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**Electronically Filed
by Superior Court of CA,
County of Santa Clara,
on 5/2/2023 3:07 PM
Reviewed By: R. Walker
Case #20CV375150
Envelope: 11865247**

Attorneys for Plaintiff

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA**

JACOB BLEA, individually, and on behalf of
aggrieved employees pursuant to the Private
Attorneys General Act (“PAGA”);

Plaintiff,

v.

PACIFIC GROSERVICE INC., a California
corporation; PITTSBURG WHOLESALE
GROCERS, INC. d/b/a PITCO FOODS, a
California corporation; and DOES 1 through
100, inclusive;

Defendants.

Case No.: 20CV375150

Assigned for All Purposes to:
Honorable Sunil R. Kulkarni
Department 1

CLASS ACTION

**DECLARATION OF DOUGLAS HAN IN
SUPPORT OF PLAINTIFF’S MOTION
FOR FINAL APPROVAL OF CLASS
ACTION SETTLEMENT, ATTORNEY
FEE AWARD, COST AWARD, AND
CLASS REPRESENTATIVE
ENHANCEMENT PAYMENT**

[Notice of Motion and Motion for Final
Approval; Declaration of Class Representative
(Jacob Blea); Declaration of Settlement
Administrator (Veronica Olivares); and
[Proposed] Order and Judgment filed
concurrently herewith]

Hearing Date: June 8, 2023
Hearing Time: 1:30 p.m.
Hearing Place: Department 1

Complaint Filed: December 28, 2020
FAC Filed: May 11, 2022
Trial Date: None Set

1 **DECLARATION OF DOUGLAS HAN**

2 I, **DOUGLAS HAN**, hereby declare as follows:

3 1. I am an attorney licensed to practice law in California and founder of Justice
4 Law Corporation, attorneys of record for Plaintiff Jacob Blea (“Plaintiff”). The facts set forth in
5 this declaration are within my personal knowledge. If called as a witness, I could and would
6 competently testify as follows.

7 **PRELIMINARY APPROVAL OF SETTLEMENT**

8 2. On December 9, 2022, in Department 1 of the above-entitled court, Honorable
9 Sunil R. Kulkarni preliminarily approved the Joint Stipulation and Settlement Agreement
10 (“Settlement Agreement,” “Settlement,” or “Agreement”), provisionally certified the Justice
11 Law Corporation as Class Counsel, conditionally certified the Class, and appointed Plaintiff as
12 the class representative for settlement purposes. The Court ordered the mailing of the court-
13 approved Notice of Class and Representative Action Settlement (“Class Notice”) and the
14 Election Not To Participate In (“Opt Out From”) Class Action Settlement Form (“Exclusion
15 Form”) (collectively, known as the “Notice Packet”). The Court adopted the notice procedures
16 specified in the Settlement Agreement, which were outlined in the motion for preliminary
17 approval, and ordered they be implemented. In addition, CPT Group, Inc. was appointed by the
18 Court to serve as the Settlement Administrator to administer the terms of the Settlement
19 Agreement. The Court scheduled the Final Approval Hearing for June 8, 2023.

20 3. The Settlement was approved by Plaintiff. As of the date of this signed
21 declaration, no objections have been received regarding the Attorney Fee Award, Cost Award,
22 Class Representative Enhancement Payment, and Administration Costs.

23 **WORK PERFORMED BY JUSTICE LAW CORPORATION**

24 4. Class Counsel actively engaged in this litigation since it was initially filed. Prior
25 to the filing and continuing over the duration of this case, Class Counsel conducted a thorough
26 investigation of the factual and legal issues. This included Class Counsel drafting and
27 propounding general interrogatories, special interrogatories, requests for admission, and
28 requests for production of documents. Pursuant to discovery, exchange of information, and in

1 preparation for early mediation, Class Counsel received, among other things, the following
2 information and evidence with which to properly evaluate the claims: (a) personnel records; (b)
3 Class Members' demographic information (*i.e.*, information bearing on the Class size); (c)
4 documents pertaining to Defendants Pacific Groservice Inc. and Pittsburg Wholesale Grocers,
5 Inc. d/b/a Pitco Foods' ("Defendants") relevant policies, practices, and procedures (*i.e.*, meal
6 and rest breaks, timekeeping and payroll, reimbursement, etc.), such as employee handbook,
7 etc.; and (d) sampling of time and payroll records. Using the information obtained, Class
8 Counsel determined: (i) Class Members' average hourly rates of pay; (ii) number of current and
9 former Class Members employed during the Class Period; (iii) number of Class Members
10 employed during the Private Attorney General Act of 2004 ("PAGA") Period; (iv) number of
11 shifts worked by Class Members during the Class Period; (v) number of hours generally worked
12 during most shifts; (vi) number, length, and timing of meal and rest breaks taken; and (vii)
13 number of workweeks and pay periods during the Class Period and PAGA Period.

