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SUPERIOR COURT OF THE STATE OF CALIFORNIA
THE COUNTY OF MERCED

11 CONSUELO VAZQUEZ, as an individual
12 and on behalf of all similarly situated
13 employees,

14 Plaintiff,

15 v.

16 CALIFORNIA FRESH FARMS LLC; and
17 DOES 1 through 50, inclusive,

18 Defendants.

CASE NO.: 24CV-03339

Consolidated Case Nos.: 24CV-04490 and
25CV-00518

CLASS ACTION

**DECLARATION OF KAYVON
SABOURIAN IN SUPPORT OF
PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF
CLASS ACTION AND PAGA
SETTLEMENT**

Assigned for all purposes to:
Hon. Stephanie L. Jamieson

Complaint filed: June 28, 2024
Trial Date: No Trial Date Set

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6. On or about November 3, 2025, Plaintiffs' consolidated complaint was deemed filed alleging that Defendant (1) failed to pay wages, including minimum wage and overtime; (2) failed to provide rest periods; (3) failed to provide meal periods; (4) failed to pay wages due at separation of employment; (5) failed to provide accurate itemized wage statements; (6) failure to reimburse for necessary business expenditures; (7) violations of Business and Professions Code Section 17200 et seq.; and (8) violations under the PAGA.

ADEQUACY OF REPRESENTATION AND QUALIFICATIONS OF CLASS COUNSEL

7. MLG is a 26-attorney law firm that is actively and continuously practicing in employment litigation, almost exclusively representing employees in both individual and class actions in both state and federal courts throughout California.

8. MLG is qualified to handle this litigation because the firm is experienced in litigating Labor Code violations in both individual and class action cases. MLG has handled, and is currently handling, numerous wage and hour class action lawsuits.

9. Matthew J. Matern received a B.A. with honors in 1986 from Tulane University. He received his J.D. from Southwestern University School of Law in 1991. Mr. Matern became an active member of the State Bar of California in September 1992, and has been an active member in good standing continuously since then. He has been practicing as a litigation attorney in Los Angeles since 1992, and has concentrated on employment litigation since approximately 1997.

10. In 1992, Mr. Matern founded the general partnership which later became known as Rastegar & Matern, Attorneys at Law, A Professional Corporation. In 2012, he founded the Law Offices of Matthew J. Matern, which changed its name to Matern Law Group in January 2014, and then to Matern Law Group, PC in May 2016. Since 1992, Mr. Matern has been heavily, successfully, and continuously involved in active litigation and trial work, including extensive work in employment litigation and wage and hour class actions.

11. Over the course of his career, Mr. Matern has been involved in over 100 class action settlements, with many of them settling in the seven figure range, including settlements in the amount of \$26 million, \$18 million, \$8.5 million, \$7.0 million, \$6.5 million, \$6.0 million, \$6.0 million, \$5.5 million, \$5.0 million, \$5.0 million, \$4.85 million, \$4.5 million, \$4.5 million, \$4.2

1 million, \$4.2 million, \$3.75 million, \$3.75 million, \$3.6 million, \$3.3 million, \$3.1 million, and
2 \$3.0 million. He has represented clients in numerous wage and hour class action lawsuits that
3 settled with per-class-member recoveries in a range similar to the anticipated per-class-member
4 recovery in the instant case. He has also been appointed class counsel in 25 certified wage and
5 hour class action cases which involved contested certification proceedings.

6 12. Mr. Matern has been counsel in a number of cases which resulted in published
7 appellate victories including *Zuniga v. Alexandria Care Center, LLC*, 2021 WL 3560665 (Aug. 12,
8 2021); *Meeks v. AutoZone, Inc.*, 24 Cal.App.5th 855 (2018); *ABM Industries Overtime Cases*, 19
9 Cal. App. 5th 277 (2017); *Julian v. Glenair, Inc.*, 19 Cal. App. 5th 277 (2017); *Franco v. Athens*
10 *Disposal Company, Inc.*, 171 Cal. App. 4th 1277 (2009); *Gutierrez v. California Commerce Club*,
11 187 Cal. App. 4th 969 (2010); *Pantoja v. Anton*, 198 Cal. App. 4th 87 (2011); *Fuentes v. AutoZone*,
12 *Inc.*, 200 Cal. App. 4th 1221 (2011); *Ventura v. ABM Industries, Inc.*, 212 Cal. App. 4th 258 (2012);
13 and *Franco v. Arakelian Enterprises, Inc.*, 211 Cal. App. 4th 314 (2012); and other non-published
14 appellate victories.

15 13. Of the 26 attorneys at MLG, Mr. Matern is the attorney with the most active trial
16 and pretrial calendar. He has personally tried approximately 25 cases, including approximately 20
17 jury trials.

18 14. Mr. Matern's work has led him to be recognized as a Southern California Super
19 Lawyer every year since 2009.

