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on behalf of himself and all others similarly situated
7

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
9 **FOR THE COUNTY OF RIVERSIDE**
10

11 GHASSAN ABDULHADI, an individual,
on behalf of himself and others similarly
12 situated,

13 Plaintiff,

14 vs.
15

YORK ENTERPRISES LLC, a California
16 limited liability company; and DOES 1
17 through 50, inclusive,

18 Defendants.
19

Case No. CVRI2404858

REPRESENTATIVE ACTION

Assigned for All Purposes To:

Hon. Harold W. Hopp

Dept. 1

**DECLARATION OF ALVIN B. LINDSAY IN
SUPPORT OF PLAINTIFF'S UNOPPOSED
MOTION TO APPROVE THE PRIVATE
ATTORNEYS GENERAL ACT
SETTLEMENT AND RELEASE UNDER
CALIFORNIA LABOR CODE §§ 2698 *et. seq.***

*[filed concurrently with Notice of Motion and
Motion; Memorandum of Points and Authorities;
Declarations of William Tran and Michael
Sutherland; and [Proposed] Order and
Judgment]*

Hearing:

Date: March 26, 2026

Time: 08:30 a.m.

Reservation: 107402419417

Original Complaint filed: August 29, 2024

Trial Date: None set.

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1 in the first place. The attorneys' fees award is intended to reimburse PAGA Counsel for all
2 uncompensated work that they have already done and for all the work they will continue to do in
3 carrying out and overseeing the administration of the Settlement. PAGA Counsel's
4 contemporaneous time records substantiating the **50.7** hours worked and invested in this Action
5 include tasks performed in connection with specific motions, events, or phases that track the
6 progress of the litigation from our initial investigation through settlement.

7 **The Percentage-of-the-Benefit Comparison**

8 5. Through this case, PAGA Counsel have borne, and continue to bear, the entire risk
9 and cost of litigation associated with this Action on a purely contingency basis against a corporation
10 represented by a reputable defense firm. As a result, PAGA Counsel have yet to receive any
11 compensation for the amount of time and money invested in the case to date.

12 6. When we take contingent cases, we must pay careful attention to the economics
13 involved or one bad case can destroy years of work. Accordingly, in such cases, we anticipate that
14 we shall, if successful, receive a fee that exceeds our normal hourly rate; otherwise the risk is often
15 too great to bear. Even when we work long hours, the number of hours in a day is limited.

16 7. Contingent-fee cases present the very real risk of working hundreds if not thousands
17 of hours that may never be entirely compensated. Moreover, while the case is being litigated,
18 counsel must pay overhead (salaries, rent, etc.), provide for their own expenses, and in most cases
19 pay the out-of-pocket expenses incurred on the plaintiff's behalf. And the prospect of a court-
20 awarded fee does not greatly reduce the risk posed by these cases. In many cases, the prospect is
21 nothing more than a potential that never materializes. First, you must win the case to get a court-
22 awarded fee; even those cases that seem strongest at the onset can be lost and sometimes are lost.
23 Second, there are always the pitfalls and unforeseen obstacles that arise along the way, such as
24 settlement offers that the client may accept without ensuring that we receive a reasonable fee or
25 changes in the law that substantially affect the merits of the case, or other uncertainties involving
26 the client. Finally, there is the great risk inherent in advancing tens if not hundreds of thousands of
27 dollars in out-of-pocket expenses. If that money were to be invested in some sort of financial
28 investment, one would expect a reasonable rate of return on that investment. Here, however, the

1 best we can hope to recover is our money, and then only if we are substantially successful; if we
2 are not, all or part of this “investment” can be lost.

3 8. PAGA Counsel is well acquainted with the contingent-fee market throughout
4 California, particularly as it pertains to wage-and-hour and PAGA action litigation. PAGA Counsel
5 has negotiated numerous contingency-fee agreements with plaintiffs, both as individuals and as
6 representatives in class-action and PAGA suits. Many of those agreements required that counsel
7 receive a fee under certain scenarios that exceeds one-third of the recovery. Moreover, courts in
8 this county and others have approved attorneys’ fees awards in other PAGA settlements on a
9 common fund basis at a commensurate percentage to what Plaintiff and PAGA Counsel are
10 requesting here.

11 9. Counsel in contingency-fee cases typically receive attorneys’ fees equal to or greater
12 than forty percent of the gross settlement amount. *See Crandall v. U-Haul* (Los Angeles County
13 Super. Ct., Case No. BC178775), the Honorable Steven Czuleger awarded a 40% attorney fee
14 request; in *Bushnell v. Cremar, Inc.* (Orange County Sup. Ct., Case No. 657778), the Honorable
15 Donald E. Smallwood awarded attorneys’ fees in the amount of a 38%; in *Abzug v. Kerkorian*
16 CA000981 (Los Angeles County Super. Ct., November 1990), the Honorable R. William Schoettler
17 awarded a 45% fee; in *Elliott v. Clothestime* (Orange County Super. Ct., Case No. 01-CC00333)
18 the Honorable Jonathan Cannon awarded a 40% fee; in both *Rippee v. Boston Market Corporation*,
19 Case No.: 05 CV 1359 BTM (JMA) and *Barile v. Boston Market Corporation*, Case No.: 05 CV
20 1360 BTM (JMA), the Honorable Barry T. Moskowitz awarded attorneys’ fees in the amount of a
21 40% fee.

22 10. The fees requested in this case are less than fees routinely awarded in other wage
23 and hour class action and PAGA action settlements. In light of the foregoing, the fee request in an
24 amount equal to one-third of the settlement (\$47,500.00) in this case is well within the bounds that
25 have been established by the above-cited authority.

26 **The Lodestar Method**

27 11. In settlements where a definite monetized fund is created, it is appropriate for courts
28 to evaluate the lodestar amount as a percentage of the recovery and adjust it accordingly if the

1 lodestar differs from the range of percentage fees freely negotiated in comparable litigation. *See*
2 *Lealao v. Beneficial Calif., Inc.* (2000) 82 Cal.App.4th 19, 49-50.

3 12. PAGA Counsel's lodestar calculation supports the requested attorneys' fees. The
4 lodestar calculation typically proceeds in three steps. First, a trial court must determine a baseline
5 guide or "lodestar" figure based on the time spent and reasonable hourly compensation for each
6 attorney involved in the case. *Serrano v. Priest* (1975) 20 Cal.3d 25, 48. The court then sets a
7 reasonable hourly fee to apply to the time expended, with reference to the prevailing rates in the
8 geographical area in which the action is pending. *Bihun v. AT&T Information System* (1993) 13
9 Cal.App.4th 976, 997. Finally, a "multiplier" is selected with reference to the following factors: (1)
10 the novelty and difficulty of issues involved, (2) the skill displayed in presenting them, (3) the
11 extent to which the nature of the litigation precluded other employment by the attorneys, and (4)
12 the contingent nature of the fee award, based on the uncertainty of prevailing on the merits and of
13 establishing eligibility for the award. *Serrano, supra*, 20 Cal.App.3d at 49.

14 13. PAGA Counsel charges rates commensurate with the prevailing market rates in the
15 Los Angeles and San Francisco areas for attorneys of comparable experience and skill handling
16 complex litigation. Aside from being warranted by our skill, experience and ability, PAGA
17 Counsel's rates that were used in application of the lodestar cross check in this case are supported
18 by the Laffey Matrix attached hereto as **Exhibit 1**.

19 14. California Courts have applied the Laffey Matrix with adjustments to the specific
20 California locality where the Counsel's office is located based on "Locality Pay Tables." (*Syers*
21 *Properties III, Inc. v. Rankin* (2014) 226 Cal.App.4th 691, 695-696 [affirming fee award based on
22 Laffey Matrix with upward 9 percent rate adjustment from D.C. area compared to San Francisco
23 Bay Area based on Locality Pay Tables]; *In re HPL Techs., Inc., Secs. Litig.* (N.D. Cal. April 22,
24 2005, No. C-02-3510 VRW) 365 F.Supp.2d 912, 921-922 [using Laffey Matrix with upward
25 adjustment of 9 percent for San Francisco based on difference between D.C. Area's +15.98 locality
26 pay compared to San Francisco's +26.39 percent locality pay differential from the federal courts'
27 "Judiciary Salary Plan Pay Tables."].)

1 15. I have knowledge about the hourly rates charged by California attorneys. Based on
2 the information I have, I believe that their stated hourly rates are reasonable and appropriate for
3 California attorneys with comparable expertise, experience, and qualifications.

4 16. As explained below, the lodestar crosscheck yields a modest lodestar when rates
5 from the Los Angeles locality adjusted Laffey Matrix are used. The hourly rates found in the 2024-
6 2025 adjusted Laffey Matrix¹ focus on the costs of legal services within the Washington-Baltimore-
7 Arlington area and therefore adjustments based on differences in cost of legal services in different
8 localities allows for better assessment of reasonableness.

9 17. I arrived at a locality adjustment rate of 1.1 by comparing the locality payment
10 adjustments to the Judiciary Salary Plan for Federal judiciary employees. Locality payment
11 adjustments are made to the base pay of Federal workers in localities where the base pay is generally
12 lower than the rates paid for the same levels of work by non-Federal workers in the same locality,
13 so that the wages of Federal workers would roughly be on par with employees within the locality
14 performing similar levels of work.² Because this metric is designed specifically to equalize wages
15 given for different market rates in different localities, a comparison of the adjustment rate between
16 the Washington-Baltimore-Arlington area, San Jose-San Francisco-Oakland, and Los Angeles-
17 Long Beach area is an excellent measure for determining locality adjustment to the Laffey Matrix.

18 18. The Judiciary Salary Plan (referred to in *In re HPL Techs., Inc.*) and Locality Pay Table
19 for San Jose-San Francisco-Oakland locality include a 46.34% locality adjustment and a 36.47%
20 locality adjustment for Los Angeles-Long Beach. The Judiciary Salary Plan for San Jose-San
21 Francisco-Oakland is attached hereto as **Exhibit 2**, The 2025 Locality Pay Table for San Jose-San
22 Francisco-Oakland, CA, is attached hereto as **Exhibit 3**, the Judiciary Salary Plan for Los Angeles-
23 Long Beach is attached hereto as **Exhibit 4**, the 2025 Locality Pay Table for Los Angeles-Long Beach,
24 CA is attached hereto as **Exhibit 5**. In comparison, the Judiciary Salary Plan and Locality Pay Table
25 for Washington-Baltimore-Arlington locality include a 33.94% locality adjustment is attached hereto
26

27 ¹ “Adjustment Factor” as used in the Laffey Matrix refers to nation-wide Legal Services Component of the Consumer
28 Price Index produced by the Bureau of Labor Statistics and does not mean the Matrix is adjusted for locality differences
in pay.

² 5 U.S. §5302(6)

as **Exhibit 6**. The 2025 Locality Pay Table for Washington-Baltimore-Arlington is attached hereto as **Exhibit 7**. The Locality Pay Area Definitions defining counties within San Jose-San Francisco-Oakland, CA and Los Angeles-Long Beach, CA are attached hereto as **Exhibit 8**.

19. This means that legal workers in the San Jose-San Francisco-Oakland area made roughly 12.4% more, and legal workers in the Los Angeles-Long Beach area made roughly 2.5% more, than comparable legal workers in the Washington-Baltimore-Arlington area (46.34% - 33.94% and 36.47%-33.94%). Therefore, an averaged adjustment rate of 1.1 to the Laffey Matrix provides a satisfactory adjustment to the Laffey Matrix to adjust for locally prevalent rates of pay in California.

20. In applying the locality adjustment rate of 1.1 to the Laffey Matrix for attorneys working in Alameda County, Calaveras County, Contra Costa County, Marin County, Merced County, Monterey County, Napa County, San Benito County, San Francisco County, San Joaquin County, San Mateo County, Santa Clara County, Santa Cruz County, Solano County, Sonoma County, Stanislaus County, and Los Angeles-Long Beach County over the Washington-Baltimore-Arlington area stated in the Laffey Matrix, the 2024-2025 Adjusted Laffey Matrix hourly rates adjusted for this case are:

Year	Adj. Factor **	1-3	4-7	8-10	11-19	20+
6/1/24-5/31/25	1.080182	\$520.40	\$639.10	\$922.90	\$1,042.80	\$1,255.10

21. Working closely with the other attorneys in my firm, I am aware of the experience and achievements of the counsel involved in this matter as well as the rates which would be charged if our work was on an hourly basis. Based on this information, I believe that my rate and the rates of the attorneys in my firm are reasonable, appropriate, and fully consistent with the market rate for attorneys with comparable expertise, experience, and qualifications in Los Angeles.

22. I now provide a summary of the billable hours and fees incurred in these proceedings by D.Law, Inc. We have compiled these estimates of the number of hours from our review of the pleadings and other documents in our case file, e-mails and other correspondence, notes, calendars, and all the contemporaneous time records for this Action maintained in our firm's Neos system, along with those addressed by William Tran in his Declaration. (See **Exhibits 9 - 11**).

23. I spent approximately **25.2** hours on this matter, and my current billing rate is \$1,260.00 (20+ years out of law school, Laffey Matrix rate of \$1,141) (see Exhibit 9). Attorney William Tran spent approximately **16.6** hours on this matter, and his current billing rate is \$585.00 (4-7 years out of law school, Laffey Matrix rate of \$581.00) (see Exhibit 10). Attorney Jean Hopkins Power spent approximately **8.9** hours on this matter, and her current billing rate is \$585.00 (4-7 years out of law school, Laffey Matrix rate of \$581.00) (see Exhibit 11).