14 5. Class Counsel analyzed numerous documents produced by Defendants and other
15 sources. Class Counsel also interviewed and obtained statements from several putative class
16 members. These interviews enabled Class Counsel to determine the extent and frequency of the
17 alleged violations, as well as learn more about the day-to-day circumstances giving rise to the
18 violations. Collectively, this information better prepared Class Counsel for mediation, thereby
19 increasing the likelihood of negotiating a settlement.

20 6. The documents analyzed provided a critical understanding of the nature of the
21 work performed by Class Members and the policies, practices, and procedures in place. The
22 documents were used in analyzing liability and damages in connection with all phases of the
23 litigation and mediation process. The extensive document and data exchanges allowed Class
24 Counsel to determine the strengths and weaknesses of the Parties' claims and defenses. Overall,
25 Class Counsel performed an exhaustive investigation into the claims at issue. This included,
26 among other things: (a) determining Plaintiff's suitability as the putative class representative
27 through interviews and analyses of employment documents and related records; (b) evaluating
28 the Parties' potential claims and applicable defenses; (c) researching wage-and-hour class

1 actions similar to the claims alleged, nature of the positions, and type of employer in the instant
2 case; (d) locating and interviewing several putative class members to obtain corroboration for
3 the legal theories developed; (e) drafting the necessary written notices to the California Labor
4 and Workforce Development Agency and Defendants; (f) reviewing Defendants' answer to the
5 operative complaint; (g) drafting and propounding formal discovery requests onto Defendants;
6 (h) analyzing the labor policies, practices, and procedures in place pursuant to the documents
7 produced; (i) researching class certification and manageability in similar cases; (j) estimating
8 and calculating potential damages for settlement purposes; (k) drafting the mediation brief and
9 damages analysis; (l) participating in mediation; and (m) drafting, updating, and finalizing the
10 Settlement Agreement (and exhibits).

11 7. After the exchange of relevant information and evidence, the Parties remotely
12 participated in mediation on April 27, 2022 with the mediator Jeffrey A. Ross. The mediator
13 helped to manage the Parties' expectations and provided a useful, neutral analysis of the issues
14 and risks to both sides. Under the auspices of the mediator, the Parties reached a settlement of
15 this case. At all times, the Parties' negotiations were adversarial and non-collusive.

16 8. Class Counsel seek an Attorney Fee Award of \$833,333.33 (1/3 of the Gross
17 Settlement Amount). This percentage award is commensurate with the: (a) extraordinary risks
18 undertaken; (b) immense time, effort, and expense dedicated due to this lawsuit's difficulty; (c)
19 skill and determination displayed along with the quality of work; (d) exceptional results
20 achieved; and (e) other cases turned down to devote time and efforts to this matter. This was not
21 a clear-cut case because several factors made this case challenging. These factors include,
22 among others: (i) difficulties in pinning down job responsibilities, wages paid, and meal and rest
23 breaks taken; (ii) size of the Class (over 1,000), which initially made it challenging to determine
24 commonality amongst Class Members; (iii) several employees working for Defendants through
25 temporary employment agencies, making it arduous to gather the necessary information for the
26 Class Data and locate putative class members to interview; (iv) Defendants conducting their
27 business in different locations, contributing to the difficulties to determining commonality; (v)
28 myriad of documents that had to be reviewed and analyzed; (vi) shifting wage-and-hour laws

1 overlaid by the risks of class certification being denied; and (vii) Defendants' initial firm
2 resistance to the relief requested.

3 9. I am aware the common and acceptable rate for contingency representation in
4 wage-and-hour class action litigation is normally forty percent (40%) before trial, with the range
5 being from thirty-three and one-third percent (33.3%) up to fifty percent (50%).

