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Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

VICENTE SANDOVAL, as an individual and
on behalf of all others similarly situated,

Plaintiff,

vs.

CYBEX SECURITY SOLUTIONS, LLC, a
California Limited Liability Company;
SONITROL ORANGE COUNTY, LLC, a
California Limited Liability Company; and
DOES 1 through 100, inclusive,

Defendants.

Case No. 30-2024-01398109-CU-OE-CXC

*[Assigned for all purposes to the Hon. Layne H.
Melzer, Dept. CX102]*

**DECLARATION OF PAUL K. HAINES IN
SUPPORT OF PLAINTIFF'S MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA ACTION
SETTLEMENT**

Date: September 11, 2025

Time: 2:00 p.m.

Dept.: CX102

Reservation ID No.: 74579556

Action Filed: May 8, 2024

Trial Date: None Set

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

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

18 6. In July 2012, I transitioned into litigating wage and hour class actions from the
19 Plaintiff’s side, first as a Partner with the law firm of Boren, Osher & Luftman, LLP, and since
20 February 2016 as a Shareholder of Haines Law Group, APC. Currently, over ninety percent
21 (90%) of my practice is dedicated exclusively to the prosecution of wage and hour class actions,
22 and my law firm is currently responsible for prosecuting over seventy-five (75) wage and hour
23 class actions filed in both State and Federal courts throughout California.

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

- 26 • *Medeiros v. Vortex Financial Management Inc.*, Case No. 30-2013-00644741-CU-OE-
27 CXC, California Superior Court, County of Orange, Honorable Judge Gail A. Andler,
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1 presiding (certifying a class of employees who were misclassified as independent
2 contractors);

- 3 • *Javine v. San Luis Ambulance Service, Inc.*, Case No. CV13-07480 BRO (SSx), United
4 States District Court, Central District of California, Honorable Judge Beverly Reid
5 O’Connell, presiding (conditionally certifying an unpaid FLSA overtime wage class);
- 6 • *Prado v. Warehouse Demo Services, Inc.*, Case No. CV14-3170 JFW (Ex), United States
7 District Court, Central District of California, Honorable Judge John F. Walter, presiding
8 (certifying a rest period violation class and conditionally certifying a FLSA unpaid
9 overtime wage class);
- 10 • *Bower v. Cycle Gear, Inc.*, Case No. CV14-2712 HSG, United States District Court,
11 Northern District of California, Honorable Judge Haywood S. Gilliam, Jr., presiding
12 (conditionally certifying an unpaid FLSA overtime wage class);
- 13 • *Vega v. Weatherford U.S., Limited Partnership*, Case No. CV14-1790-JLT, United States
14 District Court, Eastern District of California, Honorable Jennifer L. Thurston, presiding
15 (conditionally certifying an unpaid FLSA overtime wage class);
- 16 • *Galvan v. AMVAC Chemical Corporation*, Case No. 30-2014-00716103-CU-OE-CXC,
17 California Superior Court, County of Orange, Honorable Judge William Claster,
18 presiding (certifying unpaid overtime wage class and waiting time penalty class);
- 19 • *Camacho v. Residential Fire Systems, Inc.*, Case No. 30-2015-775372-CU-OE-CXC,
20 California Superior Court, County of Orange, Honorable Glenda Sanders, presiding
21 (certifying piece rate pay plan classes, expense reimbursement class, wage statement
22 class, and waiting time penalties class);
- 23 • *Ontiveros v. Safelite Fulfillment, Inc., et al*, Case No. CV 15-7118-DMG (RAOx), United
24 States District Court, Central District of California, Honorable Dolly M. Gee presiding
25 (certifying six classes of employees for rest period violations, wage statement violations,
26 meal period violations, and overtime and double-time violations);
- 27 • *Vasquez v. Kraft Heinz Foods Company*, Case No. 16-cv-2749-WQH-BLM, United
28 States District Court, Southern District of California, Honorable William Q. Hayes