24. The below table summarizes PAGA Counsel's total hours, billables, and costs:

Attorney/Firm	Hourly Rate	Total Hours	Total Lodestar Fees
Alvin B. Lindsay	\$1,260	25.2	\$31,752.00
William Tran	\$585	16.6	\$9,711.00
Jean Power	\$585	8.9	\$5,206.50
Totals:		50.7	\$46,669.50

25. Multiplying the total hours billed by PAGA Counsel to the litigation by their reasonable hourly rates yields a lodestar of **\$46,669.50**, which only requires a 1.018 multiplier. The additional hours PAGA counsel have and will invest in taking this action through settlement approval and administration and funding and distribution will result in no required multiplier.

26. Multipliers routinely range from 3 to 5, and it is not uncommon that multipliers of between 5 and 10, or higher, are applied. However, no multiplier is required here. PAGA counsel is requesting approval of **\$47,500.00** in attorneys' fees. We have invested 50.7 hours in this Action for a lodestar total of **\$46,669.50**, which we are requesting for a minute multiplier of **1.018**. PAGA Counsel submits our fee request is therefore well within the reasonable range approved in lodestar crosschecks.

27. As for the *Serrano* factors, all militate in favor of the requested fee award. This case raised a number of complex and contested issues, and PAGA Counsel exhibited skill and creativity in prosecuting and presenting them. Chief among these was the law relating to meal and rest periods, and failure to pay the PAGA members wages for off-the-clock work and final wages.

28. This case was not straightforward. PAGA Counsel had to spend time researching and analyzing each of these claims and issues in order to adequately assess the liability of Defendant. PAGA Counsel then had to develop the evidence necessary through informal discovery

1 to establish Defendant's liability. This was done through carefully sifting through hundreds of
2 pages of documents. PAGA Counsel have devoted a substantial amount of time on this case,
3 including but not limited to researching various legal issues prior to and after filing this Action;
4 drafting and reviewing pleadings; conducting informal discovery; meeting and conferring with
5 defense counsel; reviewing and analyzing the documents produced by Defendant; regularly
6 communicating with Plaintiff; preparing for and attending mediation; negotiating and finalizing the
7 Settlement Agreement, including several revisions thereof; drafting documents for settlement
8 approval, including documents for the administration of the Settlement; negotiating the separate
9 settlement and Plaintiff's general release of his wage and hour claims; securing dismissal of the
10 class claims without prejudice and Plaintiff's individual wage and hour claims with prejudice; and
11 coordinating and overseeing the administration of the Settlement.

12 29. In sum, PAGA Counsel had to come up with creative approaches to these issues in
13 litigating the case and, ultimately, negotiating and crafting the Settlement. To this end, PAGA
14 Counsel has devoted a tremendous amount of time and energy. As shown in the table in Paragraph
15 24 above, PAGA Counsel have spent a substantial number of hours working on this case. This time
16 commitment was necessary in order to research, construct and prosecute viable legal claims in the
17 face of stiff opposition, but it has come at a cost. In particular, the time PAGA Counsel have devoted
18 to this case has prevented them from investing that time in other cases that might have settled during
19 the pendency of this litigation and yielded significant attorneys' fees. Despite these considerations,
20 PAGA Counsel zealously represented Plaintiff and the PAGA members and have obtained a
21 favorable result.

22 30. Such is not always the case. Indeed, PAGA Counsel has invested time and money
23 into numerous cases, including other PAGA actions, that have fizzled for one reason or another,
24 leaving PAGA Counsel completely without any compensation for their effort. Here, PAGA
25 Counsel has achieved a beneficial settlement for Plaintiff and the PAGA members, but this was by
26 no means a foregone conclusion; indeed, their efforts might well have been frustrated by any
27 number of obstacles with which they were presented along the way. Nor could a PAGA trial
28 guaranteed a better result. However, PAGA Counsel was able to navigate the shoals of

1 unpredictability to achieve a desirable result, and they have done so without receiving any
2 compensation to speak of thus far because they took this case on a contingency-fee basis.

3 31. The rates of the attorneys at our firm are reasonable and appropriate fees for both
4 Los Angeles County, and below the Laffey Matrix rates when applying the averaged locality
5 adjustment rate of 1.1 to the Laffey Matrix rates. From the foregoing analysis, I respectfully submit
6 PAGA Counsel's requested attorneys' fees for **\$47,500.00** are fair and reasonable.

7 **Selection of Administrator**

8 32. PAGA Counsel did not engage in a formal competitive bidding process in selecting
9 a settlement administrator. Instead, the parties jointly agreed to appoint Apex Class Action
10 Administration ("Apex") based on PAGA Counsel's prior experience working with Apex in similar
11 PAGA and class action matters. Furthermore, Apex has consistently demonstrated efficiency and
12 reliability in their administration of settlements. It is also PAGA Counsel's understanding that
13 Apex's rates are comparable to those solicited by other settlement administrators providing similar
14 services. Moreover, PAGA counsel asserts that the anticipated administrative costs for **\$6,850.00**
15 are reasonable and appropriate given the scope of the settlement.

16 **Costs**

17 33. PAGA Counsel has incurred **\$22,049.59** in costs in prosecuting this action to date
18 and through approval. *See Exhibit 12* (D. Law's Costs Invoice). PAGA Counsel notes the lion's
19 share of the Costs were reasonably incurred in connection with mediation and attendant expert
20 analysis and the like. The remaining costs were reasonably incurred and necessary for the
21 prosecution of this Action PAGA Counsel respectfully requests reimbursement and an award of
22 **\$22,049.59** for their costs incurred in connection with this Action.

23 **QUALIFICATIONS AND ADEQUACY OF PAGA COUNSEL**

24 34. D.Law (formerly known as Davtyan Law Firm) prosecutes wage and hour cases,
25 including class actions and PAGA actions on behalf of employees and others who have had their
26 rights violated. D.Law, either on its own or with co-counsel, is currently serving as plaintiffs'
27 counsel of record in numerous wage and hour and employment class action and PAGA action cases
28 pending in both state and federal court.

1 35. D.Law is well-qualified and has ample experience, knowledge, and resources to act
2 as counsel and represent Plaintiff and the Aggrieved Employees in this action. Our practice is
3 exclusively focused on employment matters and representing plaintiffs in wage and hour actions
4 with the same or similar causes of actions brought forth in the matter pending before this Court.

5 36. D.Law has litigated and successfully resolved many wage and hour class action and
6 PAGA cases involving failure to pay wages and derivative Labor Code claims and penalties,
7 including, among others, the following:

- 8 a. *Bacerra v. Hugo Boss Retail, Inc.* (Superior Court of California in San Diego, 37-
9 2021-00002933-CU-OE-CTL),
- 10 b. *Barajas v. Mancha Development Company LLC* (Superior Court of California in
11 Orange County, 30-2018-00974707-CU-OE-CXC),
- 12 c. *Barrera et al. v. Exclusive Wireless, Inc.* (Superior Court of California in Stanislaus,
13 9000687),
- 14 d. *De La Rosa v. The Coca Cola Company et al.* (Superior Court of California in Napa,
15 17CV000787),
- 16 e. *Ferraro v. USC Verdugo Hill s Hospital, et al.* (Superior Court of California in Los
17 Angeles, 18STCV09463),
- 18 f. *Ford v. Account Control Technology, Inc., et al.* (Superior Court of California in
19 Los Angeles, 19STCV09369),
- 20 g. *Hargrave v. Antelope Valley Hospital* (Superior Court of California in Los Angeles,
21 BC663252),
- 22 h. *Harvey v. Bed Bath & Beyond of California Limited Liability Company* (Superior
23 Court of California in Alameda, RG17885153),
- 24 i. *Hawkins v. AvalonBay Communities* (Superior Court of California in Santa Clara,
25 17CV316492),
- 26 j. *Jones Tharpe et al. v. Sprint Corporation et al.* (Superior Court of California in Los
27 Angeles, BC644645),
- 28 k. *Juarez v. ISL Employees, Inc.* (Superior Court of California in Madera,

1 MCV074787),

- 2 1. *Leach v. The Claremont Colleges, Inc.* (Superior Court of California in Los Angeles,
3 BC686451),
- 4 m. *Marchbanks v. Torrid Administration, Inc.* (Superior Court of California in San
5 Diego, 37-2020-00008179-CU-OE-NC)
- 6 n. *Orr v. Petvet Care Centers (California) Inc.* (Superior Court of California in Santa
7 Clara, 19CV354063),
- 8 o. *Ortega et al. v. Nestle Waters North America, Inc. et al.* (Superior Court of
9 California in Los Angeles, BC623610),
- 10 p. *Prado v. IMAX Corporation dba IMAC Worldwide Home* (Superior Court of
11 California in San Bernardino, CIVDS1820265),
- 12 q. *Puerta-Gildardo v. Real Time Staffing Services LLC et. al.* (Superior Court of
13 California in Los Angeles, BC565445),
- 14 r. *Quizon v. CF Watsonville East, LLC, et al.* (Superior Court of California in Santa
15 Cruz, 20CV01868),
- 16 s. *Raj v. First Transit, Inc.* (Superior Court of California in Sacramento, 34-2021-
17 00295895-CU-OE-GDS),
- 18 t. *Rodriguez v. ND Industries, Inc.* (Superior Court of California in Los Angeles,
19 19STCV38096),
- 20 u. *Singletary v. Motel 6 Operating LP, et al.* (Southern District of California, 3:20-cv-
21 0270-LAB-AHG),
- 22 v. *Stephenson v. Bakersfield Dodge, Inc.* (Superior Court of California in Kern, BCV-
23 20-102693),
- 24 w. *Terry v. TF Louderback, Inc. dba Bay Area Beverage Company* (Superior Court of
25 the State of California, County of Contra Costa, MSC18-00859),
- 26 x. *Vaesau v. PCT Enterprises, Inc. dba Precision Cabinets* (Superior Court of
27 California, County of Contra Costa MSC18-02404),
- 28 y. *Viridi v. Absolute Security International* (Superior Court of California in San

1 Bernardino, CIVDS 1909589),

2 z. *Walker v. Ariat International, Inc.* (Superior Court of California in Alameda,
3 HG19026439).

4 37. Attorney David Yeremian is Managing Attorney at D.Law. Mr. Yeremian has been
5 practicing law since 2003. Mr. Yeremian has been honored as a Super Lawyers Rising Star in 2009,
6 2010, 2012-2015 and has been named and honored as a Super Lawyer. Since 2007, Mr. Yeremian
7 has focused exclusively on representing employees, including in wage-and-hour class actions and
8 PAGA actions. During his career, Mr. Yeremian has represented employees in hundreds of wage-
9 and-hour class action and PAGA lawsuits as lead or co-lead counsel (including in the Central,
10 Southern, Eastern, and Northern Districts of California) and has obtained six and seven-figure
11 settlements against a range of defendants, including Fortune 500 companies.

12 38. I have litigated complex civil actions for twenty-four years, focusing on intellectual
13 property litigation and employment wage and hour class actions and PAGA lawsuits. I have the
14 requisite knowledge of class and PAGA representative proceedings, applicable class action and
15 employment law, and federal and state court procedures, to represent Plaintiffs and the Aggrieved
16 Employees and the State in this action. For the past fourteen years, I primarily focused my practice
17 on litigating complex California wage and hour class actions, first with the firm of James Hawkins,
18 APLC, next with Quintilone & Associates, then with David Yeremian & Associates, Inc., and now
19 with D.Law, Inc. In the course of representing class and representative plaintiffs, I have litigated
20 and settled hundreds of class and representative PAGA actions in California state and federal courts
21 on behalf of hundreds of thousands of employees.

22 39. I graduated from Whittier Law School and have been practicing in California for
23 over twenty years. I was Executive Editor of the Whittier Law Review, a Scribes Award winner,
24 and a judicial extern to the Honorable David G. Sills, presiding justice of the California Court of
25 Appeal, 4th District, Division 3. During my second year in law school, I began clerking full-time
26 for the well-respected intellectual property boutique firm, Fulwider Patton, in Los Angeles,
27 California. When I graduated, I became an attorney with the firm and served there for five years,
28 and I was active in the Inns of Court. My practice focused on intellectual property prosecution and

1 litigation, and I spent the majority of my time representing clients in patent infringement litigation.
2 I also served in a similar capacity for the San Francisco firm, King & Kelleher, for three years, and
3 appeared predominantly in the Central and Northern District of California Courts prosecuting and
4 defending patent infringement actions.

5 40. Prior to attending law school, I graduated from the United States Military Academy
6 at West Point. I then served as an Army Officer for 10 years in the Corps of Engineers, in various
7 stateside and overseas postings. I was a combat engineer company commander, was stationed in
8 Germany when the Berlin Wall fell, and am a veteran of Operation Desert Shield/Desert Storm. I
9 also served in the Reserves and advanced to the rank of Major.

10 41. Since 2010, I have been the senior attorney responsible for the day-to-day litigation
11 of numerous wage and hour class and representative actions on behalf of employee Class members
12 and aggrieved employees. I have been successful in getting many contested class action cases
13 certified and have secured settlements for many millions of dollars for our clients. I am experienced
14 and qualified to evaluate the class and representative claims, to evaluate settlement versus trial on
15 a fully informed basis, and to evaluate the viability of the defenses. I enjoy being an attorney,
16 especially being a complex civil litigator focusing on class and representative action proceedings.
17 I value the fact that what we do is a profession, and I value the professional relationships I have
18 developed with my fellow plaintiffs' counsel and the attorneys from the well-respected corporate
19 defense firms we litigate against on a daily basis.