6 10. Class Counsel incurred many hours of work in connection with this case that the
7 fee request is also justified under a lodestar analysis. The total hours worked by Justice Law
8 Corporation totals 859.1 hours (207.3 hours for Douglas Han, 224.4 hours for Shunt Tatavos-
9 Gharajeh, 219.3 hours for Phillip Song, and 208.1 hours for Arsiné Grigoryan). Attached hereto
10 as **Exhibit 1** is the Task & Time Chart setting forth the breakdown of time for the requisite
11 tasks. These hours do not include the additional administrative oversight during the payment
12 period, preparation of the final report, and reporting regarding final disbursement.

13 11. Based upon the total of 859.1 hours worked and utilizing reasonable hourly rates
14 commensurate with the attorneys' experience, the base lodestar fees calculation is \$622,315.
15 The hourly rates are \$850 per hour for myself, \$750 per hour for my associate Shunt Tatavos-
16 Gharajeh, \$650 per hour for my former associate Phillip Song, and \$650 per hour for my former
17 associate Arsiné Grigoryan. These hourly rates are commensurate with our individual
18 backgrounds, background of our firm, and our training and experience in litigating class actions,
19 particularly wage-and-hour matters.

20 12. In support of Class Counsel's hourly rates, attached hereto as **Exhibit 2** is an
21 excerpt of the 2021 Real Rate Report compiled by Wolters Kluwer that surveyed the hourly
22 rates charged in 2021 by hundreds of attorneys in the Los Angeles County area. For example,
23 the real market rates of Los Angeles County area attorneys who practiced "Litigation" are
24 surveyed at page 17 of the report, which describes the 2021 rates charged by 342 Los Angeles
25 County partners and 433 Los Angeles County associates. For that category, the Third Quartile
26 Los Angeles County rates were \$1,042 per hour for partners and \$806 per hour for associates.
27 Similarly, page 26 of the report describes the 2021 rates charged by 70 Los Angeles County
28 associates with "Fewer Than 3 Years" of experience. For this category, the Third Quartile Los

1 Angeles County rate was \$622 per hour for associates. Page 26 of the report also describes the
2 2021 rates charges by 128 Los Angeles County associates with “3 to Fewer Than 7 Years” of
3 experience. For that category, the Third Quartile Los Angeles County rate was \$821 per hour
4 for associates. Likewise, page 32 of the report describes the 2021 rates charged by 173 Los
5 Angeles County partners with “Fewer Than 21 Years” of experience. For this category, the
6 Third Quartile Los Angeles County rate was \$1,065 per hour for partners. Finally, our requested
7 hourly rates are in line with the Laffey Matrix, attached hereto as **Exhibit 3**.

8 13. As stated above, Class Counsel’s base lodestar fees calculation is \$622,315.
9 When cross-checked with the Attorney Fee Award, it only results in a modest multiplier of 1.34.
10 The lodestar multiplier applied is supported by applicable factors (listed above) and is
11 consistent with the multipliers in other common fund cases and with the fees charged in the
12 marketplace. Furthermore, the hours spent are fully documented and consistent with those that
13 would be expected in a matter of this duration, complexity, and amounts at stake.

14 14. The Attorney Fee Award is in line with the awards in similar cases in California
15 and nationwide and shows it is consistent with the market rates. In addition, Class Counsel have
16 been routinely awarded at least thirty-five percent (35%) fee requests or more in similar class
17 action and representative matters throughout California. (See *Vargas v. Spates Fabricators,*
18 *Inc.*, Riverside County Superior Court, Case No. CVRI2100462, final approval granted on April
19 4, 2023 granting 35% fee request; *King v. Irwin International, Inc. d/b/a Aircraft Spruce and*
20 *Specialty, Co.*, Riverside County Superior Court, Case No. CVRI2100045, PAGA approval
21 granted on February 2, 2023 granting 35% fee request; *Ferrara v. South Coast Winery, Inc.*,
22 Riverside County Superior Court, Case No. CVRI2101920 (Consolidated with Case Nos.
23 CVRI2102449 and MCC2001498), final approval granted on January 9, 2023 granting 35% fee
24 request; *Cordova v. Jakks Pacific, Inc.*, Los Angeles County Superior Court, Case No.
25 22PSCV00149, PAGA approval granted December 16, 2022 granting 35% fee request;
26 *McEathron v. Ahern Rentals, Inc.*, Alameda County Superior Court, Case No. RG17867366,
27 final approval granted November 23, 2022 granting 35% fee request; *Schwarz v. TriWest*
28 *Healthcare Alliance Corp.*, Sacramento County Superior Court, Case No. 34-2019-00272292-

