawkins, APLC, in connection with the Actions.
2. I have been advised in writing and understand that in the event of a class or representative action settlement or judgment in the Actions, any Court-approved award of fees and costs will be divided amongst the attorneys as set forth in the Agreement.
3. I hereby acknowledge that I have been provided with a copy of the Agreement.
4. I have further been advised in writing and understand that the total fee charged will not be increased solely by reason of the division of fees.

I hereby consent to this proposed fee division.

Date: 9/15/2025

DocuSigned by:

FE00432635E04D2...

Andres Sendis

**CLIENT ACKNOWLEDGEMENT OF JOINT PROSECUTION AND FEE SHARING
AGREEMENT**

Client Consent Pursuant to California Rules of Professional Conduct Rule 1.5.1

I, Telese Walker, state as follows:

1. I have been advised in writing that my attorneys, James Hawkins, APLC, have entered into a Joint Prosecution and Fee Sharing Agreement (“the Agreement”) with Wilshire Law Firm, PLC in connection with the Actions.
2. I have been advised in writing and understand that in the event of a class or representative action settlement or judgment in the Actions any Court-approved award of fees and costs will be divided amongst the attorneys as set forth in the Agreement.
3. I hereby acknowledge that I have been provided with a copy of the Agreement.
4. I have further been advised in writing and understand that the total fee charged will not be increased solely by reason of the division of fees.

I hereby consent to this proposed fee division.

Date: 09/19/2025



Telese Walker (Sep 19, 2025 11:52:33 PDT)