20 42. My participation in wage and hour class and representative action litigations in
21 California has included extensive preparation, the development of a thorough knowledge of the
22 legal issues related to certification and liability, and full immersion and participation in the
23 mediation, settlement negotiation, and approval process. I am therefore experienced in the type of
24 class and representative action litigation involving violations of California's wage and hour laws
25 which are the subject of this action. To that end, for example, I was asked by the California
26 Employment Lawyers Association to draft an amicus brief, which contributed to the California
27 Supreme Court's decision in *Alvarado v Dart Container Corp. of California*, 4 Cal. 5th 542 (2018).

28 ///

1 43. The following are examples of some of my cases that have resulted in favorable
2 settlements for the employee Class members and aggrieved employees I have represented:

- 3 a. *Batres v. HMS Host USA, Inc. et al.*, CD Cal Case No. SACV 10-01458 CJC
4 (AJWx) (Hon. Cormac J. Carney);
- 5 b. *Barrera v Sodexo, Inc.*, CD Cal Case No. SACV 13-0817 AG (MANx) (Hon.
6 Andrew J. Guilford);
- 7 c. *Mojica v Compass Group, et al.*, CD Cal Case No. 8:13-cv-01754 DSF (AGR)
8 (Hon. Dale S. Fischer);
- 9 d. *Aguilar v 7-Eleven*, Orange County Superior Court, Case No. 30-2009-
10 00268714-CU-OE-CXC (Hon. Kim G. Dunning);
- 11 e. *Pedro M. Guerrero v. E-Recycling of California*, Orange County Superior Court
12 Case No. 30-2012-00552453-CU-OE-CXC (Hon. Gail A. Andler);
- 13 f. *Virginia Rodriguez v Exel Inc.*, San Bernardino County Superior Court, Case
14 No. CIVDS 1104594 (Hon. Bryan F. Foster);
- 15 g. *Palacios v LKQ Lakenor Auto & Truck Salvage, Inc., et al.*, Orange County
16 Superior Court, Case No. 30-2012-00552979-CU-OE-CXC (Hon. Steven L.
17 Perk);
- 18 h. *Ayala et al. v Park Anaheim Health Care, LLC*, Orange County Superior Court,
19 Case No. 30-2013-00649442-CU-OE-CXC (Hon. Gail A. Andler);
- 20 i. *Daniel v Xerxes Corporation*, Orange County Superior Court, Case No. 30-
21 2010-00418048-CU-OE-CXC (Hon. Gail A. Andler);
- 22 j. *Magana v HVM L.L.C. et al.*, Orange County Superior Court Case No. 30-2011-
23 00468712-CU-OE-CXC (Hon. Gail A. Andler);
- 24 k. *Vo v Express Manufacturing, Inc.*, Orange County Case No. 30-2012-00552641-
25 CU-OE-CXC (Hon. Gail A. Andler);
- 26 l. *Yac v Paper Source Converting & Manufacturing*, Los Angeles Superior Court,
27 Case No. BC 472113 (Hon. Michael L. Stern);
- 28 m. *Bui v Sprint Corporation*, ED Cal Case No. 2:14-CV-02461-TLN-AC (Hon.

1 Troy L. Nunley);

2 n. *Munoz v Stine CC Inc (Chevron)*, (Hon. Lorna H. Brumfield), Kern County
3 Superior Court, S-1500-CV-283104-LHB;

4 o. *Alcaraz v County of San Bernardino*, San Bernardino County Superior Court,
5 Case No. CIVDS 1013508 (Hon. John M. Pacheco);

6 p. *Andrews v Stoneledge Furniture, LLC*, San Bernardino County Superior Court,
7 Case No. CIVDS 1706865 (Hon. David Cohn);

8 q. *Burson v Best Western All Suite, LLC*, Santa Cruz County Superior Court, Case
9 No. CV179684 (Hon. Paul M. Marigonda);

10 r. *Fernandez v Comforcare Senior Services, et al.*, San Diego County Superior
11 Court, Case No. 37-2015-00032396-CU-OE-CTL (Hon. Gregory W. Pollack);

12 s. *Quiroz, Haslett v SWH Corporation, dba Mimi's Café*, Orange County Superior
13 Court, Case No. 30-2011-00493645-CU-OE-CXC (Hon. William Claster);

14 t. *Wells Fargo Bank Wage and Hour Cases*, Los Angeles County Superior Court,
15 Case No. JCCP No. 4702 (Hon. Kenneth R. Freeman);

16 u. *Loeza v JP Morgan Chase Bank NA*, SD Cal. Case No. 13-cv-00095-L-BGS
17 (Hon. M. James Lorenz);

18 v. *Cunningham v Leslie's Poolmart, Inc.*, CD Cal. Case NO. 13-cv-02122-CAS-
19 CWx (Hon. Christina A. Synder);

20 w. *Perez et al v. Irvine Capital Restaurant dba Capital Seafood Restaurant*, Orange
21 County Superior Court, Case No. 30-2016-00834023-CU-OE-CXC (Hon.
22 Thierry Patrick Colaw);

23 x. *Robarge et al. v DCOR, LLC*, Los Angeles County Superior Court, Case No.
24 BC630278 (Hon. Kenneth R. Freeman);

25 y. *Rubio v Sprint Corporation*, CD Cal. Case No. 2:17-cv-02231-SVW-GJS, (Hon.
26 Stephen V. Wilson);

27 z. *Tapia v Sterling Jewelers Inc.*, ND Cal. Case No. 5:14-cv-00624-EJD (Hon.
28 Edward J. Davila);

- 1 aa. *Thompson v The Standard Hotel*, Los Angeles County Superior Court, Case No.
2 BC597152 (Hon. Kenneth R. Freeman);
- 3 bb. *Ward v. JetSuite, Inc. et al.*, CD Cal. Case No. 8:16-cv-00584-AG-AS (Hon.
4 Andrew J. Guilford);
- 5 cc. *Rowser v. Trunk Club, Inc.*, CD Cal. Case No. 2:17-cv-05064-DSF-RAO (Hon.
6 Dale S. Fischer);
- 7 dd. *Rodriguez v PD Products, Inc.*, Los Angeles County Superior Court, Case No.
8 BC696710 (Hon. Mauren E. Nelson);
- 9 ee. *Basiliali v Allegiant Air, LLC*, CD Cal. Case No. 2:18-cv-3888 RGK (MRWx)
10 (Hon. R. Gary Klausner);
- 11 ff. *Hernandez v Fedex Ground Package System, Inc.*, ND Cal. Case No. 3:17-cv-
12 02074-VC (Hon. Vince G. Chhabria);
- 13 gg. *Savinovich v Starbucks Corporation, Evolution Fresh, Inc. et al.*, Santa Cruz
14 County Superior Court, Case No. 17CV02050 (Hon. Paul Burdick);
- 15 hh. *Verdugo v Denali Water Solutions, LLC*, CD Cal Case No. 5:18-cv-00170-
16 ODW (SHK) (Hon. Otis D. Wright II);
- 17 ii. *Zepeda v MasTec Network Solutions, LLC, et al.*, CD Cal. Case No. 5:18-cv-
18 00749-VAP-SHK (Hon. Virginia A. Phillips);
- 19 jj. *Sanchez v Pacific Southwest Container, Inc.*, Stanislaus County Superior Court,
20 Case No. 2028679 (Hon. Marie Sovey Silveira);
- 21 kk. *Sanchez v AM Retail Group*, ND Cal. Case No. 3:18-cv-00287-JCS (Hon.
22 Joseph C. Spero);
- 23 ll. *Orr v PetVet Care Centers (California), Inc. et al.*, Santa Clara County Case No.
24 19CV354063 (Hon. Patricia M. Lucas);
- 25 mm. *Williams, Baldwin v Staff Pro, Inc.*, Orange County Superior Court, Case No.
26 30-2016-00890905-CU-OE-CXC (Hon. Randall J. Sherman);
- 27 nn. *Rangel v W.W. Grainger, Inc.*, Stanislaus County Superior Court, Case No. CV-
28 18-0030341 (Hon. John D. Freeland);

- oo. *Cardiel v MillerCoors LLC*, Los Angeles County Superior Court, Case No. 19STCV02979 (Hon. Rupert A. Byrdsong);
- pp. *California Forensic Medical Group Wage and Hour Cases*, JCCP4999, Monterey County Superior Court (Hon. Lydia M. Villarreal);
- qq. *Cervantes v RGW Construction, Inc.*, Alameda County Superior Court, Case No. RG16826895 (Hon. Stephen Pulido);
- rr. *Cooks v Reliant Real Estate Management, Inc.*, Los Angeles County Superior Court, Case No. 18STCV05531 (Hon. Amy D. Hogue);
- ss. *Ornelas v National Storage Affiliates Trust, et al.*, San Francisco County Superior Court, Case No. CGC-18-571421 (Hon. Curtis E.A. Karnow);
- tt. *Jiminez, Carrera v Lancaster Burns Construction, Inc.*, Sonoma County Superior Court Case No. SCV-265708 (Hon. Patrick Broderick);
- uu. *Moises Cuevas Miranda v. Compass Group USA, Inc. et al.*, Orange County Superior Court, Case No. 30-2019-01110951-CU-OE-CXC (Hon. William Claster);
- vv. *Maldonado v. K&R Corporation*, Los Angeles County Superior Court, Case No. 20-STCV-27934 (Hon. Elihu M. Berle);
- ww. *Ovidio Gramajo Rodas v. Andrew Chekene Enterprises, Inc.*, Alameda County Case No. RG20057424 (Hon. Stephen Kaus);
- xx. *Eduardo Diaz Galan v. Elite Comfort Solutions, LLC*, Los Angeles County Case No. 20STCV35875 (Hon. Carolyn B. Kuhl);
- yy. *Richard Amato v Layton Construction Company, LLC*, Santa Clara County Case No. 20CV371023 (Hon. Sunil R. Kulkarni);
- zz. *Estela, Daniels, Williams et al. v Pacific Dental Services, LLC*, San Diego County Superior Court Case No. 37-2020-00010251-CU-OE-NC (Hon. Robert P. Dahlquist).

44. The above matters are not exhaustive but provide samples of the types of class and representative action litigations I have successfully resolved. D.Law is presently prosecuting class

1 and representative action litigations in state and federal courts across California. We also have
2 several actions that are in the stages of preliminary and final and PAGA settlement approval.

3 45. My experience in litigating employment wage and hour matters has been integral in
4 identifying legal issues, evaluating the strengths and weaknesses of a case, and generally
5 negotiating fair and reasonable class and representative action settlements. Practice in the narrow
6 field of wage and hour litigation requires skill and knowledge concerning the constantly evolving
7 substantive law (state and federal), as well as the procedural law of class and representative action
8 litigation. In this action, I am fully equipped to use the skills and knowledge I have developed
9 through fifteen years of prosecuting and defending wage and hour class and PAGA actions to fairly
10 and adequately represent the interests of the aggrieved employees. Therefore, based on my
11 resources, experience, and knowledge, I am well-qualified to act as PAGA Counsel and represent
12 the Plaintiffs and the State and aggrieved employees in this action.

13 46. As a result of my prior experience as class and PAGA counsel in other wage and
14 hour class and representative actions, I am fully aware of the responsibilities I would owe as counsel
15 to the aggrieved employees I represent. I have thoroughly investigated the claims asserted in this
16 action, and I and our firm have remained committed to dedicating the resources necessary to
17 represent the aggrieved employees and vigorously pursue their claims. Based upon my experience
18 and understanding of the claims and defenses in this action, I believe the Settlement is fair,
19 adequate, and reasonable for the aggrieved employees and all involved, and that the Settlement is
20 well within the range of reasonableness that would permit it to be approved. I am not aware of any
21 conflict of interest between myself and Plaintiff or any other individuals that would interfere with
22 my duties as PAGA Counsel or impede my representation.