1 CU-OE-GDS (Consolidated With Case No. 34-2020-00283283), final approval granted on
2 November 17, 2022 granting 35% fee request; *Roberto Flores v. Rivermaid Trading Company*,
3 San Joaquin Superior Court, Case No. STK-CV-UOE-2020-0008623, final approval granted on
4 October 14, 2022 granting 35% fee request; *Joseph Jimenez v. Makita U.S.A., Inc.*, Los Angeles
5 County Superior Court, Case No. 20STCV21732, final approval granted on September 12,
6 2022, granting 35% fee request; *Alexandra Pelgrift v. The 21st Amendment Brewery Cafe, LLC*,
7 San Francisco County Superior Court, Case No. CGC-20-585227, final approval granted on
8 August 4, 2022 granting 35% fee request; *Eileen Velasquez v. Hi-Temp Insulation, Inc.*, Merced
9 County Superior Court, Case No. 21CV-02505, final approval granted on July 1, 2022 granting
10 35% fee request; *David Pena v. San Joaquin Supply dba Ernest Packaging*, Los Angeles
11 County Superior Court, Case No. 19STCV43500, final approval granted on June 1, 2022
12 granting 35% fee request; *Brian Perez v. Merit Aluminum, Inc.*, Riverside County Superior
13 Court, Case No. RIC1904580, final approval granted on April 6, 2022 granting 35% fee request;
14 *Eddie Fulinara v. Genmark Diagnostics, Inc.*, San Diego County Superior Court, Case No. 37-
15 2019-00000877-CU-OE-CTL, final approval granted on February 18, 2022 granting 35% fee
16 request; *Ixel Toribio v. ITT Aerospace Controls, LLC*, Los Angeles County Superior Court,
17 Case No. 19STCV17469, final approval granted on January 13, 2022 granting 35% fee request;
18 *Janine Salinas v. Change Healthcare Technology Enabled Services, LLC*, Ventura County
19 Superior Court, Case No. 56-2020-00539300, final approval granted on January 7, 2022
20 granting 38% fee request; *Randall Cowen v. Everett Financial, Inc. d/b/a Supreme Lending*,
21 Sacramento County Superior Court, Case No. 34-2018-00247289-CU-OE-GDS, final approval
22 granted on December 7, 2021 granting 35% fee request; *Vanessa Samaniego v. Sanmina*
23 *Corporation*, Kern County Superior Court, Case No. BCV-20-102817, final approval granted
24 on November 4, 2021 granting 35% fee request; *Francisco Munoz v. Bon Suisse, Inc.*, San
25 Diego County Superior Court, Case No. 37-2018-00031675-CU-OE-CTL, final approval
26 granted on September 8, 2021 granting 35% fee request; *Paul Zavala v. Donaghy Sales, LLC*,
27 Kern County Superior Court, Case No. BCV-20-102005, final approval granted on June 4, 2021
28 granting 35% fee request; *Rodney Bianco, et al., v. Fujitsu America, Inc.*, Los Angeles County

1 Superior Court, Case No. 18STCV00254, final approval granted on March 29, 2021 granting
2 35% fee request; *Patricia Alcantar, et al., Bay Equity LLC*, Marin County Superior Court, Case
3 No. CIV1903376, final approval granted on February 4, 2021 granting 35% fee request; *Kelly*
4 *Lomeland v. Consolidated Fire Protection*, Orange County Superior Court, Case No. 30-2019-
5 01056877-CU-OE-CXC, final approval granted on February 3, 2021, granting 35% fee request;
6 *Tyler Arciniega, et al., v. OnY Glo, Inc. d/b/a Ogi Mortgage Bankers*, San Bernardino County
7 Superior Court, Case No. CIVDS1901760, final approval granted on January 8, 2021 granting
8 35% fee request; *Sovann Touch v. Presidio Components, Inc.*, Kern County Superior Court,
9 Case No. BCV-20-101005, final approval granted on December 4, 2020 granting 38% fee
10 request; *Raynisha Buntun, et al., v. 1st Class Staffing, Inc.*, San Joaquin County Superior Court,
11 Case No. STK-CV-UOE-2018-15239, final approval granted on November 13, 2020 granting
12 38% fee request; *Imelda De Vega v. Baxter Healthcare Corporation*, Merced County Superior
13 Court, Case No. 20CV-00782, final approval granted on September 15, 2020 granting 38% fee
14 request; *Jordan Dahlberg, et al., v. Fresno Beverage Company d/b/a Valley Wide Beverage*,
15 Tulare County Superior Court, Case No. VCU279083, final approval granted on May 29, 2020
16 granting 38% fee request; *Michelle Xiong, et al., v. Hilltop Ranch, Inc.*, Merced County
17 Superior Court, Case No. 18CV-01340, final approval granted on December 13, 2019 granting
18 35% fee request; *Carlos McCollum, et al., Delta Tech Services, Inc.*, Solano County Superior
19 Court, Case No. FCS049504, final approval granted on February 7, 2019 granting 35% fee
20 request; and *Dennis Carr v. So-Cal Structural Steel Fabrication, Inc.*, San Bernardino County
21 Superior Court, Case No. CIVDS1605828, final approval granted on December 5, 2018
22 granting 35% fee request.) Thus, the one-third (1/3) fee request is within a reasonable range.