Telese Walker

EXHIBIT 2

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
03/30/2026	 	Draft: M&A Docs Unbilled	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	4.60h	\$0.00	-	\$0.00
03/20/2026	 	Draft: M&A docs Unbilled	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	1.60h	\$0.00	-	\$0.00
01/01/2026	 	Conference: call with Alan - Wilshire re prelim Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
01/01/2026	 	Correspondence: email re prelim Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
11/25/2025	 	Correspondence: emails re cmc Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
11/24/2025	 	Draft: Review an revised cmc stmt Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
11/24/2025	 	Correspondence: ☐ mails re cmc Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
11/10/2025	 	☐ hearing: Sendis ☐ hearing Prelim Mtn ☐ hearing Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.60h	\$0.00	-	\$0.00
11/04/2025	 	Suppl. decl re prelim, emails re the same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.40h	\$0.00	-	\$0.00
10/31/2025	 	Correspondence: emails re prelim Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
10/20/2025	 	Correspondence: reviewing and drafting emails re prelim filing Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Samantha Jones	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 0.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
10/20/2025	 	Phone ☐ pp Atty: call re filing Prelim docs Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
10/10/2025	 	Draft: ☐ final ☐ Settlement and Prelim docs, emails and correspondence re the same, call with ☐ pp atty/paralegal re filing Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	1.00h	\$0.00	-	\$0.00
10/16/2025	 	Draft: ☐ final ☐ Settlement and Prelim docs, emails and correspondence re the same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	2.00h	\$0.00	-	\$0.00
10/16/2025	 	Conference: Reviewing ☐ pp atty emails, conf. with mm re next steps Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.60h	\$0.00	-	\$0.00
10/16/2025	 	Telephone: Answer client ☐ uestions re settlement agmt Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 0.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
10/16/2025	 	Review: Review ☐ pp atty email re inconsistencies in Mtn draft, email re the same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
10/15/2025	 	Telephone: Call with client re decl. Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
10/15/2025	 	Review: Reviewing and revising notice Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.50h	\$0.00	-	\$0.00
10/15/2025	 	Correspondence: correspondence re settlement agmt Prelim Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
10/15/2025	 	Draft: Revising Prelim Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	3.30h	\$0.00	-	\$0.00
10/14/2025	 	Draft: Revising Prelim Unbilled	150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.00h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
10/14/2025	 	Draft: Revising Prelim Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	1.50h	\$0.00	-	\$0.00
10/13/2025	 	Review: Review Sendis decl. Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
10/13/2025	 	Review: Woods decl. Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.50h	\$0.00	-	\$0.00
10/13/2025	 	Draft: J's Decl. of Plt's Decl. re Prelim appr. emails re the same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	1.50h	\$0.00	-	\$0.00
10/10/2025	 	Review: Reviewing prelim and settlement docs, conf with MM re the same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Samantha Jones	5.60h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026
11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
10/09/2025	 	Telephone: Client update Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
10/09/2025	 	Draft: Class notice Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	3.20h	\$0.00	-	\$0.00
10/01/2025	 	Conference: Conf with MM re MPA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
10/03/2025	 	Review: Review and revised Consolidated AC, email re the saem Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.60h	\$0.00	-	\$0.00
09/29/2025	 	Review: review settlement agmt Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.40h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026
11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
09/26/2025	 	Conference: Conf with MM re conf with DM re Gucci case status and cmc Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.50h	\$0.00	-	\$0.00
09/24/2025	 	File Review: review file for settlement docs Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.50h	\$0.00	-	\$0.00
09/24/2025	 	Correspondence: emails re cmc stmt Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
09/19/2025	 	Correspondence: emails re JPA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
09/19/2025	 	Telephone: call re JPA, texts re the same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.40h	\$0.00	-	\$0.00
09/18/2025	 	Telephone: Call re JPA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
09/16/2025	 	Correspondence: email re JPA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
09/11/2025	 	Conference: Conf with MM/CM re JPA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
08/14/2025	 	Correspondence: emails re SAC Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
08/13/2025	 	Correspondence: email re SAC Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
08/05/2025	 	Correspondence: email re SAC Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Samantha Jones	0.10h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
03/30/2025	 	Correspondence: email re SAC Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
03/23/2025	 	Correspondence: emails re SAC Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
03/14/2025	 	Conference: conference with CM re stip Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
03/14/2025	 	Correspondence: Review stip edits Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
03/14/2025	 	Correspondence: emails re stip Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
01/11/2025		Draft: stp to file SAC, email re the same  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.80h	\$0.00	-	\$0.00
01/10/2025		Conference: Conference with MM re opposition to demurrer  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
01/10/2025		Correspondence: 1 emails re Proposed SAC and CMC  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
01/08/2025		Correspondence: 1 emails re Proposed SAC and CMC  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
01/08/2025		Draft: Proposed SAC  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	1.30h	\$0.00	-	\$0.00
01/01/2025		Draft: draft CMC report  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State	Samantha Jones	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 18.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
03/03/2025	  Draft invoice	Conference with MM re PAGA case	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
03/03/2025	  Draft invoice	Correspondence: emails re complaint and Settlement	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
03/01/2025	  Draft invoice	File Review: evaluating new rep and sendris case	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.60h	\$0.00	-	\$0.00
03/01/2025	  Draft invoice	Review: reviewed demurrer	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
06/26/2025	  Draft invoice	Conference: with CM re Walker demurrer	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Samantha Jones	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
06/18/2025	 	Review: reviewing Demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
04/14/2025	 	Correspondence: email re related case Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
04/14/2025	 	Phone opp Atty: Call re settlement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
04/14/2025	 	Telephone: Call with CM re next steps Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
04/14/2025	 	Correspondence: email recall with opp atty Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
04/14/2025	 	File Review: File and notes review Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.40h	\$0.00	-	\$0.00
04/11/2025	 	Phone App Atty: Call re demurrer and settlement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
04/11/2025	 	File Review: Reviewing file and Def's demurrer args Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.50h	\$0.00	-	\$0.00
04/11/2025	 	Telephone: CM call re next steps Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
04/10/2025	 	Review: email re demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
03/18/2025	 	File Review: reviewed file re case review	150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
		Billed invoice	Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
03/10/2025		Hearing: CMC Hearing Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	1.20h	\$0.00	-	\$0.00
03/10/2025		Preparation: prep for CMC hearing Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
03/03/2025		Review: reviewed Def edits to CMC stmt Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
03/03/2025		Correspondence: email re cmc Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.40h	\$0.00	-	\$0.00
02/26/2025		Review: reviewed CM Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Samantha Jones	0.10h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
02/26/2025	 	Correspondence: email re CM Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.10h	\$0.00	-	\$0.00
02/24/2025	 	Correspondence: email re CMC stmt Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.40h	\$0.00	-	\$0.00
02/21/2025	 	Correspondence: emails re amended complaint CMC Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.50h	\$0.00	-	\$0.00
02/21/2025	 	Draft: Amended Complaint Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
02/20/2025	 	Review: review and revised Joint cmc stmt Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
02/20/2025	  Billed invoice	Correspondence: emails re cmc	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
02/20/2025	  Billed invoice	Conference: Conference call with CM and opp atty	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
02/19/2025	  Billed invoice	File Review: Reviewing file and calendar	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.20h	\$0.00	-	\$0.00
01/13/2025	  Billed invoice	File Review: Reviewing client file	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Samantha Jones	0.30h	\$0.00	-	\$0.00
03/25/2026	  Unbilled	Review status report	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
03/26/2026	  Unbilled	Email to co counsel re motion for final approval	150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
		Unbilled	Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
03/11/2026		Review weekly report Correspondence re same Unbilled	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
02/11/2026		Conference re status Unbilled	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
01/16/2026		Appear at case management conference Correspondence to staff re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.80h	\$0.00	-	\$0.00
01/12/2026		Review joint statement Correspondence re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
11/14/2025		Review tentative ruling Conference with SJ Correspondence with C Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Mitchell Murray	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
10/15/2025	 	Review and revise ☐ awkins declaration Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.80h	\$0.00	-	\$0.00
10/15/2025	 	Telephone call with CC re increase to GSA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
10/15/2025	 	Correspondence re increase to GSA based on additional class workweeks ☐ Telephone call with ☐ C re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
10/14/2025	 	Review motion for preliminary approval ☐ Review revised settlement agreement ☐ Correspondence re escalator clause Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	1.60h	\$0.00	-	\$0.00
10/10/2025	 	Correspondence with ☐ C re stipulation to continue filing deadline for MPA Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h 18/31