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

25 Executed this December 19, 2025, at Glendale, California.

26 

27 Alvin B. Lindsay
28

EXHIBIT 1

LAFFEY MATRIX

[History](#)
[Case Law](#)
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			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)

* $\frac{1}{2}$ Years Out of Law School $\frac{1}{2}$ is calculated from June 1 of each year, when most law students graduate. $\frac{1}{2}$ 1-3" includes an attorney in his 1st, 2nd and 3rd years of practice, measured from date of graduation (June 1). $\frac{1}{2}$ 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 $\frac{1}{2}$ 1-3" from June 1, 1996 until May 31, 1999, would move into tier $\frac{1}{2}$ 4-7" on June 1, 1999, and tier $\frac{1}{2}$ 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 2

JUDICIARY SALARY PLAN
San Jose-San Francisco-Oakland, CA - Table SF
46.34% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$32,722	\$33,819	\$34,906	\$35,991	\$37,077	\$37,712	\$38,789	\$39,873	\$39,917	\$40,931
2	\$36,793	\$37,668	\$38,887	\$39,917	\$40,365	\$41,552	\$42,739	\$43,925	\$45,112	\$46,299
3	\$40,147	\$41,484	\$42,822	\$44,160	\$45,497	\$46,835	\$48,172	\$49,510	\$50,847	\$52,185
4	\$45,065	\$46,568	\$48,071	\$49,574	\$51,077	\$52,580	\$54,083	\$55,586	\$57,089	\$58,592
5	\$50,420	\$52,100	\$53,780	\$55,460	\$57,140	\$58,820	\$60,500	\$62,180	\$63,860	\$65,540
6	\$56,205	\$58,078	\$59,951	\$61,824	\$63,697	\$65,571	\$67,444	\$69,317	\$71,190	\$73,063
7	\$62,456	\$64,539	\$66,621	\$68,704	\$70,786	\$72,869	\$74,951	\$77,033	\$79,116	\$81,198
8	\$69,168	\$71,474	\$73,780	\$76,087	\$78,393	\$80,699	\$83,006	\$85,312	\$87,618	\$89,924
9	\$76,397	\$78,943	\$81,489	\$84,036	\$86,582	\$89,128	\$91,675	\$94,221	\$96,767	\$99,314
10	\$84,129	\$86,933	\$89,737	\$92,541	\$95,345	\$98,149	\$100,953	\$103,757	\$106,560	\$109,364
11	\$92,433	\$95,513	\$98,594	\$101,674	\$104,755	\$107,835	\$110,915	\$113,996	\$117,076	\$120,157
12	\$110,788	\$114,482	\$118,175	\$121,869	\$125,563	\$129,256	\$132,950	\$136,644	\$140,337	\$144,031
13	\$131,743	\$136,134	\$140,526	\$144,918	\$149,309	\$153,701	\$158,093	\$162,484	\$166,876	\$171,268
14	\$155,679	\$160,869	\$166,058	\$171,247	\$176,436	\$181,626	\$186,815	\$192,004	\$195,200 **	\$195,200 **
15	\$183,120	\$189,223	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 3

Salary Table 2025-SF
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 46.34%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
Total Increase: 2.35%
Effective January 2025

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 15.68	\$ 16.20	\$ 16.73	\$ 17.25	\$ 17.77	\$ 18.07	\$ 18.59	\$ 19.11	\$ 19.13	\$ 19.61
	O	23.52	24.30	25.10	25.88	26.66	27.11	27.89	28.67	28.70	29.42
2	B	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.18
	O	26.45	27.08	27.95	28.70	29.01	29.87	30.72	31.58	32.43	33.27
3	B	19.24	19.88	20.52	21.16	21.80	22.44	23.08	23.72	24.36	25.00
	O	28.86	29.82	30.78	31.74	32.70	33.66	34.62	35.58	36.54	37.50
4	B	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
	O	32.39	33.47	34.55	35.63	36.71	37.79	38.87	39.95	41.03	42.11
5	B	24.16	24.96	25.77	26.57	27.38	28.18	28.99	29.79	30.60	31.40
	O	36.24	37.44	38.66	39.86	41.07	42.27	43.49	44.69	45.90	47.10
6	B	26.93	27.83	28.73	29.62	30.52	31.42	32.32	33.21	34.11	35.01
	O	40.40	41.75	43.10	44.43	45.78	47.13	48.48	49.82	51.17	52.52
7	B	29.93	30.92	31.92	32.92	33.92	34.92	35.91	36.91	37.91	38.91
	O	44.90	46.38	47.88	49.38	50.88	52.38	53.87	55.37	56.87	58.37
8	B	33.14	34.25	35.35	36.46	37.56	38.67	39.77	40.88	41.98	43.09
	O	49.71	51.38	53.03	54.69	56.34	58.01	59.66	60.47	60.47	60.47
9	B	36.61	37.83	39.05	40.27	41.49	42.71	43.93	45.15	46.37	47.59
	O	54.92	56.75	58.58	60.41	60.47	60.47	60.47	60.47	60.47	60.47
10	B	40.31	41.65	43.00	44.34	45.69	47.03	48.37	49.72	51.06	52.40
	O	60.47	60.47	60.47	60.47	60.47	60.47	60.47	60.47	60.47	60.47
11	B	44.29	45.77	47.24	48.72	50.19	51.67	53.15	54.62	56.10	57.57
	O	60.47	60.47	60.47	60.47	60.47	60.47	60.47	60.47	60.47	60.47
12	B	53.08	54.85	56.62	58.39	60.16	61.93	63.70	65.47	67.24	69.01
	O	60.47	60.47	60.47	60.47	60.47	61.93	63.70	65.47	67.24	69.01
13	B	63.13	65.23	67.33	69.44	71.54	73.65	75.75	77.86	79.96	82.06
	O	63.13	65.23	67.33	69.44	71.54	73.65	75.75	77.86	79.96	82.06
14	B	74.59	77.08	79.57	82.05	84.54	87.03	89.51	92.00	93.53	93.53
	O	74.59	77.08	79.57	82.05	84.54	87.03	89.51	92.00	93.53	93.53
15	B	87.74	90.67	93.53	93.53	93.53	93.53	93.53	93.53	93.53	93.53
	O	87.74	90.67	93.53	93.53	93.53	93.53	93.53	93.53	93.53	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

EXHIBIT 4

JUDICIARY SALARY PLAN
Los Angeles-Long Beach, CA - Table LA
36.47% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$30,515	\$31,538	\$32,552	\$33,563	\$34,576	\$35,168	\$36,173	\$37,184	\$37,225	\$38,171
2	\$34,311	\$35,127	\$36,264	\$37,225	\$37,643	\$38,749	\$39,856	\$40,963	\$42,070	\$43,176
3	\$37,439	\$38,687	\$39,934	\$41,181	\$42,429	\$43,676	\$44,923	\$46,171	\$47,418	\$48,665
4	\$42,026	\$43,427	\$44,829	\$46,231	\$47,632	\$49,034	\$50,435	\$51,837	\$53,238	\$54,640
5	\$47,019	\$48,586	\$50,153	\$51,719	\$53,286	\$54,853	\$56,419	\$57,986	\$59,553	\$61,119
6	\$52,414	\$54,161	\$55,908	\$57,654	\$59,401	\$61,148	\$62,895	\$64,642	\$66,389	\$68,135
7	\$58,244	\$60,186	\$62,128	\$64,070	\$66,012	\$67,954	\$69,896	\$71,838	\$73,780	\$75,722
8	\$64,503	\$66,653	\$68,804	\$70,955	\$73,106	\$75,256	\$77,407	\$79,558	\$81,709	\$83,859
9	\$71,244	\$73,619	\$75,993	\$78,368	\$80,742	\$83,117	\$85,492	\$87,866	\$90,241	\$92,615
10	\$78,455	\$81,070	\$83,685	\$86,300	\$88,914	\$91,529	\$94,144	\$96,759	\$99,373	\$101,988
11	\$86,199	\$89,071	\$91,944	\$94,817	\$97,689	\$100,562	\$103,435	\$106,307	\$109,180	\$112,053
12	\$103,316	\$106,760	\$110,205	\$113,649	\$117,094	\$120,538	\$123,983	\$127,427	\$130,872	\$134,317
13	\$122,857	\$126,953	\$131,048	\$135,144	\$139,239	\$143,334	\$147,430	\$151,525	\$155,621	\$159,716
14	\$145,180	\$150,019	\$154,858	\$159,697	\$164,536	\$169,376	\$174,215	\$179,054	\$183,893	\$188,733
15	\$170,769	\$176,461	\$182,153	\$187,845	\$193,538	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$200,281	\$206,957	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 5

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In this section

Salary Table 2025-LA (GW)

Wildland Firefighters under Pay Plan GW

Including Special Base Rates at Grades GS-1 through GS-15 and

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 36.47%

For the Locality Pay Area of Los Angeles-Long Beach, CA

Total Increase: 2.17%

Effective March 23, 2025

Hourly Basic (B) Rates by Grade and Step

Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step
1	B	20.76	21.46	22.15	22.84	23.53	23.93	24.61	25.30	25.33	25.97
	O	31.14	32.19	33.23	34.26	35.30	35.90	36.92	37.95	38.00	38.96
2	B	22.85	23.40	24.15	24.79	25.07	25.81	26.55	27.28	28.02	28.76
	O	34.28	35.10	36.23	37.19	37.61	38.72	39.83	40.92	42.03	43.14
3	B	24.40	25.21	26.02	26.84	27.65	28.46	29.27	30.09	30.90	31.71
	O	36.60	37.82	39.03	40.26	41.48	42.69	43.91	45.14	46.35	47.57
4	B	26.78	27.68	28.57	29.46	30.36	31.25	32.14	33.03	33.93	34.82

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step
5	O	40.17	41.52	42.86	44.19	45.54	46.88	48.21	49.55	50.90	52.23
	B	29.29	30.26	31.24	32.22	33.19	34.17	35.14	36.12	37.10	38.07
	O	43.94	45.39	46.86	48.33	49.79	51.26	52.71	54.18	55.65	57.11
6	B	31.90	32.96	34.02	35.08	36.15	37.21	38.27	39.34	40.40	41.46
	O	47.85	49.44	51.03	52.62	54.23	55.82	57.41	59.01	60.60	62.19
7	B	34.61	35.76	36.91	38.07	39.22	40.38	41.53	42.68	43.84	44.99
	O	51.92	53.64	55.37	57.11	58.83	60.57	62.30	64.02	64.85	64.85
8	B	37.40	38.64	39.89	41.14	42.38	43.63	44.88	46.13	47.37	48.62
	O	56.10	57.96	59.84	61.71	63.57	64.85	64.85	64.85	64.85	64.85
9	B	40.28	41.62	42.97	44.31	45.65	46.99	48.34	49.68	51.02	52.37
	O	60.42	62.43	64.46	64.85	64.85	64.85	64.85	64.85	64.85	64.85
10	B	43.23	44.67	46.11	47.55	48.99	50.44	51.88	53.32	54.76	56.20
	O	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85
11	B	46.26	47.80	49.34	50.88	52.43	53.97	55.51	57.05	58.59	60.13
	O	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85	64.85
12	B	53.96	55.76	57.56	59.36	61.16	62.95	64.75	66.55	68.35	70.15
	O	64.85	64.85	64.85	64.85	64.85	64.85	64.85	66.55	68.35	70.15
13	B	62.40	64.48	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
	O	64.85	64.85	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
14	B	71.65	74.04	76.43	78.82	81.20	83.59	85.98	88.37	90.76	93.15
	O	71.65	74.04	76.43	78.82	81.20	83.59	85.98	88.37	90.76	93.15
15	B	83.05	85.82	88.59	91.36	93.53	93.53	93.53	93.53	93.53	93.53
	O	83.05	85.82	88.59	91.36	93.53	93.53	93.53	93.53	93.53	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: These hourly locality rates apply to employees who meet the definition of "wildland firefighter" in 5 U.S.C. 5332a and receive special base rates under that section for service on or after March 23, 2025. Also, the wildland firefighter special base rate for GS-10, step 1, is used in computing the applicable title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt wildland firefighters.

Related Information

- [Locality Pay Area Definitions](#)
- [Computation of Hourly Rates](#)
- [About OPM](#)
- [FOIA](#)
- [No FEAR Act](#)
- [Inspector General](#)
- [Privacy policy](#)
- [USA.gov](#)
- [Accessibility](#)
- [Feedback](#)

EXHIBIT 6

JUDICIARY SALARY PLAN
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA - Table DCB
33.94% Locality Payment Included
Effective January 13, 2025

Grade	1	2	3	4	5	6	7	8	9	10
1	\$29,949	\$30,954	\$31,949	\$32,941	\$33,935	\$34,516	\$35,502	\$36,495	\$36,535	\$37,463
2	\$33,675	\$34,476	\$35,592	\$36,535	\$36,945	\$38,031	\$39,117	\$40,203	\$41,290	\$42,376
3	\$36,745	\$37,969	\$39,194	\$40,418	\$41,642	\$42,866	\$44,090	\$45,315	\$46,539	\$47,763
4	\$41,247	\$42,622	\$43,998	\$45,374	\$46,749	\$48,125	\$49,500	\$50,876	\$52,251	\$53,627
5	\$46,148	\$47,685	\$49,223	\$50,761	\$52,298	\$53,836	\$55,373	\$56,911	\$58,449	\$59,986
6	\$51,442	\$53,157	\$54,871	\$56,586	\$58,300	\$60,014	\$61,729	\$63,443	\$65,158	\$66,872
7	\$57,164	\$59,070	\$60,976	\$62,882	\$64,788	\$66,694	\$68,600	\$70,506	\$72,412	\$74,318
8	\$63,307	\$65,418	\$67,529	\$69,639	\$71,750	\$73,861	\$75,972	\$78,083	\$80,194	\$82,305
9	\$69,923	\$72,254	\$74,584	\$76,915	\$79,246	\$81,576	\$83,907	\$86,237	\$88,568	\$90,898
10	\$77,001	\$79,567	\$82,133	\$84,700	\$87,266	\$89,832	\$92,399	\$94,965	\$97,531	\$100,097
11	\$84,601	\$87,420	\$90,239	\$93,059	\$95,878	\$98,698	\$101,517	\$104,337	\$107,156	\$109,975
12	\$101,401	\$104,781	\$108,162	\$111,543	\$114,923	\$118,304	\$121,684	\$125,065	\$128,446	\$131,826
13	\$120,579	\$124,599	\$128,619	\$132,638	\$136,658	\$140,677	\$144,697	\$148,716	\$152,736	\$156,755
14	\$142,488	\$147,238	\$151,987	\$156,737	\$161,486	\$166,236	\$170,985	\$175,735	\$180,484	\$185,234
15	\$167,603	\$173,190	\$178,776	\$184,363	\$189,950	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **	\$195,200 **
16	\$196,568	\$203,120	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
17	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *
18	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *	\$207,500 *