23 ADEQUACY OF JUSTICE LAW CORPORATION

24 15. In May 2004, I graduated from Pepperdine University School of Law with a Juris
25 Doctor degree. In May 2001, I obtained a Bachelor of Science degree in Political Science with a
26 minor in English from University of Houston.

27 16. From January 2004 to May 2004, I served as a Judicial Extern to the Honorable
28 Lourdes G. Baird of the United States District Court for the Central District of California.

1 17. Since its inception, our firm has almost exclusively focused on the prosecution of
2 consumer and employment class actions, involving wage-and-hour claims, unfair business
3 practices, or consumer fraud. Our firm has successfully litigated to conclusion over three
4 hundred (300) wage-and-hour class or representative actions. Currently, we are the attorneys of
5 record in over a dozen employment-related putative class actions in both state and federal courts
6 in California. During this time, in association with other law firms, we have obtained millions of
7 dollars on behalf of thousands of individuals in California.

8 18. Attached hereto **Exhibit 4** are a list of class action and representative matters
9 that have been given final approval.

10 19. Shunt Tatavos-Gharajeh is an Of Counsel at my office. Shunt received his
11 undergraduate degree from University of California, Los Angeles and earned a Juris Doctor
12 degree from Southwestern University School of Law. Shunt was admitted to practice in
13 California in 2010. Shunt is admitted to practice in the Courts of California. The focus of
14 Shunt's practice is class action wage-and-hour law. Shunt has worked on multiple class action
15 cases and representative actions that have been granted final approval, including *Keles, et al. v.*
16 *The Art of Shaving – FL, LLC* Alameda County Superior Court, Case No. RG13687151; *Esters*
17 *et al v. HDB LTD. Limited Partnership* Kern County Superior Court, Case No. S-1500-CV-
18 279879 DRL; *Bridgette Guzman, et al. v. International City Mortgage, Inc.*, San Bernardino
19 County Superior Court, Case No. CIVDS1502516; *Davidson et al. v. Lentz Construction*
20 *General Engineering Contractor*, Kern County Superior Court, Case No. S-1500-CV-279853
21 LHB; *Betancourt v. Hugo Boss USA, Inc.*, Los Angeles County Superior Court, Case No.
22 BC506988; *Porras et al. v. DBI Beverage, Inc. et al.*, Santa Clara County Superior Court, Case
23 No. 1-14-CV-266154; *Hartzell et al. v. Truitt Oilfield Maintenance Corporation*, Kern County
24 Superior Court, Case No. S-1500-CV-283011; *Navarro-Salas et al. v. Markstein Beverage Co.*
25 *et al.*, Sacramento County Superior Court, Case No. 34-2015-00174957-CU-OE-GDS; *David*
26 *White, et al. v. Pilot Travel Centers, LLC*, San Joaquin County Superior Court, Case No. STK-
27 CV-UOE-2013-0009098; *McKinnon, et al. v. Renovate America, Inc., et al.*, San Diego County
28 Superior Court, Case No. 37-2015-00038150-CU-OE-CTL; *Evelyn Antoine, et al. v. Riverstone*