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
10/13/2025	 	Review revised proposal for ILM Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
10/10/2025	 	Review class notice forms and proposed order Correspondence re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.50h	\$0.00	-	\$0.00
10/10/2025	 	Review C edits to settlement agreement Review and revise same Correspondence re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	1.40h	\$0.00	-	\$0.00
10/09/2025	 	Correspondence to Phoenix re request for proposal Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
10/09/2025	 	Correspondence with ILM re request for proposal Review same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
10/09/2025	 	Correspondence to C re edits to settlement agreement including	150029.480 - Walker v. Gucci America, Inc. [State	Mitchell Murray	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
		escalator clause and cancellation clause ● Draft invoice	Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
10/09/2025	🕒	Review ☐ C's response to edits to settlement agreement☐ Correspondence with co counsel re same ● Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.50h	\$0.00	-	\$0.00
10/01/2025	🕒	Review and revise settlement agreement ● Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	2.30h	\$0.00	-	\$0.00
10/03/2025	🕒	Review and revise first amended complaint☐Correspondence re same ● Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
09/25/2025	🕒	Correspondence re stipulation to continue preliminary approval hearing ● Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
09/24/2025	🕒	Correspondence re motion for preliminary approval and long form settlement☐Conference with SJ re same	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Mitchell Murray	0.30h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 ☐8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
		Draft invoice	Gucci America, Inc. [State Class]					
09/19/2025		Correspondence re joint prosecution and fee share agreement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
09/18/2025		Review and revise stipulation to consolidate Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
09/16/2025		Correspondence with plaintiff's counsel in related case Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
09/12/2025		Draft joint prosecution and fee-sharing agreement Correspondence re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.60h	\$0.00	-	\$0.00
09/12/2025		Telephone call with plaintiff's counsel in related case Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026
11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
09/09/2025	 	Conference with J re fee split Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
09/09/2025	 	Correspondence to counsel for plaintiff in related case re status of settlement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
09/09/2025	 	Correspondence from C re extension to file response to SAC Conference with SJ re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
09/05/2025	 	Correspondence with counsel for plaintiff in related PAGA case re settlement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
08/14/2025	 	Notes re call Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
08/14/2025	 	Conference with CM re call with counsel in related PAGA case	150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
		Draft invoice	Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
08/14/2025		Telephone call with counsel in related PAGA case Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
09/10/2025		Conference with SJ re opposition to demurrer Review demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.30h	\$0.00	-	\$0.00
09/09/2025		Conference with SAJ re PAGA case Correspondence to Plaintiff's counsel in PAGA case re same Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Mitchell Murray	0.40h	\$0.00	-	\$0.00
12/20/2024		Preparation: Conduct damages analysis with client, draft memo re same. Review client docs for wage and hour violations. Confer with atty. Draft complaint and PAGA letter. Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Michael Cipriano	5.00h	\$0.00	-	\$0.00
03/30/2026		Crs re status Unbilled	150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

23/31

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			150029.480 - Walker v. Gucci America, Inc. [State Class]					
03/11/2026	  Unbilled	Crs re status	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
03/05/2026	  Unbilled	Crs re administrator report	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
02/20/2026	  Unbilled	Review crs with administrator	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
02/11/2026	  Unbilled	Conference re status	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
01/28/2026	  Draft invoice	Crs re status of settlement	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class]					
01/12/2026	 	Crs re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina 	0.20h	\$0.00	-	\$0.00
11/24/2025	 	Crs re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina 	0.20h	\$0.00	-	\$0.00
11/05/2025	 	Conference re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina 	0.20h	\$0.00	-	\$0.00
10/21/2025	 	Conference re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina 	0.20h	\$0.00	-	\$0.00
09/19/2025	 	Crs re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina 	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
09/30/2025	 	Crs re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
09/11/2025	 	Conference re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
09/10/2025	 	Crs re settlement and status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
08/14/2025	 	Conference re strategy Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
08/13/2025	 	Conference re status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
08/06/2025	 	Crs re declaration and status Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State	Christina Lucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
01/23/2025		Crs re SAC  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
01/23/2025		Crs re status  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
01/14/2025		Conference re stipulation  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
01/11/2025		Crs re status  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
01/09/2025		Crs re court order  Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Christina Lucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 18.20h

