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*Attorneys for Plaintiffs*

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**FOR THE COUNTY OF SAN DIEGO**

KAREN TRUELLE and ANTHONY  
BROUSSARD, individuals, on behalf of  
themselves, and on behalf of all persons  
similarly situated,

Plaintiffs,

vs.

CHILDREN OF THE RAINBOW, INC., a  
California corporation; and DOES 1 through  
50, Inclusive,

Defendants.

Case No. 37-2022-00034860-CU-OE-CTL  
[Lead]  
Case No. 37-2023-00006660-CU-OE-CTL

*[Assigned for all purposes to the Hon. Robert  
Longstreth, Dept. C-65]*

**DECLARATION OF PAUL K. HAINES IN  
SUPPORT OF PLAINTIFFS' MOTION  
FOR FINAL APPROVAL OF CLASS  
ACTION AND PAGA SETTLEMENT**

Date: December 13, 2024  
Time: 8:30 a.m.  
Dept.: C-65

Action Filed: August 30, 2022  
Trial Date: None Set

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I, PAUL K. HAINES, declare as follows:

1. I am a shareholder and principal of the law firm Haines Law Group, APC, and counsel for the named Plaintiffs Karen Trudelle and Anthony Broussard (“Plaintiffs”) in the above-captioned matter. I am a member in good standing of the bar of the State of California and am admitted to practice in this Court. I have personal knowledge of the facts stated in this declaration and could testify competently to them if called upon to do so.

2. I am a 2006 graduate of Pepperdine University School of Law, where I graduated *cum laude*. During law school, I worked as a law clerk for the appellate firm of Horvitz & Levy, located in Encino, California. I also spent a semester in law school working as an extern for the Honorable Edward Rafeedie, District Judge for the United States District Court for the Central District of California.

3. Since graduating from law school, my practice focused almost exclusively on employment litigation. In September 2007, I began working as an associate attorney at the international law firm of Littler Mendelson P.C., at its Los Angeles office, which according to its website is the “largest U.S.-based law firm exclusively devoted to representing management in every aspect of labor and employment law.” While at Littler Mendelson, I was primarily staffed on wage and hour class actions in both state and federal courts, and I also worked on a number of single and multi-plaintiff wage and hour matters as well.

4. During my employment at Littler Mendelson, I played a significant role in the class actions that I was staffed on, as I was often the only associate staffed on such cases. In particular, I received a wide array of wage and hour class action experience performing the following types of tasks: drafting demurrers and motions to strike and/or dismiss; removing actions from state court to federal court; drafting and responding to written discovery; drafting and opposing discovery related motions; arguing discovery related motions; drafting motions to consolidate related matters; interviewing putative class members and obtaining declarations in connection with class certification; drafting oppositions to motions for class certification; drafting motions for decertification following class certification; conducting exposure analyses to assess

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

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

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

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

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

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

- 1 • *Caudle, et al. v. Sprint/United Management Company, et al.* Case No. C 17-06874-WHA,  
2 United States District Court, Northern District of California, Honorable William H. Alsup  
3 presiding (certifying three classes of employees for unlawful wage deduction violations,  
4 wage statement violations, and waiting time violations);
- 5 • *Barbara J. Bowlin-Burdick v. Life Care Centers of America, Inc.*, Case No. BC657139,  
6 Los Angeles County Superior Court, Honorable Maren E. Nelson, presiding (certifying  
7 classes for late meal period violations, on-remises rest period violations, wage statement  
8 violations, and waiting time violations);
- 9 • *Staublein v. Wells Fargo Bank, National Association*, Case No. CIVDS1712267, San  
10 Bernardino County Superior Court, Honorable David Cohn, presiding (certifying a wage  
11 statement class);
- 12 • *Danica N. Keich, et al. v. U.S. Healthworks, Inc., et al.*, Case No. 37-2017-00015343-CU-  
13 OE-CTL, San Diego County Superior Court, Honorable Eddie C. Sturgeon, presiding  
14 (certifying classes for rest period violations, meal period violations, on-call pay violations,  
15 wage statement violations, and waiting time violations);
- 16 • *George Gomez v. The Bedrock Company*, Case No. CIVDS1824255, San Bernardino  
17 County Superior Court, Honorable David Cohn, presiding (certifying claims for unpaid  
18 overtime and minimum wage violations, meal period violations, rest period violations,  
19 wage statement violations, and waiting time penalties); and
- 20 • *Aurora Gatica v. Valley Ag, Inc. et al.*, Case No. 19CECG03018, Fresno County Superior  
21 Court, Honorable Tyler D. Tharpe, presiding (certifying claims for meal period violations,  
22 unpaid rest period violations, wage statement violations, and waiting time penalties).