1 *Residential CA, Inc., et al.*, Sacramento County Superior Court, Case No. 34-2013-00155974;
2 *Pina v. Zim Industries, Inc.*, Kern County Superior Court, Case No. S-1500-CV-284498 SPC;
3 *Amaya v. Certified Payment Processing et al.*, Sacramento County Superior Court, Case No. 34-
4 2015-00186623-CU-OE-GDS; *Burke v. Petrol Production Supply, Inc.*, Kern County Superior
5 Court, Case No. BCV-15-101092; *Ceron et al v. Hydro Resources-West, Inc.*, Kern County
6 Superior Court, Case No. BCV-15-101461; *Chavana v. Golden Empire Equipment, Inc.*, Kern
7 County Superior Court, Case No. BCV-16-102796; *De La Torre et al. v. Acuity Brands*
8 *Lighting, Inc.*, San Bernardino County Superior Court, Case No. CIVDS1601800; *Dobbs v.*
9 *Wood Group PSN, Inc.*, Case No. BCV-16-101078 Kern County Superior Court, Case No.
10 BCV-16-101078-DRL; *Gonzalez et al v. Matagrano, Inc.*, San Francisco County Superior
11 Court, Case No. CGC-16-550494; *Harbabikian et al. v. Williston Financial Group, LLC*,
12 Ventura County Superior Court, Case No. 56-2016-004485186-CU-OE-VTA; *Prince v. Ponder*
13 *Environmental Services, Inc.*, Kern County Superior Court, Case No. BCV-16-100784; *Ramirez*
14 *v. Crestwood Operations, LLC*, Kern County Superior Court, Case No. BCV-17-100503; *Reyes*
15 *v. Halliburton Energy Services, Inc.*, Kern County Superior Court, Case No. S-1500-CV-
16 280215; *Rodriguez v. B&L Casing Serve, LLC et al.*, Kern County Superior Court, Case No. S-
17 1500-CV-282709; *Marketstar Wage and Hour Cases*, Alameda County Superior Court, Case
18 No. JCCP004820; *Rodriguez et al. v. Delta Sierra Beverage, LLC*, Sacramento County Superior
19 Court, Case No. 34-2017-00206727; *Stuck v. Jerry Melton & Sons Construction, Inc.*, Kern
20 County Superior Court, Case No. BCV-16-101516; *Blevins v. California Commercial Solar,*
21 *Inc.*, Kern County Superior Case, No. BCV-17-100571; *Cisneros et al v. Wilbur-Ellis Company,*
22 *LLC*, Kern County Superior Court, Case No. BCV-17-102836; and *Castro et al. v. General*
23 *Production Service of California, Inc.*, Kern County Superior Court, Case No. BCV-15-101164.
24 Shunt was also certified as class counsel in *Fulmer et al. v. Golden State Drilling, Inc.*, Kern
25 County Superior Court, Case No. S-1500-CV-279707; *Manas et al. v. Kenai Drilling Limited,*
26 Los Angeles County Superior Court, Case No. BC546330; and *Nuncio et al. v. MMI Services,*
27 *Inc.*, Kern County Superior Court, Case No. S-1500-CV-282534, cases that were certified after
28 a contested class certification. Shunt is handling several class actions pending in California.