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Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
03/08/2025	 	Conference re demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
03/08/2025	 	Review and revise SAC review demurrer. Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	1.00h	\$0.00	-	\$0.00
03/03/2025	 	crs re joint statement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
03/03/2025	 	crs re joint statement Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
04/24/2025	 	Crs re demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
04/15/2025	 	Review crs from defense re conference and update. Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
04/15/2025	 	Conference re demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
04/10/2025	 	Crs re demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
04/10/2025	 	Review crs re demurrer Draft invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
03/19/2025	 	Conference re status and strategy Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
03/05/2025	 	Conference re strategy Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State	Christina Lucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026

11:30 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]					
03/04/2025	 	Crs re oint statement Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina ucio	0.20h	\$0.00	-	\$0.00
02/20/2025	 	Conference with defense counsel Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina ucio	0.30h	\$0.00	-	\$0.00
02/21/2025	 	Crs re amended pleading Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina ucio	0.20h	\$0.00	-	\$0.00
02/24/2025	 	Crs re CMC Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina ucio	0.20h	\$0.00	-	\$0.00
01/20/2025	 	Review court order Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v.	Christina ucio	0.20h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

30/31

Activities Export

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
			Gucci America, Inc. [State Class]					
12/30/2024	 	Crs re fiing and submission Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.20h	\$0.00	-	\$0.00
12/30/2024	 	Review and revise complaint review intake review and revise WDA Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	1.50h	\$0.00	-	\$0.00
12/29/2024	 	Review and revise complaint Billed invoice	150029.480 - Walker v. Gucci America, Inc. [State Class] 150029.480 - Walker v. Gucci America, Inc. [State Class]	Christina Lucio	0.80h	\$0.00	-	\$0.00
					78.20h		\$0.00 0.00h	\$0.00 8.20h

Activities Export

03/30/2026
11:39 AM

Date	Type	Description	Matter	User	Qty	Rate (\$)	Non-billable (\$)	Billable (\$)
03/06/2025	 	Review: Reviewed related case docket Billed invoice	150029.482 - Walker v. Gucci America, Inc. [PAGA] 150029.482 - Walker v. Gucci America, Inc. [PAGA]	Samantha Jones	0.20h	\$0.00	-	\$0.00
03/06/2025	 	Correspondence: email re sendis Billed invoice	150029.482 - Walker v. Gucci America, Inc. [PAGA] 150029.482 - Walker v. Gucci America, Inc. [PAGA]	Samantha Jones	0.10h	\$0.00	-	\$0.00
03/05/2025	 	Research: looking into details of prior filed PAGA case Billed invoice	150029.482 - Walker v. Gucci America, Inc. [PAGA] 150029.482 - Walker v. Gucci America, Inc. [PAGA]	Samantha Jones	0.50h	\$0.00	-	\$0.00
03/05/2025	 	Correspondence: email re PAGA Complaint Billed invoice	150029.482 - Walker v. Gucci America, Inc. [PAGA] 150029.482 - Walker v. Gucci America, Inc. [PAGA]	Samantha Jones	0.20h	\$0.00	-	\$0.00
					1.00h		\$0.00 0.00h	\$0.00 1.00h

Time Ticket Diary Report

Report Date: 4/3/2026
Report Time: 10:58AM
Page: 1 of 5
User ID: hitson

JAMES HAWKINS APLC

Date Range: 01/01/1900 to 04/03/2026
Timekeeper: All
Client: GUCCIAMERICA Telese Walker
Matter: GUCCI AMERICA, Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)
Billing Type: All
Task Code: All
Hold Status: All (both Held and Non-Held)
Billing Status: Unbilled Only
Sorted by: Timekeeper,Date,Client