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

26 9. In every year from 2015 through 2017, Thomson Reuters recognized me as a Top  
27 Young Attorney in Southern California in the annual Rising Stars Edition of Super Lawyer. This  
28 is an honor awarded to no more than two-and-a-half percent of attorneys under the age of forty in

1 Southern California each year. In every year from 2018 through 2024, Thomson Reuters  
2 recognized me as a “Super Lawyer” in the annual Super Lawyer magazine, an honor awarded to  
3 no more than five percent of all attorneys in Southern California each year.

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

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

16 12. In March 2023, my firm served as trial counsel for the plaintiff and the aggrieved  
17 employees in the matter of *Abraham Taduran v. James R. Glidewell, Dental Ceramics, Inc. dba*  
18 *Glidewell Laboratories*, Case No. 30-2017-00934037-CU-OE-CXC, Orange County Superior  
19 Court, Honorable William Claster presiding, which was a case brought under the Private  
20 Attorneys General Act, Labor Code §§ 2698 *et seq.*, and resulted in a six-figure verdict in favor  
21 of the aggrieved employees.

22 13. I have recently been awarded attorney’s fees following a lodestar cross-check  
23 based on a rate of \$850 per hour in the following cases:

- 24 • *Arcos v. Panoramic Doors, LLC*, Case No. 37-2021-00048823-CU-OE-CTL, San  
25 Diego County Superior Court, Honorable Loren G. Freestone, presiding (using  
26 an hourly rate of \$850 for work performed in 2021-2023);
- 27 • *Ramirez v. Wyndham Vacation Ownership, Inc.*, Case No. 20CV01715, Santa  
28 Barbara County Superior Court, Honorable James F. Rigali, presiding (using an

hourly rate of \$850 for work performed from 2020-2024);

- *Aaron Hallum, et al. v. FCA US, LLC*, Case No. CIVDS1936782, San Bernardino County Superior Court, Honorable Joseph T. Ortiz, presiding (using an hourly rate of \$850 for work performed in 2021-2024); and
- *Kevin Murphy, et al. v. Fusion Learning, Inc.*, Case No. 2:21-cv-06732-JAK (ASx), United States District Court, Central District of California, Honorable John A. Kronstadt, presiding (approving and finding reasonable an hourly rate of \$850 for work performed in 2022-2024).

14. Fletcher W. Schmidt, a Partner at my firm, is a 2012 graduate of Loyola Law School, Los Angeles, where he graduated *cum laude* and was awarded membership in the Order of the Coif. Since August 2013, Mr. Schmidt's practice has been solely devoted to litigating plaintiff-side wage and hour class actions in California state and federal court, and he is currently responsible for managing a caseload of over seventy-five (75) active wage and hour class actions in which he is integrally involved in all aspects of the litigation. In each year from 2018 through 2024, Thomson Reuters and Los Angeles Magazine recognized Mr. Schmidt as a Top Young Attorney in Southern California in the annual Rising Star Edition of Super Lawyers. Mr. Schmidt has moved to certify and received an order certifying a class action and/or conditionally certifying a collective action as Class Counsel in twelve (12) cases, most recently in *Aurora Gatica v. Valley Ag, Inc. et al.*, Case No. 19CECG03018, Fresno County Superior Court. Mr. Schmidt has been named as Class Counsel in over fifty class action settlements that have been granted final approval, including most recently in *Ramirez v. Wyndham Vacation Ownership, Inc.*, Case No. 20CV01715, Santa Barbara County Superior Court, Honorable James F. Rigali, presiding (awarding attorney's fees following a lodestar cross-check based on a rate of \$750 per hour for work performed in 2020-2024); *Aaron Hallum, et al. v. FCA US, LLC*, Case No. CIVDS1936782, San Bernardino County Superior Court, Honorable Joseph T. Ortiz, presiding (awarding attorney's fees following a lodestar cross-check based on an hourly rate of \$750 for work performed in 2021-2024); and *Kevin Murphy, et al. v. Fusion Learning, Inc.*, Case No. 2:21-cv-06732-JAK (ASx), United States District Court, Central District of California, Honorable John

1 A. Kronstadt, presiding (approving and finding reasonable an hourly rate of \$750 for work  
2 performed in 2022-2024).