- 1 presiding (certifying classes for automatic meal period deductions, manual time
2 deductions, late meal periods, and derivative wage statement and waiting time penalties);
- 3 • *Caudle, et al. v. Sprint/United Management Company, et al.* Case No. C 17-06874-WHA,
4 United States District Court, Northern District of California, Honorable William H.
5 Alsup presiding (certifying three classes of employees for unlawful wage deduction
6 violations, wage statement violations, and waiting time violations);
 - 7 • *Francisco Perez v. Sunbelt Rentals, Inc.*, Case No. 37-2018-00026405-CU-OE-CTL, San
8 Diego County Superior Court, Honorable Eddie C. Sturgeon, presiding (certifying a wage
9 statement class);
 - 10 • *Barbara J. Bowlin-Burdick v. Life Care Centers of America, Inc.*, Case No. BC657139,
11 Los Angeles County Superior Court, Honorable Maren E. Nelson, presiding (certifying
12 classes for late meal period violations, on-remises rest period violations, wage statement
13 violations, and waiting time violations);
 - 14 • *Staublein v. Wells Fargo Bank, National Association*, Case No. CIVDS1712267, San
15 Bernardino County Superior Court, Honorable David Cohn, presiding (certifying a wage
16 statement class);
 - 17 • *Quentin McDonald, et al. v. Sierra Pacific Industries*, Case No. 191133, Shasta County
18 Superior Court, Honorable Tamara L. Wood, presiding (certifying classes for rest period
19 violations, meal period violations, unpaid overtime and minimum wage violations,
20 expense reimbursement violations, wage statement violations, and waiting time
21 penalties);
 - 22 • *Danica N. Keich, et al. v. U.S. Healthworks, Inc., et al.*, Case No. 37-2017-00015343-
23 CU-OE-CTL, San Diego County Superior Court, Honorable Eddie C. Sturgeon,
24 presiding (certifying classes for rest period violations, meal period violations, on-call pay
25 violations, wage statement violations, and waiting time violations);
 - 26 • *George Gomez v. The Bedrock Company*, Case No. CIVDS1824255, San Bernardino
27 County Superior Court, Honorable David Cohn, presiding (certifying claims for unpaid
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overtime and minimum wage violations, meal period violations, rest period violations, wage statement violations, and waiting time penalties);

- *Aurora Gatica v. Valley Ag, Inc. et al.*, Case No. 19CECG03018, Fresno County Superior Court, Honorable Tyler D. Tharpe, presiding (certifying claims for meal period violations, unpaid rest period violations, wage statement violations, and waiting time penalties); and
- *Ortencia Soto v. Puretek Corporation*, Case No. 21STCV28904, Los Angeles County Superior Court, Honorable Lawrence P. Riff, presiding (certifying claims for meal period violations, rest period violations, waiting time penalties, and wage statement violations).

8. I have been appointed as Class Counsel in hundreds of wage and hour class action settlements in state and federal courts within California, and my law firm has recovered in excess of \$500 million dollars on behalf of our clients.

9. Between 2023 and the start of 2025, I was awarded attorney's fees following a lodestar cross-check based on a rate of \$850 per hour in the following cases:

- *Arcos v. Panoramic Doors, LLC*, Case No. 37-2021-00048823-CU-OE-CTL, San Diego County Superior Court, Honorable Loren G. Freestone, presiding (using an hourly rate of \$850 for work performed in 2021-2023);
- *Ramirez v. Wyndham Vacation Ownership, Inc.*, Case No. 20CV01715, Santa Barbara County Superior Court, Honorable James F. Rigali, presiding (using an hourly rate of \$850 for work performed from 2020-2024);
- *Aaron Hallum, et al. v. FCA US, LLC*, Case No. CIVDS1936782, San Bernardino County Superior Court, Honorable Joseph T. Ortiz, presiding (using an hourly rate of \$850 for work performed in 2021-2024);
- *Rafael Perez v. Kyocera SGS Precision Tools, Inc.*, Case No. 30-2022-01299232-CU-OE-CXC, Orange County Superior Court, Honorable Randall J. Sherman, presiding (awarding attorney's fees following a lodestar cross-check based on an hourly rate of \$850 for work performed in 2022-2024);