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
JRH	James Hawkins									
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, emails and crs w/ MLW re pnc; issues; memo	07/20/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	2	0.40	430.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, receipt and review of summary of issues; brief research; atty notes	07/21/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	3	1.10	1,182.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, due diligence re related cases; review; research financials; atty notes	07/22/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	14	1.20	1,290.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, new client meeting;crs; emails; retainer; client docs; intake; memo to file; atty notes	07/24/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	4	3.10	3,332.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, review all client docs; research; conf w/ CML re new case; filing; emails re same	08/15/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	7	2.00	2,150.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, phone call w/ client; docs; policy confirm; review wages; memo	08/22/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	32	1.10	1,182.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, receipt of phone call from potential witness; returned phone call; memo to file for contact info	09/01/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	31	1.10	1,182.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, conf and strategy discussions re complaint and summary; atty notes	09/30/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	11	1.40	1,505.00	BL			No	Unbilled

Time Ticket Diary Report

Report Date: 4/3/2026
 Report Time: 10:58AM
 Page: 2 of 5
 User ID: hitson

JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	12/30/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	9	0.40	430.00	BL			No	Unbilled
		multiple emails re lwda; issues; atty notes								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	02/28/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	34	0.20	215.00	BL			No	Unbilled
		receipt and emails and filing; r/r proof; emails re same								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	06/02/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	33	0.60	645.00	BL			No	Unbilled
		case update and conf; moving forward; emails and crs; strategy; discussions; memo								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	06/15/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	16	1.00	1,075.00	BL			No	Unbilled
		conf and strategy discussions re case moving forward; conf w/ CML; memo to file								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	07/23/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	19	0.90	967.50	BL			No	Unbilled
		multiple emails and crs; re docket; receipt and review of court docs; atty notes								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	09/30/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	30	0.80	860.00	BL			No	Unbilled
		multiple emails and crs; emails from client re update; atty notes								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	11/05/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	21	1.90	2,042.50	BL			No	Unbilled
		crs; emails; supp filing; conf re same; review; emails and crs re same								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	03/30/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	23	0.90	967.50	BL			No	Unbilled
		reports for costs crs w/ MLW and update tickets; review; estimated final costs for final; atty notes								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	04/01/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	24	1.80	1,935.00	BL			No	Unbilled
		receipt of potential additional; review issues; emails w/ MLW re same; multiple crs re final; motion; crs and memo to file								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	04/02/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	27	1.20	1,290.00	BL			No	Unbilled
		receipt and review of reports; redline; crs re same								
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA,	04/03/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	29	4.00	4,300.00	BL			No	Unbilled
		approximate time needed for final through final accounting and case closure								

Time Ticket Diary Report

Report Date: 4/3/2026
 Report Time: 10:58AM
 Page: 3 of 5
 User ID: hitson

JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
Totals For:JRH				25.10	26,982.50					
MLW	Melissa Whitson									
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, receipt of email re pnc; issues; emails w/ JRH re same	07/20/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	1	0.50	122.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, assist JRH w/ new client meeting; intake; client docs; retainer; emails; calendar	07/24/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	5	1.50	367.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, set up new file on network; calendar; prep for filings; emails and crs; emails w/ JRH re same	07/28/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	6	1.00	245.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, prep lwda; cert; file; calendar	12/30/2024 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	8	0.50	122.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, prep docs; legal doc server; summons; complaint; emails re same; calendar	01/08/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	10	0.90	220.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, legal doc server; complex fees; calendar	02/13/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	12	0.50	122.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, legal doc server; process serve first; calendar; emails	02/24/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	13	0.40	98.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, e-file; proof of service; calendar	02/28/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	15	0.40	98.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, legal doc server; e-file cmc; calendar	07/15/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	17	0.40	98.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, e-file stip and order; emails; calendar	07/17/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	18	0.30	73.50	BL			No	Unbilled

Time Ticket Diary Report

Report Date: 4/3/2026
 Report Time: 10:58AM
 Page: 4 of 5
 User ID: hitson

JAMES HAWKINS APLC

Client Number Client Name	Matter Number	Date Matter Description	Ticket Number	Hours	Amount	Type	Task Code	Activity Code	Held	Billing Status
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, e-file cm statement	10/01/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	20	0.30	73.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, pull court docs; emails; calendar; order and notice	12/09/2025 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	22	0.50	122.50	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, filing fee - estimated costs; emails w/JRH re same; calendar	03/30/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	25	0.60	147.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, update all reports and emails; conf w/ JRH re same; calendar	04/02/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	26	1.00	245.00	BL			No	Unbilled
GUCCIAMERICA Telese Walker Time Ticket Text:	GUCCI AMERICA, estimate of time needed for case wrap up through storage	04/03/2026 Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)	28	2.50	612.50	BL			No	Unbilled
Totals For:MLW				11.30	2,768.50					

