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Attorneys for Plaintiff and the Class

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF SAN FRANCISCO**

TESSA FRANKE, as an individual and on behalf  
of all others similarly situated, and as a private  
attorney general,

Plaintiff,

vs.

WHOLE FOODS MARKET CALIFORNIA,  
INC., a California corporation; and DOES 1  
through 50, inclusive,

Defendants.

Case No. CGC-20-586827

[Hon. Ethan P. Schulman, Department 304]

**DECLARATION OF LARRY W. LEE IN  
SUPPORT OF PLAINTIFF'S MOTION FOR  
PRELIMINARY APPROVAL OF CLASS  
ACTION SETTLEMENT**

Date: February 9, 2023  
Time: 11:00 a.m.  
Department: 304

Complaint Filed: September 28, 2020

ELECTRONICALLY  
**FILED**  
Superior Court of California,  
County of San Francisco

**01/18/2023**  
**Clerk of the Court**  
BY: SANDRA SCHIRO  
Deputy Clerk

1 I, Larry W. Lee, declare as follows:

2 1. I am an attorney admitted to practice in the State of California and, with the law firm  
3 Diversity Law Group, P.C., am counsel of record for Plaintiff. I make this declaration on the basis of my  
4 own personal knowledge, except as to those matters stated on information and belief and, as to those  
5 matters, I believe them to be true. If called as a witness, I could testify competently as to the facts stated  
6 in this declaration.

7 2. From the inception of the case, Class Counsel has zealously represented the interests of  
8 the Class. Class Counsel engaged in significant discussions with opposing counsel to obtain informal  
9 data on behalf of the Class. This settlement was obtained for the benefit of the Class, as opposed to the  
10 individual Class Representatives.

11 3. I have spent significant time researching and pursuing the claims that have been alleged  
12 in this action. I engaged in numerous discussions with Defendant's counsel and formal and informal  
13 discovery that included the exchange of class data and Defendant's pertinent policies and practices.  
14 Although I am confident that litigation of the claims would result in a classwide judgment against  
15 Defendant, I recognize the inherent risks in litigation, including the specific risks that class certification  
16 could be denied, liability could not be established at trial, or the applicable law could change, as well as  
17 the potential for appeals and the costs of pursuing litigation. Based on my review of all the information,  
18 and based on my experience in class action litigation, I believe this settlement to be fair, adequate, and  
19 reasonable.

20 4. I was retained based upon a contingency fee arrangement wherein Plaintiff's counsel  
21 agreed to advance all costs and receive no fee unless a recovery was accomplished. Specifically, had  
22 Plaintiff failed to prevail in this case, counsel for Plaintiff would have spent a significant amount of  
23 time, money, and other resources without any benefit or return. In addition, had Plaintiff failed to prevail  
24 in the present case, Defendant also would have been able to seek costs in connection with its defense of  
25 the case.

26 5. I am one of the primary attorneys on this matter. My qualifications are as follows: I  
27 received my J.D. from Arizona State University College of Law in 2003. During law school, I was a  
28 summer associate at the law firm of Brobeck, Phleger & Harrison. I graduated cum laude from Arizona

1 State University College of Law in the top 10% of my class. While I was in law school, I was the  
2 Associate Managing Editor of the Arizona State University College of Law, Law Journal. Upon  
3 graduation, I practiced law as an associate at the Los Angeles County offices of Ogletree Deakins Nash  
4 Smoak & Stewart, P.C., a national employment defense law firm that represents a significant number of  
5 Fortune 500 companies.

6 6. My firm's primary focus is employment law. I have handled a number of wage and hour  
7 matters including class actions and multiple-plaintiff actions. I have a practice that encompasses cases in  
8 the Superior Courts of California for the Counties of Alameda, Los Angeles, Orange, Riverside,  
9 Sacramento, San Bernardino, San Diego, San Francisco, Santa Barbara, and Santa Clara, among others,  
10 as well as the United States District Courts for the Central, Eastern, Northern, and Southern Districts of  
11 California.

12 7. I have been approved as Class Counsel in a number of class actions, including but not  
13 limited to *Chan-Lanier v. Citibank* (Case No. CGC-050445143); *Hernandez v. CVS Pharmacy, Inc.*  
14 (Judicial Council Coordination Proceeding No. 4539), *Tse v. Best Buy Co, Inc.* (Case Number BC  
15 393717), *Orgeta v. AIG, Inc* (Case Number CV 06—196-RSWL (PJWx)), and *Castro v. UPS Freight,*  
16 *Inc.* (Case Number CV 08-4898 ODW (CWx)), and *Chavez v. PVH* (Case No. C 13-01797 LHK).

17 8. In addition, I was certified as class counsel by the United States District Court, Central  
18 District of California in the cases *Abdullah v. U.S. Security* (Case Number CV 09-09554 GHK), *Avilez*  
19 *v. Pinkerton Government Services, Inc.* (Case Number SACV 11-0493-DOC), *Dynabursky v. Allied*  
20 *Barton Security Services* (Case Number SACV 12-02210 JST); and *Pace v. PetSmart, Inc.* (Case  
21 Number SACV 13-500-DOC); by the Northern District of California in the cases of *Harris v. Vector*  
22 *Marketing Corp.,* (Case Number CV 08 5198 EMC), and *Lemus et al. v. H&R Block Enterprises, LLC*  
23 (Case Number CV-09-03179-SI); and by the Superior Court of California, Orange County in the cases  
24 of *De la Cruz v. Abercrombie & Fitch Co. et al.* (Case Number 30-2007-00036240) and *Wu v. General*  
25 *Nutrition Corporation* (Case Number 30-2012-00593759), all as part of the Courts' orders granting class  
26 certification pursuant to Rule 23 of the FRCP and California Code of Civil Procedure § 382. I served as  
27 lead counsel on these cases.

1           9.       My co-counsel and I will adequately represent the Class Members in this action.  
2 Plaintiff's Counsel have and will dutifully represent Plaintiff and the Class and pursue this lawsuit to its  
3 conclusion. I have no conflicts with the Class.

4           I declare under penalty of perjury under the laws of the State of California that the foregoing is  
5 true and correct. Executed this 18<sup>th</sup> day of January 2023, at Los Angeles, California.

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Larry W. Lee