3 15. Matthew K. Moen, a Senior Associate at my firm, is a 2015 graduate of Loyola  
4 Law School, Los Angeles. Since January 2016, Mr. Moen's practice has been dedicated  
5 exclusively to the practice of Plaintiff-side employment law in California state and federal court,  
6 and he is currently staffed on over thirty (30) active wage and hour class actions in which he is  
7 integrally involved in all aspects of the litigation. In each year from 2020 through 2024, Thomson  
8 Reuters and Los Angeles Magazine recognized Mr. Moen as a Top Young Attorney in Southern  
9 California in the annual Rising Star Edition of Super Lawyers. Mr. Moen has moved to certify  
10 and received an order certifying a class action and/or conditionally certifying a collective action  
11 as Class Counsel in three (3) cases, most recently in *Aurora Gatica v. Valley Ag, Inc. et al.*, Case  
12 No. 19CECG03018, Fresno County Superior Court. Mr. Moen has been named as Class Counsel  
13 in over thirty class action settlements that have been granted final approval, including most  
14 recently in *Roberto Arcos, et al. v. Panoramic Doors, LLC*, Case No. 37-2021-00048823-CU-  
15 OE-CTL, San Diego County Superior Court, Honorable Loren G. Freestone, presiding (awarding  
16 attorney's fees following a lodestar cross-check based on a rate of \$650 per hour for work  
17 performed in 2021-2023); *Aaron Hallum, et al. v. FCA US, LLC*, Case No. CIVDS1936782, San  
18 Bernardino County Superior Court, Honorable Joseph T. Ortiz, presiding (awarding attorney's  
19 fees following a lodestar cross-check based on an hourly rate of \$650 for work performed in 2021-  
20 2024); and *Kevin Murphy, et al. v. Fusion Learning, Inc.*, Case No. 2:21-cv-06732-JAK (ASx),  
21 United States District Court, Central District of California, Honorable John A. Kronstadt,  
22 presiding (approving and finding reasonable an hourly rate of \$650 for work performed in 2022-  
23 2024).

24 16. In approximately January 2023, Plaintiff Anthony Broussard retained my firm to  
25 represent him in claims against Defendant Children of the Rainbow, Inc. ("Defendant"). On  
26 February 14, 2023, my office assisted Plaintiff Broussard in filing a class action lawsuit against  
27 Defendant in San Diego County Superior Court, entitled *Anthony Broussard v. Children of the*  
28

1 *Rainbow, Inc.*, Case No. 37-2023-00006660-CU-OE-CTL. Shortly thereafter, my office was  
2 informed of the instant litigation filed against Defendant by Plaintiff Karen Trudelle.

3 17. As counsel for Plaintiffs, I have been intimately involved in every aspect of this  
4 case since my office was first retained by Plaintiff Broussard through the present. Based on my  
5 extensive knowledge of the facts and the law in this case, I believe that the proposed settlement  
6 is a fair and reasonable result for the Class. The details of the work completed by Class Counsel  
7 in this case are set forth in additional detail in the declaration of my co-counsel, filed concurrently  
8 herewith.

9 18. My firm reviews our attorney billing rates on an annual basis and makes  
10 adjustments to remain current with the prevailing rates charged by comparable class action  
11 attorneys practicing in Southern California. As part of this process, I regularly consult with other  
12 plaintiff-side and defense-side class action attorneys in Southern California regarding their  
13 current rates. Based on my experience and the experience of Fletcher W. Schmidt and Matthew  
14 K. Moen, I believe that our 2024 billing rates of \$850, \$750, and \$650, respectively, are well in  
15 line with the prevailing market rates for other attorneys of comparable experience and reputation.