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

EXHIBIT 7

Salary Table 2025-DCB
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 2.22%
Effective January 2025

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 14.35	\$ 14.83	\$ 15.31	\$ 15.78	\$ 16.26	\$ 16.54	\$ 17.01	\$ 17.49	\$ 17.51	\$ 17.95
	O	21.53	22.25	22.97	23.67	24.39	24.81	25.52	26.24	26.27	26.93
2	B	16.14	16.52	17.05	17.51	17.70	18.22	18.74	19.26	19.78	20.30
	O	24.21	24.78	25.58	26.27	26.55	27.33	28.11	28.89	29.67	30.45
3	B	17.61	18.19	18.78	19.37	19.95	20.54	21.13	21.71	22.30	22.89
	O	26.42	27.29	28.17	29.06	29.93	30.81	31.70	32.57	33.45	34.34
4	B	19.76	20.42	21.08	21.74	22.40	23.06	23.72	24.38	25.04	25.70
	O	29.64	30.63	31.62	32.61	33.60	34.59	35.58	36.57	37.56	38.55
5	B	22.11	22.85	23.59	24.32	25.06	25.80	26.53	27.27	28.01	28.74
	O	33.17	34.28	35.39	36.48	37.59	38.70	39.80	40.91	42.02	43.11
6	B	24.65	25.47	26.29	27.11	27.93	28.76	29.58	30.40	31.22	32.04
	O	36.98	38.21	39.44	40.67	41.90	43.14	44.37	45.60	46.83	48.06
7	B	27.39	28.30	29.22	30.13	31.04	31.96	32.87	33.78	34.70	35.61
	O	41.09	42.45	43.83	45.20	46.56	47.94	49.31	50.67	52.05	53.42
8	B	30.33	31.35	32.36	33.37	34.38	35.39	36.40	37.41	38.43	39.44
	O	45.50	47.03	48.54	50.06	51.57	53.09	54.60	55.35	55.35	55.35
9	B	33.50	34.62	35.74	36.85	37.97	39.09	40.20	41.32	42.44	43.55
	O	50.25	51.93	53.61	55.28	55.35	55.35	55.35	55.35	55.35	55.35
10	B	36.90	38.13	39.35	40.58	41.81	43.04	44.27	45.50	46.73	47.96
	O	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35
11	B	40.54	41.89	43.24	44.59	45.94	47.29	48.64	49.99	51.34	52.70
	O	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35	55.35
12	B	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
	O	55.35	55.35	55.35	55.35	55.35	56.69	58.31	59.93	61.55	63.17
13	B	57.78	59.70	61.63	63.55	65.48	67.41	69.33	71.26	73.18	75.11
	O	57.78	59.70	61.63	63.55	65.48	67.41	69.33	71.26	73.18	75.11
14	B	68.27	70.55	72.83	75.10	77.38	79.65	81.93	84.20	86.48	88.76
	O	68.27	70.55	72.83	75.10	77.38	79.65	81.93	84.20	86.48	88.76
15	B	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53	93.53	93.53
	O	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53	93.53	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

EXHIBIT 8



[OPM.gov](https://www.opm.gov) / [Policy](#) / [Pay & Leave](#) / Salaries & Wages

LOCALITY PAY AREA DEFINITIONS

The locality pay area definitions on this page are consistent with the locality pay area definitions in 5 CFR 531.603 and are the authoritative and up-to-date geographic area definitions for use in the locality pay program for this year. Conflicting information from other sources should not be relied upon if it differs from the content presented on this page or in the official regulatory definitions.

2025 Locality Pay Area Definitions

The [President's Pay Agent](#) geographically defines locality pay areas after considering recommendations from the [Federal Salary Council](#). The geographic definitions of locality pay areas for calendar year 2025 are listed below and will be the same as in calendar year 2024. These locality pay areas were geographically defined using [criteria](#) consistently applied for all locations throughout the country.

Most of the locations listed below are counties. The Federal Information Processing Standards (FIPS) geographic codes consist of a two-digit State and three-digit county identifier. These geographic codes are derived from the [Worldwide Geographic Location Codes](#), 1993. The only exceptions to the use of State/county codes in the locations listed below are –

- State codes are used for the Alaska and Hawaii locality pay areas, and
- State, city, and county codes are listed for three duty stations representing Joint Base McGuire-Dix-Lakehurst in the New York-Newark, NY-NJ-CT-PA, locality pay area.

Note: Section 1911 of P.L. 111-84, the Non-Foreign Area Retirement Equity Assurance Act of 2009, phased in locality pay for employees in the non-foreign areas as identified in 5 C.F.R. 591.205. Alaska and Hawaii are separate locality pay areas with separate pay tables. Other non-foreign areas are included as part of the Rest of U.S. locality pay area.

- [Alaska](#)
- [Albany-Schenectady, NY-MA](#)
- [Albuquerque-Santa Fe-Las Vegas, NM](#)
- [Atlanta--Athens-Clarke County--Sandy Springs, GA-AL](#)
- [Austin-Round Rock-Georgetown, TX](#)
- [Birmingham-Hoover-Talladega, AL](#)
- [Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT](#)
- [Buffalo-Cheektowaga-Olean, NY](#)
- [Burlington-South Burlington-Barre, VT](#)
- [Charlotte-Concord, NC-SC](#)
- [Chicago-Naperville, IL-IN-WI](#)

- [Cincinnati-Wilmington-Maysville, OH-KY-IN](#)
- [Cleveland-Akron-Canton, OH-PA](#)
- [Colorado Springs, CO](#)
- [Columbus-Marion-Zanesville, OH](#)
- [Corpus Christi-Kingsville-Alice, TX](#)
- [Dallas-Fort Worth, TX-OK](#)
- [Davenport-Moline, IA-IL](#)
- [Dayton-Springfield-Kettering, OH](#)
- [Denver-Aurora, CO](#)
- [Des Moines-Ames-West Des Moines, IA](#)
- [Detroit-Warren-Ann Arbor, MI](#)
- [Fresno-Madera-Hanford, CA](#)
- [Harrisburg-Lebanon, PA](#)
- [Hartford-East Hartford, CT-MA](#)
- [Hawaii](#)
- [Houston-The Woodlands, TX](#)
- [Huntsville-Decatur, AL-TN](#)
- [Indianapolis-Carmel-Muncie, IN](#)
- [Kansas City-Overland Park-Kansas City, MO-KS](#)
- [Laredo, TX](#)
- [Las Vegas-Henderson, NV-AZ](#)
- [Los Angeles-Long Beach, CA](#)
- [Miami-Port St. Lucie-Fort Lauderdale, FL](#)
- [Milwaukee-Racine-Waukesha, WI](#)
- [Minneapolis-St. Paul, MN-WI](#)
- [New York-Newark, NY-NJ-CT-PA](#)
- [Omaha-Council Bluffs-Fremont, NE-IA](#)
- [Palm Bay-Melbourne-Titusville, FL](#)
- [Philadelphia-Reading-Camden, PA-NJ-DE-MD](#)
- [Phoenix-Mesa, AZ](#)
- [Pittsburgh-New Castle-Weirton, PA-OH-WV](#)
- [Portland-Vancouver-Salem, OR-WA](#)
- [Raleigh-Durham-Cary, NC](#)
- [Reno-Fernley, NV](#)
- [Richmond, VA](#)
- [Rochester-Batavia-Seneca Falls, NY](#)
- [Sacramento-Roseville, CA-NV](#)
- [San Antonio-New Braunfels-Pearsall, TX](#)
- [San Diego-Chula Vista-Carlsbad, CA](#)
- [San Jose-San Francisco-Oakland, CA](#)
- [Seattle-Tacoma, WA](#)
- [Spokane-Spokane Valley-Coeur d'Alene, WA-ID](#)
- [St. Louis-St. Charles-Farmington, MO-IL](#)
- [Tucson-Nogales, AZ](#)
- [Virginia Beach-Norfolk, VA-NC](#)
- [Washington-Baltimore-Arlington, DC-MD-VA-WV-PA](#)
- [Rest of U.S.](#)

Alaska

Place Name	FIPS
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State of Alaska	02
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Albany-Schenectady, NY-MA

New York

Place Name	FIPS
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Albany County, NY	36001
Columbia County, NY	36021
Fulton County, NY	36035
Greene County, NY	36039
Hamilton County, NY	36041
Montgomery County, NY	36057
Rensselaer County, NY	36083
Saratoga County, NY	36091
Schenectady County, NY	36093
Schoharie County, NY	36095
Warren County, NY	36113
Washington County, NY	36115

Massachusetts

Place Name	FIPS
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Berkshire County, MA	25003
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Albuquerque-Santa Fe-Las Vegas, NM

New Mexico

Place Name	FIPS
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Bernalillo County, NM	35001
Cibola County, NM	35006
Los Alamos County, NM	35028
McKinley County, NM	35031

Place Name	FIPS
Mora County, NM	35033
Rio Arriba County, NM	35039
Sandoval County, NM	35043
San Miguel County, NM	35047
Santa Fe County, NM	35049
Torrance County, NM	35057
Valencia County, NM	35061

Atlanta--Athens-Clarke County--Sandy Springs, GA-AL

Georgia

Place Name	FIPS
Banks County, GA	13011
Barrow County, GA	13013
Bartow County, GA	13015
Butts County, GA	13035
Carroll County, GA	13045
Chattahoochee County, GA	13053
Cherokee County, GA	13057
Clarke County, GA	13059
Clayton County, GA	13063
Cobb County, GA	13067
Coweta County, GA	13077
Dawson County, GA	13085
DeKalb County, GA	13089
Douglas County, GA	13097
Elbert County, GA	13105
Fayette County, GA	13113
Floyd County, GA	13115
Forsyth County, GA	13117
Franklin County, GA	13119
Fulton County, GA	13121
Gilmer County, GA	13123
Gordon County, GA	13129
Greene County, GA	13133
Gwinnett County, GA	13135

Place Name	FIPS
Habersham County, GA	13137
Hall County, GA	13139
Haralson County, GA	13143
Harris County, GA	13145
Heard County, GA	13149
Henry County, GA	13151
Jackson County, GA	13157
Jasper County, GA	13159
Lamar County, GA	13171
Lumpkin County, GA	13187
Madison County, GA	13195
Marion County, GA	13197
Meriwether County, GA	13199
Morgan County, GA	13211
Muscogee County, GA	13215
Newton County, GA	13217
Oconee County, GA	13219
Oglethorpe County, GA	13221
Paulding County, GA	13223
Pickens County, GA	13227
Pike County, GA	13231
Polk County, GA	13233
Putnam County, GA	13237
Rabun County, GA	13241
Rockdale County, GA	13247
Spalding County, GA	13255
Stephens County, GA	13257
Stewart County, GA	13259
Talbot County, GA	13263
Taliaferro County, GA	13265
Troup County, GA	13285
Upson County, GA	13293
Walton County, GA	13297
White County, GA	13311

Alabama

Place Name	FIPS
Chambers County, AL	01017
Cherokee County, AL	01019
Cleburne County, AL	01029
Lee County, AL	01081
Randolph County, AL	01111
Russell County, AL	01113

Austin-Round Rock-Georgetown, TX

Texas

Place Name	FIPS
Bastrop County, TX	48021
Blanco County, TX	48031
Burnet County, TX	48053
Caldwell County, TX	48055
Hays County, TX	48209
Lee County, TX	48287
Milam County, TX	48331
Travis County, TX	48453
Williamson County, TX	48491

Birmingham-Hoover-Talladega, AL

Alabama

Place Name	FIPS
Bibb County, AL	01007
Blount County, AL	01009
Calhoun County, AL	01015
Chilton County, AL	01021
Clay County, AL	01027
Coosa County, AL	01037
Cullman County, AL	01043
Etowah County, AL	01055
Greene County, AL	01063

Place Name	FIPS
Hale County, AL	01065
Jefferson County, AL	01073
Pickens County, AL	01107
St. Clair County, AL	01115
Shelby County, AL	01117
Talladega County, AL	01121
Tallapoosa County, AL	01123
Tuscaloosa County, AL	01125
Walker County, AL	01127
Winston County, AL	01133

Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

Massachusetts

Place Name	FIPS
Barnstable County, MA	25001
Bristol County, MA	25005
Dukes County, MA	25007
Essex County, MA	25009
Middlesex County, MA	25017
Nantucket County, MA	25019
Norfolk County, MA	25021
Plymouth County, MA	25023
Suffolk County, MA	25025
Worcester County, MA	25027

Rhode Island

Place Name	FIPS
Bristol County, RI	44001
Kent County, RI	44003
Newport County, RI	44005
Providence County, RI	44007
Washington County, RI	44009

New Hampshire

Place Name**FIPS**

Belknap County, NH	33001
Carroll County, NH	33003
Cheshire County, NH	33005
Grafton County, NH	33009
Hillsborough County, NH	33011
Merrimack County, NH	33013
Rockingham County, NH	33015
Strafford County, NH	33017
Sullivan County, NH	33019

Connecticut**Place Name****FIPS**

Windham County, CT	09015
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Maine**Place Name****FIPS**

Androscoggin County, ME	23001
Cumberland County, ME	23005
Sagadahoc County, ME	23023
York County, ME	23031