Timekeepers Totals

Timekeeper:	JRH	Type	Unbilled
		Billable Hours	25.10
		Total For JRH	25.10
Timekeeper:	MLW	Type	Unbilled
		Billable Hours	11.30
		Total For MLW	11.30

Time Ticket Diary Report

Report Date: 4/3/2026

Report Time: 10:58AM

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User ID: hitson

JAMES HAWKINS APLC

Client Number	Matter	Date	Ticket	Hours	Amount	Type	Task	Activity	Held	Billing Status
Client Name	Number	Matter Description	Number				Code	Code		

Firm Totals

TYPE	Unbilled
Billable Hours	36.40
Grand Total:	36.40

EXHIBIT 3

Section I: High-Level Data Cuts

Detailed Practice Area

By Matter Type

2024 - Real Rates for Partner, Associate, and Paralegal

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
	Non-Litigation	Partner	121	\$665	\$780	\$962	\$841	\$804	\$771
		Associate	77	\$430	\$519	\$704	\$583	\$548	\$508
		Paralegal	11	\$180	\$238	\$269	\$237	\$278	\$254
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	125	\$419	\$548	\$755	\$629	\$573	\$494
		Associate	127	\$332	\$405	\$495	\$448	\$413	\$366
		Paralegal	71	\$196	\$250	\$295	\$249	\$238	\$224
	Non-Litigation	Partner	116	\$390	\$485	\$604	\$545	\$531	\$505
		Associate	115	\$295	\$325	\$419	\$382	\$343	\$331
		Paralegal	58	\$131	\$195	\$251	\$211	\$205	\$211
Employment and Labor: ERISA	Non-Litigation	Partner	60	\$530	\$684	\$850	\$714	\$667	\$690
		Associate	26	\$364	\$440	\$650	\$520	\$441	\$436
Employment and Labor: Immigration	Non-Litigation	Partner	32	\$505	\$658	\$942	\$712	\$683	\$612
		Associate	20	\$341	\$504	\$950	\$599	\$457	\$456
		Paralegal	17	\$126	\$175	\$225	\$182	\$201	\$182
Employment and Labor: OFCCP	Non-Litigation	Partner	16	\$531	\$665	\$825	\$714	\$674	\$637

Section III: Practice Area Analysis

Employment and Labor By City

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
Denver CO	Partner	28	\$520	\$576	\$645	\$606	\$577	\$573
	Associate	17	\$359	\$384	\$426	\$394	\$383	\$347
Houston TX	Partner	24	\$500	\$550	\$819	\$632	\$611	\$587
	Associate	13	\$410	\$495	\$525	\$487	\$463	\$385
Kansas City MO	Partner	17	\$400	\$496	\$561	\$492	\$488	\$428
Los Angeles CA	Partner	100	\$525	\$695	\$1,020	\$801	\$789	\$744
	Associate	88	\$421	\$529	\$858	\$632	\$607	\$502
Miami FL	Partner	18	\$455	\$545	\$629	\$556	\$583	\$593
	Associate	12	\$363	\$398	\$447	\$390	\$421	\$463
Minneapolis MN	Partner	29	\$441	\$561	\$761	\$623	\$651	\$587
	Associate	32	\$344	\$415	\$557	\$468	\$426	\$423
Nashville TN	Partner	19	\$490	\$517	\$570	\$523	\$483	\$451
New York NY	Partner	247	\$508	\$709	\$979	\$835	\$802	\$718
	Associate	211	\$374	\$522	\$704	\$581	\$614	\$508

2024 - Real Rates for Partner						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
Fewer Than 21 Years	Litigation	73	\$480	\$742	\$949	\$727	\$636	\$521
	Non-Litigation	178	\$440	\$528	\$724	\$623	\$610	\$541
21 or More Years	Litigation	180	\$492	\$675	\$995	\$775	\$737	\$660
	Non-Litigation	401	\$500	\$648	\$803	\$703	\$677	\$637

2024 - Real Rates for Associate						Trend Analysis - Mean		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2024	2023	2022
3 to Fewer Than 7 Years	Litigation	48	\$408	\$459	\$591	\$495	\$468	\$417
	Non-Litigation	77	\$355	\$421	\$495	\$458	\$410	\$350
7 or More Years	Litigation	81	\$345	\$494	\$717	\$549	\$477	\$439
	Non-Litigation	104	\$375	\$474	\$612	\$521	\$447	\$419