20 15. Shareholder Launa Adolph graduated from the University of California, Los
21 Angeles in 2000 and received her J.D. from Loyola Law School in 2003. Ms. Adolph has been an
22 active member of the California State Bar in good standing since December 2003. She is also
23 admitted to practice in Illinois. Ms. Adolph has over 20 years of experience handling wage-and-
24 hour and consumer class actions, and has been appointed class counsel in over 40 cases in state and
25 federal courts in both California and New York, including over a dozen certified wage and hour
26 class action cases which involved contested certification proceedings. Ms. Adolph was part of the
27 trial team in a certified wage and hour class action trial alleging claims for failure to pay overtime
28 wages, which settled post-trial for \$26 million. She is a Fellow in the Litigation Counsel of

1 America. Ms. Adolph has also been recognized as a Southern California Rising Star in 2013 and a
2 Southern California Super Lawyer every year since 2014.

3 16. I am a senior associate at MLG. I graduated from Cornell University in 2006 and
4 received my J.D. from University of Texas, School of Law in 2010. I have been licensed to practice
5 law in Texas since 2011 and in California since 2016. Prior to joining MLG, I was an attorney for
6 the Equal Justice Center, a Texas-based non-profit law firm, where I represented the most
7 vulnerable low-income and immigrant workers. While at the Equal Justice Center, I represented
8 victims of human trafficking, including serving as lead counsel in *Kambala v. Signal International*
9 *LLC*, which The Nation magazine called a part of “one of the largest human trafficking cases in
10 U.S. history.” I have also presented lectures on laws affecting low-income to non-lawyer labor
11 conferences and legal seminars. I was recognized as a Texas Rising Star in 2017 and a Southern
12 California Rising Star from 2019-2021.

13 **CLASS REPRESENTATIVE ENHANCEMENT PAYMENT**

14 17. The Settlement provides for a \$10,000.00 enhancement payment to each Plaintiff.
15 This payment is intended to recognize Plaintiffs’ substantial effort and risks in assisting with the
16 prosecution of this Action on behalf of the class. Plaintiffs have cooperated with their counsel and
17 taken actions to protect the interests of the class. Plaintiffs provided valuable information regarding
18 missed meal and rest periods. Plaintiffs kept informed of the developments in the Action, informed
19 my office of relevant information, provided the names of witnesses, and participated in decisions
20 concerning the Action. The information provided by Plaintiffs was instrumental in assessing the
21 wage and hour violations alleged in this action, and the recovery provided for in the Settlement
22 Agreement would not have been possible to obtain without their participation.

23 18. Plaintiffs faced many risks in bringing this case as a class action. Because of
24 Plaintiffs’ efforts, approximately 61 Class Members will now have the opportunity to participate in
25 a settlement and recover payment for wage violations they may have never known about on their
26 own or been willing to pursue on their own. If each Class Member attempted to pursue his or her
27 legal remedies individually, each person would have been required to expend a significant amount
28 of their own time and monetary resources.

19. The Action would not have been possible without the aid of Plaintiffs, who put their own time and effort into the litigation and placed themselves at risk for the sake of the other Class Members. The requested enhancement award of \$10,000.00 to each Plaintiff is therefore reasonable to compensate Plaintiffs for their active participation in this lawsuit.

20. I am not aware of any conflicts of interest between Plaintiffs and the Class Members.

21. I am not aware of any conflicts of interest between MLG and the Class Members.

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

Executed on November 3, 2025, at Santa Monica, California.

KSA

Kayvon Sabourian

PROOF OF SERVICE

Code of Civ. Proc. § 1013a, subd. (3)

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 249 East Ocean Boulevard, Suite 814, Long Beach, California, 90802.

On **November 3, 2025**, I served [X] true copies [] originals of the following document(s):
DECLARATION OF KAYVON SABOURIAN IN SUPPORT OF PLAINTIFFS' MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION AND PAGA SETTLEMENT. I served the document(s) on the person(s) below as follows:

Jones Day Elizabeth McRee, Esq. Cindy Ritchey, Esq. Koree B. Wooley Esq. 4655 Executive Drive, Suite 1500 San Diego, CA 92121	Attorneys for Defendant California Fresh Farms, LLC Telephone: (858) 314-1200 Email: kbwooley@jonesday.com critchey@jonesday.com emcree@jonesday.com
MATERN LAW GROUP, PC Matthew J. Matern, Esq. Launa Adolph, Esq. Keyvon Sabourian, Esq. 2101 E El Segundo Blvd., 403 El Segundo, CA 90245	Attorneys for Plaintiff Consuelo Vazquez and Maria Ceballos Telephone No.: 310-531-1900 Facsimile No.: 310-531-1901 Email: KSabourian@maternlawgroup.com emcree@jonesday.com LAdolph@maternlawgroup.com

The document(s) were served by the following means:

☒ **By e-mail:** Based upon court order or an agreement of the parties to accept service by e-mail, I caused the document(s) to be sent to the persons at the electronic service addresses listed above from the email address nguyen@mahoney-law.net. Within a reasonable time after the transmission, no error, electronic message, or any other indication that the transmission was unsuccessful was received.

☒ **(State):** I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on **November 3, 2025**, at Long Beach, California.



Tuan Nguyen