1 20. Phillip Song was an Associate Attorney at my office. Phillip received his
2 undergraduate degree in 2006 from the University of Houston, graduating *cum laude* with a
3 Communications B.A. and minor in Accounting. Phillip earned his Juris Doctor degree in 2011
4 from the University of Houston Law Center. Phillip has been admitted to practice law since
5 2013 (Texas). Phillip is presently admitted to practice in all state courts of California (admitted
6 in 2019), and before all federal district courts in California. The focus of Phillip’s practice was
7 on class actions, wage-and-hour law, and employment law. Since joining Justice Law
8 Corporation, Phillip worked on numerous class action cases and representative actions that have
9 been granted final approval, including *Paez et al. v. C&R Restaurant Group, LP*, Kern County
10 Superior Court, Case No. BCV-18-103181-SDS; *Baker v. Central Coast Home Health, Inc.*,
11 San Luis Obispo County Superior Court, Case No. 17CV-0219; *Martinez v. Community*
12 *Playgrounds, Inc.*, Solano County Superior Court, Case No. FCS53879; *Duval v. Pacific States*
13 *Petroleum, Inc.*, Sacramento County Superior Court, Case No. 34-2018-00231934; *Flores v.*
14 *Wilmar Oils & Fats (Stockton), LLC*, San Joaquin County Superior Court, Case No. STK-CV-
15 UOE-2018-0012758; *Garcia v. Continental Intermodal Group LP dba CIG Logistics*, Kern
16 County Superior Court, Case No. BCV-19-102776; *Tourchette adv. Finelite, Inc.*, Alameda
17 County Superior Court, Case No. RG19022885; *Touch v. Presidio Components, Inc.*, Kern
18 County Superior Court, Case No. BCV-20-101005; *Johnston v. Environmental Logistics, Inc.*,
19 Kern County Superior Court, Case No. BCV-18-100865-DRL; *Lewis v. Environmental Waste*
20 *Minimization, Inc.*, Kern County Superior Court, Case No. BCV-19-102248-SDS; *Priess v.*
21 *Fiore Management LLC dba Canndescent*, Kern County Superior Court, Case No. BCV-20-
22 100930; *Alcantar v. Bay Equity LLC*, Marin County Superior Court, Case No. CIV1903376;
23 *Spier v. Gibbs International, Inc.*, Kern County Superior Court, Case No. BCV-19-101774-
24 DRL; *Borghi v. Goldco Direct LLC dba Goldco Precious Metals*, Ventura County Superior
25 Court, Case No. 56-2019-00533053-CU-OE-VTA; *Williams v. Aetna, Inc., et al.*, Alameda
26 County Superior Court, Case No. RG19004083; *Singh v. Ryzen*, Alameda County Superior
27 Court, Case No. RG19039158; *Hoshaw v. Sutherland Healthcare*, Los Angeles County
28 Superior Court, Case No. 19STCV33165; *Hart v. Zazzle, Inc.*, San Mateo County Superior

1 Court, Case No. 20-CIV-01321; *Stacy v. Branded Group, Inc.* Kern County Superior Court,
2 Case No. BCV-21-100443-BCB; *Angeles v. iKrusher, Inc.*, Los Angeles County Superior
3 Court, Case No. MSC20-01312, *Zuniga v. Central Valley Concrete, Inc.*, Merced County
4 Superior Court, Case No. 20CV-00490; *Gomez v. IHI Power Services Corp.*, Merced County
5 Superior Court, Case No. 20CV-02657; *Martinez v. N.A.F.T.A Distributors*, San Bernardino
6 County Superior Court, Case No. CIVDS1938970; *Bandril v. Plastikon Industries*, Alameda
7 County Superior Court, Case No. RG19038227; *Williams v. National Construction Rentals,*
8 *Inc.*, Alameda County Superior Court, Case No. RG20075904; *Pho v. Kruger Foods, Inc.*, San
9 Joaquin County Superior Court, Case No. STK-CV-UOE-2020-0002099; *Collins v. Mobile*
10 *Medical Examination Services, LLC dba MEDXM*, Orange County Superior Court, Case No.
11 30-2020-01130693-CU-OE-CXC; *McNeil v. Kik International, LLC, et al.*, San Bernardino
12 County Superior Court, Case No. CIVDS1915438 (Consolidated with Case No.
13 CIVDS2023661); *Weber v. Sunrise Medical (US) LLC*, Merced County Superior Court, Case
14 No. 20CV-01461 (Consolidated with Case No. 20CV-01707); *Flores v. Rivermaid Trading*
15 *Company*, San Joaquin County Superior Court, Case No. STK-CV-UOE-2020-0008623;
16 *Guzman v. Bentley Mills, Inc.*, Los Angeles County Superior Court, Case No. 20PSCV00789;
17 *Ferrara v. South Coast Winery, Inc.*, Riverside County Superior Court, Case No. CVRI2101920
18 (Consolidated with Case Nos. CVRI2102449 and MCC2001498); *Silva v. Corodata*
19 *Corporation, et al.*, San Diego County Superior Court, Case No. 37-2020-00033872-CU-OE-
20 CTL; and *Gomez v. Parker-Hannifin Corporation*, Ventura County Superior Court, Case No.
21 56-2022-00563952-CU-OE-VTA. Phillip was also handling multiple class action matters,
22 PAGA matters, and FCRA class action matters.