Section III: Practice Area Analysis

Employment and Labor

By Matter Type and YOE

2024 - Real Rates for Associate and Partner

Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
50 Lawyers or Fewer	Litigation	Partner	26	\$325	\$422	\$656	\$499	\$473	\$426
		Associate	14	\$325	\$325	\$355	\$342	\$356	\$308
	Non-Litigation	Partner	21	\$353	\$510	\$666	\$538	\$503	\$471
51-200 Lawyers	Litigation	Partner	19	\$315	\$360	\$450	\$394	\$405	\$399
		Associate	74	\$450	\$700	\$806	\$674	\$636	\$591
	Non-Litigation	Partner	37	\$307	\$423	\$642	\$457	\$372	\$331
201-500 Lawyers	Litigation	Partner	87	\$515	\$650	\$1,095	\$858	\$766	\$535
		Associate	112	\$413	\$593	\$761	\$634	\$645	\$388
	Non-Litigation	Partner	162	\$400	\$445	\$595	\$529	\$523	\$491
		Associate	59	\$325	\$405	\$525	\$464	\$405	\$372
501-1,000 Lawyers	Litigation	Partner	73	\$475	\$693	\$981	\$741	\$758	\$697
		Associate	60	\$351	\$498	\$665	\$531	\$493	\$445
	Non-Litigation	Partner	255	\$510	\$595	\$700	\$667	\$648	\$609
		Associate	127	\$330	\$384	\$508	\$488	\$448	\$422

2024 - Real Rates for Associate and Partner							Trend Analysis - Mean		
Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2024	2023	2022
More Than 1,000 Lawyers	Litigation	Partner	102	\$788	\$947	\$1,120	\$976	\$933	\$836
		Associate	125	\$479	\$581	\$740	\$615	\$572	\$546
	Non-Litigation	Partner	147	\$719	\$883	\$1,107	\$939	\$893	\$818
		Associate	123	\$450	\$506	\$660	\$592	\$549	\$495

EXHIBIT 4

LAFFEY MATRIX

[History](#)
[Case Law](#)
[See the Matrix](#)
[Contact us](#)
[Home](#)

			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/24- 5/31/25	1.080182	\$258	\$473	\$581	\$839	\$948	\$1141
6/01/23- 5/31/24	1.059295	\$239	\$437	\$538	\$777	\$878	\$1057
6/01/22- 5/31/23	1.085091	\$225	\$413	\$508	\$733	\$829	\$997
6/01/21- 5/31/22	1.006053	\$208	\$381	\$468	\$676	\$764	\$919
6/01/20- 5/31/21	1.015894	\$206	\$378	\$465	\$672	\$759	\$914
6/01/19- 5/31/20	1.0049	\$203	\$372	\$458	\$661	\$747	\$899
6/01/18- 5/31/19	1.0350	\$202	\$371	\$455	\$658	\$742	\$894
6/01/17- 5/31/18	1.0463	\$196	\$359	\$440	\$636	\$717	\$864
6/01/16- 5/31/17	1.0369	\$187	\$343	\$421	\$608	\$685	\$826
6/01/15- 5/31/16	1.0089	\$180	\$331	\$406	\$586	\$661	\$796
6/01/14- 5/31/15	1.0235	\$179	\$328	\$402	\$581	\$655	\$789
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389

6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *DL v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)

* $i_{\frac{1}{2}}$ Years Out of Law School $i_{\frac{1}{2}}$ is calculated from June 1 of each year, when most law students graduate. $i_{\frac{1}{2}}1-3$ " includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $i_{\frac{1}{2}}4-7$ " applies to attorneys in their 4th, 5th, 6th and 7th years of practice. An attorney who graduated in May 1996 would be in tier $i_{\frac{1}{2}}1-3$ " from June 1, 1996 until May 31, 1999, would move into tier $i_{\frac{1}{2}}4-7$ " on June 1, 1999, and tier $i_{\frac{1}{2}}8-10$ " on June 1, 2003.

** The Adjustment Factor refers to the nation-wide Legal Services Component of the Consumer Price Index produced by the Bureau of Labor Statistics of the United States Department of Labor.