Vermont**Place Name****FIPS**

Orange County, VT	50017
Windsor County, VT	50027

Buffalo-Cheektowaga-Olean, NY**New York****Place Name****FIPS**

Allegany County, NY	36003
Cattaraugus County, NY	36009

Place Name	FIPS
Erie County, NY	36029
Niagara County, NY	36063
Wyoming County, NY	36121

Burlington-South Burlington-Barre, VT

Vermont

Place Name	FIPS
Addison County, VT	50001
Chittenden County, VT	50007
Franklin County, VT	50011
Grand Isle County, VT	50013
Lamoille County, VT	50015
Washington County, VT	50023

Charlotte-Concord, NC-SC

North Carolina

Place Name	FIPS
Alexander County, NC	37003
Anson County, NC	37007
Burke County, NC	37023
Cabarrus County, NC	37025
Caldwell County, NC	37027
Catawba County, NC	37035
Cleveland County, NC	37045
Gaston County, NC	37071
Iredell County, NC	37097
Lincoln County, NC	37109
Mecklenburg County, NC	37119
Rowan County, NC	37159
Stanly County, NC	37167
Union County, NC	37179

South Carolina

Place Name	FIPS
Chester County, SC	45023
Chesterfield County, SC	45025
Lancaster County, SC	45057
York County, SC	45091

Chicago-Naperville, IL-IN-WI

Illinois

Place Name	FIPS
Boone County, IL	17007
Bureau County, IL	17011
Cook County, IL	17031
DeKalb County, IL	17037
DuPage County, IL	17043
Grundy County, IL	17063
Iroquois County, IL	17075
Kane County, IL	17089
Kankakee County, IL	17091
Kendall County, IL	17093
Lake County, IL	17097
LaSalle County, IL	17099
McHenry County, IL	17111
Ogle County, IL	17141
Putnam County, IL	17155
Stephenson County, IL	17177
Will County, IL	17197
Winnebago County, IL	17201

Indiana

Place Name	FIPS
Jasper County, IN	18073
Lake County, IN	18089
LaPorte County, IN	18091
Newton County, IN	18111

Place Name**FIPS**

Porter County, IN	18127
Starke County, IN	18149

Wisconsin**Place Name****FIPS**

Kenosha County, WI	55059
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Cincinnati-Wilmington-Maysville, OH-KY-IN**Ohio****Place Name****FIPS**

Adams County, OH	39001
Brown County, OH	39015
Butler County, OH	39017
Clermont County, OH	39025
Clinton County, OH	39027
Hamilton County, OH	39061
Highland County, OH	39071
Warren County, OH	39165

Kentucky**Place Name****FIPS**

Boone County, KY	21015
Bracken County, KY	21023
Campbell County, KY	21037
Carroll County, KY	21041
Fleming County, KY	21069
Gallatin County, KY	21077
Grant County, KY	21081
Kenton County, KY	21117
Lewis County, KY	21135
Mason County, KY	21161
Owen County, KY	21187

Place Name	FIPS
Pendleton County, KY	21191
Robertson County, KY	21201

Indiana

Place Name	FIPS
Dearborn County, IN	18029
Franklin County, IN	18047
Ohio County, IN	18115
Ripley County, IN	18137
Switzerland County, IN	18155
Union County, IN	18161

Cleveland-Akron-Canton, OH-PA

Ohio

Place Name	FIPS
Ashland County, OH	39005
Ashtabula County, OH	39007
Carroll County, OH	39019
Columbiana County, OH	39029
Crawford County, OH	39033
Cuyahoga County, OH	39035
Erie County, OH	39043
Geauga County, OH	39055
Harrison County, OH	39067
Holmes County, OH	39075
Huron County, OH	39077
Lake County, OH	39085
Lorain County, OH	39093
Mahoning County, OH	39099
Medina County, OH	39103
Portage County, OH	39133
Richland County, OH	39139
Stark County, OH	39151
Summit County, OH	39153

Place Name**FIPS**

Trumbull County, OH	39155
Tuscarawas County, OH	39157
Wayne County, OH	39169

Pennsylvania**Place Name****FIPS**

Mercer County, PA	42085
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Colorado Springs, CO**Colorado****Place Name****FIPS**

El Paso County, CO	08041
Fremont County, CO	08043
Pueblo County, CO	08101
Teller County, CO	08119

Columbus-Marion-Zanesville, OH**Ohio****Place Name****FIPS**

Coshocton County, OH	39031
Delaware County, OH	39041
Fairfield County, OH	39045
Fayette County, OH	39047
Franklin County, OH	39049
Guernsey County, OH	39059
Hardin County, OH	39065
Hocking County, OH	39073
Knox County, OH	39083
Licking County, OH	39089
Logan County, OH	39091
Madison County, OH	39097

Place Name	FIPS
Marion County, OH	39101
Morgan County, OH	39115
Morrow County, OH	39117
Muskingum County, OH	39119
Noble County, OH	39121
Perry County, OH	39127
Pickaway County, OH	39129
Pike County, OH	39131
Ross County, OH	39141
Union County, OH	39159
Vinton County, OH	39163

Corpus Christi-Kingsville-Alice, TX

Texas

Place Name	FIPS
Aransas County, TX	48007
Brooks County, TX	48047
Duval County, TX	48131
Jim Wells County, TX	48249
Kenedy County, TX	48261
Kleberg County, TX	48273
Live Oak County, TX	48297
Nueces County, TX	48355
Refugio County, TX	48391
San Patricio County, TX	48409

Dallas-Fort Worth, TX-OK

Texas

Place Name	FIPS
Collin County, TX	48085
Cooke County, TX	48097
Dallas County, TX	48113

Place Name	FIPS
Delta County, TX	48119
Denton County, TX	48121
Ellis County, TX	48139
Fannin County, TX	48147
Grayson County, TX	48181
Henderson County, TX	48213
Hill County, TX	48217
Hood County, TX	48221
Hopkins County, TX	48223
Hunt County, TX	48231
Jack County, TX	48237
Johnson County, TX	48251
Kaufman County, TX	48257
Montague County, TX	48337
Navarro County, TX	48349
Palo Pinto County, TX	48363
Parker County, TX	48367
Rains County, TX	48379
Rockwall County, TX	48397
Somervell County, TX	48425
Tarrant County, TX	48439
Van Zandt County, TX	48467
Wise County, TX	48497

Oklahoma

Place Name	FIPS
Bryan County, OK	40013
Carter County, OK	40019
Love County, OK	40085

Davenport-Moline, IA-IL

Iowa

Place Name	FIPS
Cedar County, IA	19031

Place Name	FIPS
Clinton County, IA	19045
Jackson County, IA	19097
Louisa County, IA	19115
Muscatine County, IA	19139
Scott County, IA	19163

Illinois

Place Name	FIPS
Carroll County, IL	17015
Henry County, IL	17073
Lee County, IL	17103
Mercer County, IL	17131
Rock Island County, IL	17161
Whiteside County, IL	17195

Dayton-Springfield-Kettering, OH

Ohio

Place Name	FIPS
Allen County, OH	39003
Auglaize County, OH	39011
Champaign County, OH	39021
Clark County, OH	39023
Darke County, OH	39037
Greene County, OH	39057
Mercer County, OH	39107
Miami County, OH	39109
Montgomery County, OH	39113
Preble County, OH	39135
Shelby County, OH	39149
Van Wert County, OH	39161

Denver-Aurora, CO

Colorado

Place Name	FIPS
Adams County, CO	08001
Arapahoe County, CO	08005
Boulder County, CO	08013
Broomfield County, CO	08014
Clear Creek County, CO	08019
Denver County, CO	08031
Douglas County, CO	08035
Elbert County, CO	08039
Gilpin County, CO	08047
Jefferson County, CO	08059
Larimer County, CO	08069
Lincoln County, CO	08073
Park County, CO	08093
Weld County, CO	08123

Des Moines-Ames-West Des Moines, IA

Iowa

Place Name	FIPS
Adair County, IA	19001
Boone County, IA	19015
Clarke County, IA	19039
Dallas County, IA	19049
Greene County, IA	19073
Guthrie County, IA	19077
Hamilton County, IA	19079
Jasper County, IA	19099
Lucas County, IA	19117
Madison County, IA	19121
Mahaska County, IA	19123
Marion County, IA	19125
Monroe County, IA	19135
Polk County, IA	19153
Poweshiek County, IA	19157
Story County, IA	19169

Place Name**FIPS**

Warren County, IA

19181

Detroit-Warren-Ann Arbor, MI**Michigan****Place Name****FIPS**

Clinton County, MI

26037

Eaton County, MI

26045

Genesee County, MI

26049

Huron County, MI

26063

Ingham County, MI

26065

Jackson County, MI

26075

Lapeer County, MI

26087

Lenawee County, MI

26091

Livingston County, MI

26093

Macomb County, MI

26099

Monroe County, MI

26115

Oakland County, MI

26125

St. Clair County, MI

26147

Sanilac County, MI

26151

Shiawassee County, MI

26155

Tuscola County, MI

26157

Washtenaw County, MI

26161

Wayne County, MI

26163

Fresno-Madera-Hanford, CA**California****Place Name****FIPS**

Fresno County, CA

06019

Kings County, CA

06031

Madera County, CA

06039

Mariposa County, CA

06043

Tulare County, CA

06107

Harrisburg-Lebanon, PA

Pennsylvania

Place Name	FIPS
Cumberland County, PA	42041
Dauphin County, PA	42043
Juniata County, PA	42067
Lancaster County, PA	42071
Lebanon County, PA	42075
Perry County, PA	42099

Hartford-East Hartford, CT-MA

Connecticut

Place Name	FIPS
Hartford County, CT	09003
Middlesex County, CT	09007
New London County, CT	09011
Tolland County, CT	09013

Massachusetts

Place Name	FIPS
Franklin County, MA	25011
Hampden County, MA	25013
Hampshire County, MA	25015

Hawaii

Hawaii

Place Name	FIPS
State of Hawaii	15

Houston-The Woodlands, TX

Texas

Place Name	FIPS
Austin County, TX	48015
Brazoria County, TX	48039
Chambers County, TX	48071
Colorado County, TX	48089
Fort Bend County, TX	48157
Galveston County, TX	48167
Grimes County, TX	48185
Harris County, TX	48201
Jackson County, TX	48239
Liberty County, TX	48291
Madison County, TX	48313
Matagorda County, TX	48321
Montgomery County, TX	48339
San Jacinto County, TX	48407
Trinity County, TX	48455
Walker County, TX	48471
Waller County, TX	48473
Washington County, TX	48477
Wharton County, TX	48481

Huntsville-Decatur, AL-TN

Alabama

Place Name	FIPS
Colbert County, AL	01033
DeKalb County, AL	01049
Lauderdale County, AL	01077
Lawrence County, AL	01079
Limestone County, AL	01083
Madison County, AL	01089
Marshall County, AL	01095
Morgan County, AL	01103

Tennessee

Place Name**FIPS**

Lincoln County, TN

47103

Indianapolis-Carmel-Muncie, IN**Indiana****Place Name****FIPS**

Bartholomew County, IN

18005

Benton County, IN

18007

Blackford County, IN

18009

Boone County, IN

18011

Brown County, IN

18013

Carroll County, IN

18015

Clinton County, IN

18023

Decatur County, IN

18031

Delaware County, IN

18035

Fayette County, IN

18041

Fountain County, IN

18045

Grant County, IN

18053

Hamilton County, IN

18057

Hancock County, IN

18059

Hendricks County, IN

18063

Henry County, IN

18065

Jackson County, IN

18071

Jennings County, IN

18079

Johnson County, IN

18081

Lawrence County, IN

18093

Madison County, IN

18095

Marion County, IN

18097

Monroe County, IN

18105

Montgomery County, IN

18107

Morgan County, IN

18109

Owen County, IN

18119

Putnam County, IN

18133

Randolph County, IN

18135

Rush County, IN

18139

Shelby County, IN

18145

Place Name	FIPS
Tippecanoe County, IN	18157
Tipton County, IN	18159
Warren County, IN	18171
Wayne County, IN	18177

Kansas City-Overland Park-Kansas City, MO-KS

Missouri

Place Name	FIPS
Andrew County, MO	29003
Bates County, MO	29013
Buchanan County, MO	29021
Caldwell County, MO	29025
Carroll County, MO	29033
Cass County, MO	29037
Clay County, MO	29047
Clinton County, MO	29049
Daviess County, MO	29061
DeKalb County, MO	29063
Gentry County, MO	29075
Henry County, MO	29083
Holt County, MO	29087
Jackson County, MO	29095
Johnson County, MO	29101
Lafayette County, MO	29107
Platte County, MO	29165
Ray County, MO	29177

Kansas

Place Name	FIPS
Anderson County, KS	20003
Atchison County, KS	20005
Doniphan County, KS	20043
Douglas County, KS	20045
Franklin County, KS	20059

Place Name	FIPS
Jackson County, KS	20085
Jefferson County, KS	20087
Johnson County, KS	20091
Leavenworth County, KS	20103
Linn County, KS	20107
Miami County, KS	20121
Osage County, KS	20139
Shawnee County, KS	20177
Wabaunsee County, KS	20197
Wyandotte County, KS	20209

Laredo, TX

Texas

Place Name	FIPS
Jim Hogg County, TX	48247
La Salle County, TX	48283
Webb County, TX	48479