- 1 • *Kevin Murphy, et al. v. Fusion Learning, Inc.*, Case No. 2:21-cv-06732-JAK (ASx),
2 United States District Court, Central District of California, Honorable John A. Kronstadt,
3 presiding (approving and finding reasonable an hourly rate of \$850 for work performed
4 in 2022-2024);
- 5 • *Target Wage and Hour Cases*, Case No. JCCP 5259, Lead Case No. CIVSB2209126,
6 San Bernardino County Superior Court, Honorable Wilfred J. Schneider, Jr., presiding
7 (using an hourly rate of \$850 for work performed in 2022-2024);
- 8 • *Karen Trudelle, et al. v. Children of the Rainbow, Inc.*, Lead Case No. 37-2022-
9 00034860-CU-OE-CTL, San Diego County Superior Court, Honorable Robert
10 Longstreth, presiding (using an hourly rate of \$850 for work performed in 2022-2024)
- 11 • *Ruben Hernandez, et al. v. Neovia Logistics Services, LLC, et al.*, Case No.
12 CIVSB2305867, San Bernardino County Superior Court, Honorable Tony Raphael,
13 presiding (using an hourly rate of \$850 for work performed in 2023-2025);
- 14 • *Jonathan Jauregui Gutierrez, et al. v. PASHA Automotive Services*, Case No. 37-2021-
15 00011967-CU-CO-CTL, San Diego County Superior Court, Honorable Katherine A.
16 Bacal, presiding (using an hourly rate of \$850 for work performed in 2021-2025);
- 17 • *Raul Camacho, et al. v. Residential Fire Systems, Inc., et al.*, Case No. 30-2015-
18 00775372-CU-OE-CXC, Orange County Superior Court, Honorable Lon F. Hurwitz,
19 presiding (using an hourly rate of \$850 for work performed in 2015-2025);
- 20 • *Chrisian Alanis v. Leonard Roofing, Inc.*, Case No. BC672028, Los Angeles County
21 Superior Court, Honorable William F. Highberger, presiding (using an hourly rate of
22 \$850 for work performed in 2017-2025);
- 23 • *Miriam Moreno v. Beacon Day School, Inc.*, Case No. 30-2022-01296662-CU-OE-CXC,
24 Orange County Superior Court, Honorable Lon F. Hurwitz, presiding (using an hourly
25 rate of \$850 for work performed in 2022-2025); and
- 26 • *Georgina Espinoza, et al. v. Warehouse Demo Services, Inc., et al.*, Case No.
27 17CV310844, Santa Clara County Superior Court, Honorable Theodore C. Zayner,
28 presiding (using an hourly rate of \$850 for work performed in 2021-2025).

10. So far in 2025, I have recently been awarded attorney's fees following a lodestar cross-check based on a rate of \$925 per hour in the following cases:

- *Juan David Arreola Carrillo v. KPS Global, LLC*, Case No. 22STCV19527, Los Angeles County Superior Court, Honorable Samantha Jessner, presiding (using an hourly rate of \$925 for work performed in 2022-2025); and
- *In Re: Stanislaus Food Products Company Employment Cases*, Lead Case No. CV-23-001433, Stanislaus County Superior Court, Honorable John D. Freeland, presiding (using an hourly rate of \$925 for work performed in 2023-2025).

11. In approximately 2018, I was selected to be a member of the Los Angeles Superior Court, Complex Civil Department Ad Hoc Wage and Hour Committee, which was chaired by the Honorable Judge Amy D. Hogue and Honorable Judge David S. Cunningham. The committee was comprised of 8 plaintiff's attorneys and 8 defense attorneys and was consulted for recommendations regarding wage and hour class action cases, including preparing model class action and PAGA action settlement agreements which are now publicly available at <http://www.lacourt.org/forms/all>.

12. In April 2019, I served as trial counsel for the Plaintiff in the matter of *Calhoun v. Aqua Tech Water Management Inc.*, Case No. BS169815, Los Angeles County Superior Court, Honorable Theresa M. Traber presiding, which was an individual wage-and-hour case that resulted in a six-figure verdict in favor of Plaintiff. I was subsequently awarded attorney's fees at my requested rate of \$650 per hour in 2020.

13. In March 2023, my firm served as trial counsel for the plaintiff and aggrieved employees in the matter of *Abraham Taduran v. James R. Glidewell, Dental Ceramics, Inc. dba Glidewell Laboratories*, Case No. 30-2017-00934037-CU-OE-CXC, Orange County Superior Court, Honorable William Claster presiding, which was a case brought under the Private Attorneys General Act, Labor Code §§ 2698 *et seq.*, and resulted in a six-figure verdict in favor of the aggrieved employees and a six-figure statutory attorney's fee award in which I was approved at my requested rate of \$850 per hour for work performed from 2017 to 2024.

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14. In every year from 2015 through 2017, Thomson Reuters recognized me as a Top Young Attorney in Southern California in the annual Rising Stars Edition of Super Lawyer. This is an honor awarded to no more than two-and-a-half percent of attorneys under the age of forty in Southern California each year. In every year from 2018 through 2025, Thomson Reuters recognized me as a “Super Lawyer” in the annual Super Lawyer magazine, an honor awarded to no more than five percent of all attorneys in Southern California each year.

15. As counsel for Plaintiff, I have been closely involved in all aspects of this litigation since its inception. The details of the work completed by Plaintiff's Counsel in this case are set forth in the declaration of Matthew K. Moen, filed concurrently herewith.

16. I confirm that I do not have any interest or involvement in, and am not affiliated with, the proposed settlement administrator, Apex Class Action LLC.

I declare under penalty of perjury under the laws of California and the United States that the foregoing is true and correct. Executed on June 5, 2025, at El Segundo, California.

[Signature]

Paul K. Haines