EXHIBIT 5

Matter Billing Detail

Report Date: 3/31/2026
Report Time: 10:13AM
Page: 1 of 3
User ID: Ceja

JAMES HAWKINS APLC

Date Range: 01/01/1900 to 03/31/2026
Client: GUCCIAMERICA - Telese Walker
Matter: GUCCI AMERICA, - Gucci America, Inc. / Kering Americas, Inc. (Telese Walker)

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
		Balance Forward:	\$0.00						
12/30/2024	POS	Postage - 12/30/2024 Crs to agent(s) via certified mail re LWDA filing	\$36.30		Unbilled				
12/30/2024	FIL	Filing Fee - LWDA filing fee	\$75.00		Unbilled				
01/08/2025	LDS	Legal Document Server - E-Filing - Summons issued and filed, civil Case Cover Sheet, Complaint for Other Employment over 35,000, cert of Counsel IN# 11032829	\$480.35		Unbilled				
02/13/2025	LDS	Legal Document Server - Court Filing - Complex Fees IN# 11312690	\$1,095.00		Unbilled				
02/14/2025	LDS	Legal Document Server - Process Serve - Complaint, Summons, Civil Case Cover Sheet, Cert of Counsel, Notice of Dept Assignment, Notice of CMC IN# 11311831-01	\$49.20		Unbilled				
02/14/2025	LDS	Legal Document Server - Process Serve - Complaint, Summons, Civil Case Cover Sheet, Cert of Counsel, Notice of Deptment Assignment, Notice of Case Management conference IN# 11311831-02	\$49.20		Unbilled				
02/24/2025	LDS	Legal Document Server - Process Serve - First Amended Complaint IN# 11388925-01	\$45.00		Unbilled				
02/24/2025	LDS	Legal Document Server - Process SErve - First Ameneded Complaint IN# 11388925-02	\$45.00		Unbilled				
02/25/2025	LDS	Legal Document Server - EFiling - Amended Complaint IN# 11388878	\$30.35		Unbilled				
02/25/2025	LDS	Legal Document Server - EFiling - proof of Service IN# 11311831-03	\$30.35		Unbilled				
02/26/2025	LDS	Legal Document Server - EFiling - Proof of Service IN# 11311831-04	\$30.35		Unbilled				
02/28/2025	LDS	Legal Document Server - EFiling - proof of Service IN# 11388925-03	\$30.35		Unbilled				
02/28/2025	LDS	Legal Document Server - EFiling - Proof of Service IN# 11388925-04	\$30.35		Unbilled				
03/24/2025	LDS	Legal Document Server - E-Fling - Proof of Service IN# 11575108	\$30.35		Unbilled				
07/15/2025	LDS	Legal Document Server - EFiling - CM Statement IN# 1238049	\$35.35		Unbilled				

Matter Billing Detail

JAMES HAWKINS APLC

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
07/17/2025	LDS	Legal Document Server - EFiling - Stip and Order, Proof of Service IN# 12423231	\$55.35		Unbilled				
07/23/2025	CRT	Court Documents - Order	\$20.00		Unbilled				
10/01/2025	LDS	Legal Document Server - EFiling - CM Statement IN# 13009453	\$35.35		Unbilled				
11/05/2025	LDS	Legal Document Server - EFiling - Supplemental IN# 13281353	\$16.24		Unbilled				
11/25/2025	LDS	Legal Document Server - EFiling - CM Statement In# 13439855	\$35.35		Unbilled				
12/08/2025	CRT	Court Documents - Order	\$12.00		Unbilled				
12/09/2025	CRT	Court Documents - Notice	\$2.00		Unbilled				
03/30/2026	FIL	Filing Fee - Estimated Final costs - Final Approval Motion	\$90.75		Unbilled				
Total:			\$2,359.54	\$0.00					
Balance:			\$2,359.54						

Matter Billing Detail

JAMES HAWKINS APLC

Date	Expense Code	Description	Debit	Credit	Billing Status	On Hold	Invoice Number	Check Number	Payee
Total Fees Billed- - - - -			\$0.00						
Total Fees Unbilled : - - - - -			\$0.00						
Total Fees Received : - - - - -			\$0.00						
Total Soft Cost Billed : - - - - -			\$0.00						
Total Soft Cost Unbilled : - - - - -			\$0.00						
Total Soft Cost Received : - - - - -			\$0.00						
Total Hard Cost Billed : - - - - -			\$0.00						
Total Hard Cost Unbilled : - - - - -			\$2,359.54						
Total Hard Cost Received : - - - - -			\$0.00						
Total Taxes Billed : - - - - -			\$0.00						
Total Taxes Unbilled : - - - - -			\$0.00						
Total Taxes Received : - - - - -			\$0.00						
Total Late Charges Billed : - - - - -			\$0.00						
Total Late Charges Unbilled: - - - - -			\$0.00						
Total Late Charges Received : - - - - -			\$0.00						
Trust Balance: - - - - -			\$0.00						