Las Vegas-Henderson, NV-AZ

Nevada

Place Name	FIPS
Clark County, NV	32003
Nye County, NV	32023

Arizona

Place Name	FIPS
Mohave County, AZ	04015

Los Angeles-Long Beach, CA

California

Place Name	FIPS
Imperial County, CA	06025
Kern County, CA	06029
Los Angeles County, CA	06037
Orange County, CA	06059
Riverside County, CA	06065
San Bernardino County, CA	06071
San Luis Obispo County, CA	06079
Santa Barbara County, CA	06083
Ventura County, CA	06111

Miami-Port St. Lucie-Fort Lauderdale, FL

Florida

Place Name	FIPS
Broward County, FL	12011
Indian River County, FL	12061
Martin County, FL	12085
Miami-Dade County, FL	12086
Monroe County, FL	12087
Okeechobee County, FL	12093
Palm Beach County, FL	12099
St. Lucie County, FL	12111

Milwaukee-Racine-Waukesha, WI

Wisconsin

Place Name	FIPS
Dodge County, WI	55027
Fond du Lac County, WI	55039
Jefferson County, WI	55055
Milwaukee County, WI	55079
Ozaukee County, WI	55089
Racine County, WI	55101

Place Name	FIPS
Sheboygan County, WI	55117
Walworth County, WI	55127
Washington County, WI	55131
Waukesha County, WI	55133

Minneapolis-St. Paul, MN-WI

Minnesota

Place Name	FIPS
Anoka County, MN	27003
Benton County, MN	27009
Blue Earth County, MN	27013
Brown County, MN	27015
Carver County, MN	27019
Chisago County, MN	27025
Dakota County, MN	27037
Dodge County, MN	27039
Fillmore County, MN	27045
Goodhue County, MN	27049
Hennepin County, MN	27053
Isanti County, MN	27059
Kanabec County, MN	27065
Le Sueur County, MN	27079
McLeod County, MN	27085
Meeker County, MN	27093
Mille Lacs County, MN	27095
Morrison County, MN	27097
Mower County, MN	27099
Nicollet County, MN	27103
Olmsted County, MN	27109
Pine County, MN	27115
Ramsey County, MN	27123
Rice County, MN	27131
Scott County, MN	27139
Sherburne County, MN	27141
Sibley County, MN	27143

Place Name**FIPS**

Stearns County, MN	27145
Steele County, MN	27147
Wabasha County, MN	27157
Waseca County, MN	27161
Washington County, MN	27163
Wright County, MN	27171

Wisconsin**Place Name****FIPS**

Pierce County, WI	55093
Polk County, WI	55095
St. Croix County, WI	55109

New York-Newark, NY-NJ-CT-PA**New York****Place Name****FIPS**

Bronx County, NY	36005
Dutchess County, NY	36027
Kings County, NY	36047
Nassau County, NY	36059
New York County, NY	36061
Orange County, NY	36071
Putnam County, NY	36079
Queens County, NY	36081
Richmond County, NY	36085
Rockland County, NY	36087
Suffolk County, NY	36103
Sullivan County, NY	36105
Ulster County, NY	36111
Westchester County, NY	36119

New Jersey

Place Name	FIPS
Bergen County, NJ	34003
Essex County, NJ	34013
Fort Dix, NJ	341052005
Hudson County, NJ	34017
Hunterdon County, NJ	34019
Joint Base McGuire-Dix-Lakehurst	341530005
McGuire Air Force Base, NJ	341778005
Mercer County, NJ	34021
Middlesex County, NJ	34023
Monmouth County, NJ	34025
Morris County, NJ	34027
Ocean County, NJ	34029
Passaic County, NJ	34031
Somerset County, NJ	34035
Sussex County, NJ	34037
Union County, NJ	34039
Warren County, NJ	34041

Connecticut

Place Name	FIPS
Fairfield County, CT	09001
Litchfield County, CT	09005
New Haven County, CT	09009

Pennsylvania

Place Name	FIPS
Carbon County, PA	42025
Lehigh County, PA	42077
Monroe County, PA	42089
Northampton County, PA	42095
Pike County, PA	42103
Wayne County, PA	42127

Omaha-Council Bluffs-Fremont, NE-IA

Nebraska

Place Name	FIPS
Burt County, NE	31021
Cass County, NE	31025
Dodge County, NE	31053
Douglas County, NE	31055
Sarpy County, NE	31153
Saunders County, NE	31155
Washington County, NE	31177

Iowa

Place Name	FIPS
Fremont County, IA	19071
Harrison County, IA	19085
Mills County, IA	19129
Pottawattamie County, IA	19155
Shelby County, IA	19165

Palm Bay-Melbourne-Titusville, FL

Florida

Place Name	FIPS
Brevard County, FL	12009

Philadelphia-Reading-Camden, PA-NJ-DE-MD

Pennsylvania

Place Name	FIPS
Berks County, PA	42011
Bucks County, PA	42017
Chester County, PA	42029
Delaware County, PA	42045
Montgomery County, PA	42091
Philadelphia County, PA	42101

Place Name**FIPS**

Schuylkill County, PA	42107
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New Jersey**Place Name****FIPS**

Atlantic County, NJ	34001
Burlington County, NJ	34005
Camden County, NJ	34007
Cape May County, NJ	34009
Cumberland County, NJ	34011
Gloucester County, NJ	34015
Salem County, NJ	34033

Delaware**Place Name****FIPS**

Kent County, DE	10001
New Castle County, DE	10003
Sussex County, DE	10005

Maryland**Place Name****FIPS**

Cecil County, MD	24015
Somerset County, MD	24039
Wicomico County, MD	24045
Worcester County, MD	24047

Phoenix-Mesa, AZ**Arizona****Place Name****FIPS**

Gila County, AZ	04007
Maricopa County, AZ	04013
Pinal County, AZ	04021

Pittsburgh-New Castle-Weirton, PA-OH-WV

Pennsylvania

Place Name	FIPS
Allegheny County, PA	42003
Armstrong County, PA	42005
Beaver County, PA	42007
Butler County, PA	42019
Cambria County, PA	42021
Fayette County, PA	42051
Greene County, PA	42059
Indiana County, PA	42063
Lawrence County, PA	42073
Somerset County, PA	42111
Washington County, PA	42125
Westmoreland County, PA	42129

Ohio

Place Name	FIPS
Belmont County, OH	39013
Jefferson County, OH	39081

West Virginia

Place Name	FIPS
Brooke County, WV	54009
Hancock County, WV	54029
Marshall County, WV	54051
Ohio County, WV	54069

Portland-Vancouver-Salem, OR-WA

Oregon

Place Name	FIPS
Benton County, OR	41003

Place Name	FIPS
Clackamas County, OR	41005
Columbia County, OR	41009
Linn County, OR	41043
Marion County, OR	41047
Multnomah County, OR	41051
Polk County, OR	41053
Washington County, OR	41067
Yamhill County, OR	41071

Washington

Place Name	FIPS
Clark County, WA	53011
Cowlitz County, WA	53015
Skamania County, WA	53059
Wahkiakum County, WA	53069

Raleigh-Durham-Cary, NC

North Carolina

Place Name	FIPS
Caswell County, NC	37033
Chatham County, NC	37037
Cumberland County, NC	37051
Durham County, NC	37063
Edgecombe County, NC	37065
Franklin County, NC	37069
Granville County, NC	37077
Halifax County, NC	37083
Harnett County, NC	37085
Hoke County, NC	37093
Johnston County, NC	37101
Lee County, NC	37105
Moore County, NC	37125
Nash County, NC	37127
Northampton County, NC	37131

Place Name	FIPS
Orange County, NC	37135
Person County, NC	37145
Robeson County, NC	37155
Scotland County, NC	37165
Vance County, NC	37181
Wake County, NC	37183
Warren County, NC	37185
Wayne County, NC	37191
Wilson County, NC	37195

Reno-Fernley, NV

Nevada

Place Name	FIPS
Churchill County, NV	32001
Lyon County, NV	32019
Storey County, NV	32029
Washoe County, NV	32031

Richmond, VA

Virginia

Place Name	FIPS
Amelia County, VA	51007
Brunswick County, VA	51025
Charles City County, VA	51036
Chesterfield County, VA	51041
Cumberland County, VA	51049
Dinwiddie County, VA	51053
Essex County, VA	51057
Goochland County, VA	51075
Greensville County, VA	51081
Hanover County, VA	51085
Henrico County, VA	51087

Place Name	FIPS
King and Queen County, VA	51097
King William County, VA	51101
Louisa County, VA	51109
New Kent County, VA	51127
Nottoway County, VA	51135
Powhatan County, VA	51145
Prince George County, VA	51149
Sussex County, VA	51183
Colonial Heights city, VA	51570
Emporia city, VA	51595
Hopewell city, VA	51670
Petersburg city, VA	51730
Richmond city, VA	51760

Rochester-Batavia-Seneca Falls, NY

New York

Place Name	FIPS
Genesee County, NY	36037
Livingston County, NY	36051
Monroe County, NY	36055
Ontario County, NY	36069
Orleans County, NY	36073
Seneca County, NY	36099
Wayne County, NY	36117
Yates County, NY	36123

Sacramento-Roseville, CA-NV

California

Place Name	FIPS
Alpine County, CA	06003
Amador County, CA	06005
Butte County, CA	06007

Place Name	FIPS
Colusa County, CA	06011
El Dorado County, CA	06017
Nevada County, CA	06057
Placer County, CA	06061
Sacramento County, CA	06067
Sierra County, CA	06091
Sutter County, CA	06101
Yolo County, CA	06113
Yuba County, CA	06115

Nevada

Place Name	FIPS
Douglas County, NV	32005
Carson City, NV	32510

San Antonio-New Braunfels-Pearsall, TX

Texas

Place Name	FIPS
Atascosa County, TX	48013
Bandera County, TX	48019
Bexar County, TX	48029
Comal County, TX	48091
Frio County, TX	48163
Gillespie County, TX	48171
Gonzales County, TX	48177
Guadalupe County, TX	48187
Karnes County, TX	48255
Kendall County, TX	48259
Kerr County, TX	48265
McMullen County, TX	48311
Medina County, TX	48325
Wilson County, TX	48493

San Diego-Chula Vista-Carlsbad, CA

California

Place Name	FIPS
San Diego County, CA	06073

San Jose-San Francisco-Oakland, CA

California

Place Name	FIPS
Alameda County, CA	06001
Calaveras County, CA	06009
Contra Costa County, CA	06013
Marin County, CA	06041
Merced County, CA	06047
Monterey County, CA	06053
Napa County, CA	06055
San Benito County, CA	06069
San Francisco County, CA	06075
San Joaquin County, CA	06077
San Mateo County, CA	06081
Santa Clara County, CA	06085
Santa Cruz County, CA	06087
Solano County, CA	06095
Sonoma County, CA	06097
Stanislaus County, CA	06099

Seattle-Tacoma, WA

Washington

Place Name	FIPS
Clallam County, WA	53009
Grays Harbor County, WA	53027
Island County, WA	53029
Jefferson County, WA	53031

Place Name	FIPS
King County, WA	53033
Kitsap County, WA	53035
Lewis County, WA	53041
Mason County, WA	53045
Pacific County, WA	53049
Pierce County, WA	53053
San Juan County, WA	53055
Skagit County, WA	53057
Snohomish County, WA	53061
Thurston County, WA	53067
Whatcom County, WA	53073

Spokane-Spokane Valley-Coeur d'Alene, WA-ID

Washington

Place Name	FIPS
Ferry County, WA	53019
Lincoln County, WA	53043
Pend Oreille County, WA	53051
Spokane County, WA	53063
Stevens County, WA	53065

Idaho

Place Name	FIPS
Benewah County, ID	16009
Kootenai County, ID	16055
Shoshone County, ID	16079

St. Louis-St. Charles-Farmington, MO-IL

Missouri

Place Name	FIPS
Crawford County, MO	29055

Place Name	FIPS
Franklin County, MO	29071
Gasconade County, MO	29073
Iron County, MO	29093
Jefferson County, MO	29099
Lincoln County, MO	29113
Madison County, MO	29123
Montgomery County, MO	29139
Pike County, MO	29163
St. Charles County, MO	29183
Ste. Genevieve County, MO	29186
St. Francois County, MO	29187
St. Louis County, MO	29189
Warren County, MO	29219
Washington County, MO	29221
St. Louis city, MO	29510

Illinois

Place Name	FIPS
Bond County, IL	17005
Calhoun County, IL	17013
Clinton County, IL	17027
Fayette County, IL	17051
Greene County, IL	17061
Jersey County, IL	17083
Macoupin County, IL	17117
Madison County, IL	17119
Marion County, IL	17121
Monroe County, IL	17133
Montgomery County, IL	17135
Randolph County, IL	17157
St. Clair County, IL	17163
Washington County, IL	17189

Tucson-Nogales, AZ

Arizona

Place Name	FIPS
Cochise County, AZ	04003
Pima County, AZ	04019
Santa Cruz County, AZ	04023

Virginia Beach-Norfolk, VA-NC

Virginia

Place Name	FIPS
Gloucester County, VA	51073
Isle of Wight County, VA	51093
James City County, VA	51095
Mathews County, VA	51115
Middlesex County, VA	51119
Southampton County, VA	51175
Surry County, VA	51181
York County, VA	51199
Chesapeake city, VA	51550
Franklin city, VA	51620
Hampton city, VA	51650
Newport News city, VA	51700
Norfolk city, VA	51710
Poquoson city, VA	51735
Portsmouth city, VA	51740
Suffolk city, VA	51800
Virginia Beach city, VA	51810
Williamsburg city, VA	51830