16 19. Attached hereto as **Exhibit A** is a true and correct copy of a report of my firm's  
17 out-of-pocket litigation expenses to date associated with this matter. The total amount of costs  
18 incurred by my firm for which reimbursement is being sought is **\$5,905.52**.

19 20. My firm has a total estimated lodestar in this matter of **\$82,645.00**, as follows. I  
20 have personally billed a total of approximately 30.2 hours at an hourly rate of \$850 per hour. My  
21 Partner, Fletcher W. Schmidt (a 12th year attorney) has billed a total of approximately 40.7 hours  
22 at an hourly rate of \$750 per hour, and Senior Associate Matthew K. Moen (a 9th year attorney)  
23 has billed a total of approximately 36.6 hours at an hourly rate of \$650 per hour. My firm's  
24 paralegals have collectively billed a total of approximately 15.2 hours at an hourly rate of \$175  
25 per hour.

26 I declare under penalty of perjury under the laws of California and the United States that  
27 the foregoing is true and correct. Executed on November 4, 2024, at El Segundo, California.

28 

Paul K. Haines

# Exhibit A

November 1, 2024

Anthony Broussard

**Charges :**

|           |                                                                                                                                     | <u>Qty/Price</u> | <u>Amount</u> |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------|
| 2/15/2023 | IDLC Filing fee for: Submission to LWDA for PAGA Notice.<br>Order #: ORD-000210171                                                  | 1<br>75.00       | 75.00         |
| 2/16/2023 | IDLC One legal's filing fee for: Complaint, Civil case cover sheet, Original<br>summons<br>Order #: 19835214                        | 1<br>1,490.66    | 1,490.66      |
| 2/24/2023 | IDLC One legal's fee for filing of: Notice of jury fee deposit<br>Order #: 19892649                                                 | 1<br>167.76      | 167.76        |
| 2/28/2023 | ALL Postage for February, 2023.                                                                                                     | 1<br>27.64       | 27.64         |
| 3/1/2023  | ALL Copying cost for February, 2023.                                                                                                | 11<br>0.25       | 2.75          |
| 3/27/2023 | IDLC One legal's filing fee for: Notice and acknowledgement of receipt - civil<br>Order #: 20096510                                 | 1<br>13.33       | 13.33         |
| 3/31/2023 | ALL Postage for March, 2023.                                                                                                        | 1<br>3.54        | 3.54          |
|           | ALL Copying cost for March, 2023.                                                                                                   | 53<br>0.25       | 13.25         |
| 4/3/2023  | IDLC Judicate West fee for 6/20/2023 mediation.<br>Invoice #: 592603                                                                | 1<br>3,675.00    | 3,675.00      |
| 5/2/2023  | IDLC One legal's filing fee for: First amended class and representative action<br>complaint, Proof of service.<br>Order #: 20269212 | 1<br>16.42       | 16.42         |
| 6/29/2023 | PKH Judicate West fee for 6/20/2023 mediation.<br>Invoice #: 601075                                                                 | 1<br>330.00      | 330.00        |

11/1/2024

|                      |                                                                                                       | <u>Qty/Price</u> | <u>Amount</u>     |
|----------------------|-------------------------------------------------------------------------------------------------------|------------------|-------------------|
| 7/6/2023             | IDLC One legal's filing fee for: Case management statement<br>Order #: 20744327                       | 1<br>16.42       | 16.42             |
| 7/24/2023            | IDLC One legal's filing fee for: Stipulation - Other - Fee Due, Proof fo service<br>Order #: 20713888 | 1<br>34.06       | 34.06             |
| 7/31/2023            | ALL Postage for July, 2023.                                                                           | 1<br>6.85        | 6.85              |
| 10/5/2023            | IDLC One Legal's Filing fee for: Case management statement<br>Order #: 21364152                       | 1<br>16.42       | 16.42             |
| 12/14/2023           | IDLC One legal's filing fee for: Case management statement<br>Order #: 21830124                       | 1<br>16.42       | 16.42             |
| <b>Total charges</b> |                                                                                                       |                  | <b>\$5,905.52</b> |