North Carolina

Place Name	FIPS
Camden County, NC	37029
Chowan County, NC	37041
Currituck County, NC	37053
Dare County, NC	37055
Gates County, NC	37073
Hertford County, NC	37091

Place Name	FIPS
Pasquotank County, NC	37139
Perquimans County, NC	37143
Tyrrell County, NC	37177

Washington-Baltimore-Arlington, DC-MD-VA-WV-PA

District of Columbia

Place Name	FIPS
District of Columbia, DC	11001

Maryland

Place Name	FIPS
Allegany County, MD	24001
Anne Arundel County, MD	24003
Baltimore County, MD	24005
Calvert County, MD	24009
Caroline County, MD	24011
Carroll County, MD	24013
Charles County, MD	24017
Dorchester County, MD	24019
Frederick County, MD	24021
Harford County, MD	24025
Howard County, MD	24027
Kent County, MD	24029
Montgomery County, MD	24031
Prince George's County, MD	24033
Queen Anne's County, MD	24035
St. Mary's County, MD	24037
Talbot County, MD	24041
Washington County, MD	24043
Baltimore city, MD	24510

Virginia

Place Name	FIPS
Arlington County, VA	51013
Caroline County, VA	51033
Clarke County, VA	51043
Culpeper County, VA	51047
Fairfax County, VA	51059
Fauquier County, VA	51061
Frederick County, VA	51069
King George County, VA	51099
Loudoun County, VA	51107
Madison County, VA	51113
Orange County, VA	51137
Prince William County, VA	51153
Rappahannock County, VA	51157
Shenandoah County, VA	51171
Spotsylvania County, VA	51177
Stafford County, VA	51179
Warren County, VA	51187
Westmoreland County, VA	51193
Alexandria city, VA	51510
Fairfax city, VA	51600
Falls Church city, VA	51610
Fredericksburg city, VA	51630
Manassas city, VA	51683
Manassas Park city, VA	51685
Winchester city, VA	51840

West Virginia

Place Name	FIPS
Berkeley County, WV	54003
Hampshire County, WV	54027
Hardy County, WV	54031
Jefferson County, WV	54037
Mineral County, WV	54057
Morgan County, WV	54065

Pennsylvania

Place Name**FIPS**

Adams County, PA	42001
Franklin County, PA	42055
Fulton County, PA	42057
York County, PA	42133

Rest of U.S.**Place Name****FIPS**

Those portions of the United States and its territories and possessions (nonforeign areas), not located within another locality pay area

EXHIBIT 9

Abdulhadi v. York Enterprises LLC (PAGA)
Attorney Time Log
Alvin B. Lindsay

Date	Hours	Staff	Memo
09/03/24	0.4	Alvin Lindsay	Review correspondence and conformed copies of case initiation docs from Court and service provider and confer with JP regarding same.
09/04/24	0.6	Alvin Lindsay	Review case file docs and correspondence. Review PAGA only complaint and draft revisions and confer with MR and SZ regarding same and finalizing and case initiation docs and filing and serving.
09/05/24	0.4	Alvin Lindsay	Review complaint and other case initiation docs and review Court notice of ISC and assignment and NAR's and confer with JP regarding same.
09/11/24	0.4	Alvin Lindsay	Review correspondence to OC regarding filing of PAGA only action and regarding complaint and case initiation docs and requesting conference of counsel. Confer with JP regarding same.
10/01/24	0.3	Alvin Lindsay	Review correspondence between TF and OC regarding initial conference of counsel and confer with JP regarding same and next steps and mediation possibilities.
10/03/24	0.4	Alvin Lindsay	Review correspondence with OC regarding conference of counsel and addressing PAGA claims and dismissal of class claims. Confer with JP regarding same.
06/13/25	1.6	Alvin Lindsay	Review case file docs and correspondence and pleadings and intake items. Review correspondence regarding mediation and timing and confirmation. Draft informal discovery request and executive claim summary and correspond with OC regarding same and production timing and further mediation preparation.
07/22/25	0.4	Alvin Lindsay	Review expert correspondence and analysis and confer with expert and SZ regarding same and assumptions and further mediation preparation.
07/28/25	2.3	Alvin Lindsay	Review case file docs and correspondence with OC regarding mediation and informal discovery. Review client intake documents and correspondence with expert and expert analysis. Address need for PAGA only analysis rather than class and PAGA. Compile docs and evidence and begin drafting mediation brief and compile evidence and further mediation preparation.
07/29/25	2.8	Alvin Lindsay	Review updated mediation analysis from expert and correspond regarding examples from timekeeping records and payroll. Draft summary of results and exhibits. Complete drafting mediation brief and correspond with mediator regarding same and mediation logistics. Confer with SZ regarding conference with Plaintiff and results and update brief. Further mediation preparation and confer with WT and SZ and DY regarding same.
07/30/25	6.1	Alvin Lindsay	Review informal discovery production docs and notes from client conference and expert analysis and exhibits and exemplary violations. Prepare for and appear for mediation. Confer with OC and mediator regarding case and claims and valuation. Confer regarding final settlement terms and numbers and individual and PAGA only agreements. Review mediator's proposal and acceptance confirmation and confer with OC regarding MOU vs. long form settlement agreement and timing. Confer with SZ regarding same and communication to client and confirm client agreement. Draft notes and send to SZ for adding to file.
09/10/25	1.9	Alvin Lindsay	Review correspondence from OC and mediator regarding settlement and mediation and terms. Review draft of Individual Settlement Agreement and PAGA Settlement Agreement and draft revisions and redlines. Address concerns on timing of individual payment and details of requirements in Riverside County for approval.
09/16/25	0.4	Alvin Lindsay	Review correspondence and case file docs and draft update to DY regarding status of MOU, Settlement Agreement, MPA and MFA and PAGA approval motion docs and hearings and approval. Draft update and address next steps.
09/30/25	0.9	Alvin Lindsay	Confer and correspond with WT and SZ regarding logistics for dismissal of class and individual claims in separate action and consolidating into PAGA only action and regarding plan and timing for filing PAGA approval motion and setting up conference with OC regarding finalizing settlement agreements and recent revisions.
10/01/25	0.7	Alvin Lindsay	Confer and correspond with WT regarding results from conference with OC regarding finalizing settlement agreements. Provide recommendations and address consent to 1542 Waiver. Confer with WT and SZ regarding approval motion and timing and setting hearing date.
10/09/25	0.4	Alvin Lindsay	Review correspondence with OC regarding settlement agreements and status of review. Confer with WT regarding same.
10/16/25	0.3	Alvin Lindsay	Review status of settlement agreements and MOU and approval hearing setting and confer and correspond with DY and SZ and WT regarding same and status update.
11/19/25	0.3	Alvin Lindsay	Confer and correspond with WT and SZ regarding status of drafting motion for settlement approval documents and timing of completion and filing and confer regarding further case status and update.
11/20/25	0.4	Alvin Lindsay	Review correspondence from Court and Order Granting Request for Dismissal of Plaintiff's individual claims and continuing CMC. Download and correspond with WT and SZ regarding same.
12/05/25	1.7	Alvin Lindsay	Confer w WT re drafting PAGA approval mtn
12/16/25	2.5	Alvin Lindsay	Final review of PAGA approval mtn
	25.2	Alvin Lindsay Total	

EXHIBIT 10

Abdulhadi v. York Enterprises LLC (PAGA)
Attorney Time Log
William Tran

09/16/25	1.2	William Tran	Confer with ABL re drafting settlement approval docs. Review case file and research Riverside County requirements for approval of settlement motions.
09/25/25	0.2	William Tran	Review correspondence between SZ and OC re settlement agreement. Plan for follow-up re same.
09/30/25	0.9	William Tran	Review edits to settlement agreements. Confer and correspond with ABL and SZ re dismissal of class/individual case, next steps for filing approval motion in PAGA-only action and timing, and schedule call with OC re updates to and finalizing settlement agreements.
10/01/25	0.6	William Tran	Conduct teleconference with OC re terms of and edits to settlement agreements. Confer with ABL re same. Confer with SZ re securing hearing date, and calendaring motion deadlines.
10/09/25	0.4	William Tran	Confer with ABL re settlement agreement. F/U with OC re further edits.
10/10/25	0.7	William Tran	Draft Joint status report. Correspond with OC re positions and edits. confer with SZ re finalizing and filing.
10/11/25	1.2	William Tran	Review OC edits to settlement agreements. Confer with ABL re same. Fix/approve edits, correspond with OC re edits and finalization. Confer with SZ re circulating for signatures.
10/15/25	0.3	William Tran	Review status of settlement agreements, and MPA hearing. Confer with SZ re same and status update.
11/19/25	0.4	William Tran	Confer ABL re MPA drafting and timing of filing, and further case status. Review order re dismissal of individual and continued status conference. Confer with ABL re same
11/20/25	0.4	William Tran	Review order re dismissal of individual and continued status conference. Confer with ABL re same
12/01/25	0.3	William Tran	Confer with ABL re filing of motion for PAGA approval, Riverside CMO re settlement approval docs and terms.
12/05/25	3.4	William Tran	Confer w ABL re PAGA Approval mtn. Reviewing file, settlement agreement and preparing draftg to PAGA approval motion
12/10/25	2.4	William Tran	Continuing draft of PAGA Approval mtn.
12/16/25	2.3	William Tran	Final draft of PAGA approval Mtn; confer w ABL.
12/17/25	1.9	William Tran	Confer w ABL. Final review of PAGA approval mtn. Confer w SZ re obtaining reservation for motion hearing, submission to LWDA website, filing and serving.

William Tran

16.6 Total

EXHIBIT 11

Abdulhadi v. York Enterprises LLC (PAGA)
Attorney Time Log
Jean Hopkins Power

09/04/24	1.3	Jean Hopkins Power	Discussed with ABL and SZ separate PAGA action. Received conformed copy. Email to OC asking if they will accept service via NAR. Received and reviewed email from OC - will discuss service of PAGA complaint with his client.
09/05/24	0.4	Jean Hopkins Power	Received and reviewed minute order from the court re Cont CMC
09/11/24	0.4	Jean Hopkins Power	Case review. Separate PAGA action filed - email to OC requesting status of NAR and request to discuss case on a telephone conference.
10/09/24	1.4	Jean Hopkins Power	Review PAGA complaint and MTCA filed by OC in the Class complaint. Discussed with ABL. Call with OC re mediation, informal discovery and extension to answer to complaint.
10/16/24	0.2	Jean Hopkins Power	Sent f/u email to OC regarding stipulation.
10/17/24	0.4	Jean Hopkins Power	Reviewed file and updated case list for ABL. Email to OC re: selection of mediator.
10/23/24	1.2	Jean Hopkins Power	Email to OC re selection of mediator. Appear to CMC and hearing on MTCA. Sent notes to team
11/04/24	0.4	Jean Hopkins Power	Reviewed court's docket - CMS hearing rescheduled. Reviewed minute order & informed team.
11/11/24	0.4	Jean Hopkins Power	Received, reviewed, and responded to email from OC re selecting mediator. Contacted mediator's CM re availability. Updated case file & informed team.
12/03/24	0.4	Jean Hopkins Power	Reviewed court's docket & minute order on file. Confer w ABL.
12/13/24	2.4	Jean Hopkins Power	Confer w OC re mediation, mediator & availability - scheduled mediation. Confer with ABL. Drafted joint statement; confer w OC. Received and reviewed email from OC and redlined joint statement. Reviewed and accepted redlines and sent to SZ for filing.
	8.9	Jean Hopkins Power	

EXHIBIT 12

Abdulahdi v. York Enterprises LLC					
Litigation Costs - PAGA (CVRI2404858)					
Details		Provider		Service Date	Amount
LWDA - PAGA Letter		LWDA		6/21/24	\$ 75.00
Summons & Complaint		Rapid Legal		9/3/24	\$ 1,508.74
Notice of Change of Address (Brand)		Rapid Legal		9/19/24	\$ 15.24
NAR		Rapid Legal		10/9/24	\$ 16.84
Proof of Service		Rapid Legal		10/29/24	\$ 16.84
Doc Retrieval - Court Ntc of Cont CMC (12.20.24)		Superior Court of CA, County of Riverside		12/2/24	\$ 3.00
Notice of Continued CMC & Order (12.20.24)		Rapid Legal		12/4/24	\$ 16.84
Joint CMS (12.20.24)		Rapid Legal		12/16/24	\$ 16.84
Doc Retrieval - Minute Order		Superior Court of CA, County of Riverside		12/19/24	\$ 1.00
Notice of Disassociation of JHP		Rapid Legal		3/6/25	\$ 11.33
Mediation Fees		Phillips, Esq., David		7/30/25	\$ 10,750.00
Expert Mediation Analysis		Berger Consulting Group		9/8/25	\$ 9,460.00
Joint CMS (10.21.25), Notice of Association of Will T		Rapid Legal		10/11/25	\$ 16.92
PAGA Approval Motion		Rapid Legal		12/19/25	\$ 90.00
Notice of Change of Address (Pasadena)		Rapid Legal			\$ 17.00
Ntc of Entry of Order & Judgment		Rapid Legal			\$ 17.00
Disbursement		Rapid Legal			\$ 17.00
				Sub-Total	\$ 22,049.59