23 21. Arsiné Grigoryan was an Associate Attorney at my office. Arsiné earned two
24 Bachelor of Arts degrees from the University of California, Berkeley: (1) political science with
25 an emphasis on international relations; and (2) media studies. Arsiné obtained her Juris Doctor
26 degree from Southwestern Law School, where she also served on the Board of Governors of the
27 Trial Advocacy Honors Program and competed in national trial competitions. During law
28 school, Arsiné also served as a student editor for the Journal of International Media &

1 Entertainment Law and, upon graduation, had the privilege of being selected for the American
2 Board of Trial Advocates (ABOTA) Fellowship. Arsiné has also researched and drafted an
3 article focused on international law and humanitarian issues, which was ultimately published in
4 a United Kingdom publication (Arsiné Grigoryan, *Severing the Next Generation: Sexual*
5 *Violence in Genocide* 3 U.K. L. Student Rev. 41 (2015)). Arsiné is presently admitted to
6 practice in all state courts of California (admitted in 2017) and before all federal district courts
7 in California. The focus of Arsiné’s practice at Justice Law Corporation was on class action
8 wage-and-hour law, including PAGA matters. Arsiné has also worked on multiple cases which
9 have received final approval, including *Fulmer v. Golden State Drilling*, Kern County Superior
10 Court, Case No. S-1500-CV-279707-SDS; *Lee v. Westside Habitats, LLC*, Los Angeles County
11 Superior Court, Case No. BC702296; *Castro v. General Production Service of California Inc.*,
12 Kern County Superior Court, Case No. BCV-15-101164-DRL; *Garcia v. Hronis, Inc.*, Kern
13 County Superior Court, Case No. BCV-18-101510-DRL; *McCollumn v. Delta Tech Service,*
14 *Inc.*, Solano County Superior Court, Case No. FCS049504; *Morel v. Aseptic Solutions USA*
15 *Ventures, LLC*, Riverside County Superior Court, Case No. RIC1711383; *Garcia v. Glide Rite,*
16 *Los Angeles County Superior Court, Case No. BC665485; Castillo v. Gabriel I. Cruz dba GIC*
17 *Transport, Inc.*, Kern County Superior Court, Case No. BCV-17-101807; *Xiong v. Hilltop*
18 *Ranch, Inc.*, Merced County Superior Court, Case No. 18CV-01340; *Valencia v. Hill Phoenix,*
19 *Inc.*, San Bernardino County Superior Court, Case No. CIVDS1715125; *Balderama v. Steeler*
20 *Inc.*, Kern County Superior Court, Case No. BCV-18-102314; *Bunche v. Mettler-Toledo Rainin,*
21 *LCC*, Alameda County Superior Court, Case No. RG18899279; *Godinez v. Lazer Spot, Inc.*,
22 Kern County Superior Court, Case No. BCV-17-102721; *Arciniega v. OnY Glo, Inc., dba OGI*
23 *Mortgage Bankers*, San Bernardino County Superior Court, Case No. CIVDS1901760; *Corona*
24 *v. Property West*, San Diego County Superior Court, Case No. 37-2017-00028103-CU-OE-
25 CTL; *Olivas v. VCI Construction*, San Bernardino County Superior Court, Case No.
26 CIVDS1800174; *Harrington v. Arlon Graphics, LLC*, Orange County Superior Court, Case No.
27 30-2018-00970444-CU-OE-CXC; and *Sanchez v. Sunpower Corporation*, Kern County
28 Superior Court, Case No. BCV-18-102563-SDS. Arsiné was also handling several active class

1 actions and representative PAGA matters pending in various courts in California.

2 **CLASS REPRESENTATIVE ENHANCEMENT PAYMENT**

3 22. The Settlement provides for the Class Representative Enhancement Payment of
4 \$10,000 to Plaintiff for the time and effort serving as the class representative. Plaintiff spent
5 several hours (and days) producing relevant documents and past employment records (*i.e.*,
6 personnel records), as well as providing the facts and evidence necessary to prove the
7 allegations (*i.e.*, description of work experience and work environment). Plaintiff was accessible
8 whenever needed by Class Counsel and actively tried to obtain and provide as much
9 information as possible to benefit the Class (*i.e.*, giving the names and contact information of
10 putative class members, discussing applicable legal theories, gathering information from
11 putative class members, talking about relative strengths of certain allegations). Plaintiff even
12 assisted Class Counsel with reviewing the documents produced by Defendants and other
13 sources, developing a strategy to obtain additional documents, determining the importance of
14 the documents produced, and reviewing the operative complaint and Defendants' answer to the
15 operative complaint. Plaintiff also made himself available to attend mediation, provided his
16 input on the negotiations, and reviewed and approved the Settlement Agreement (and exhibits).
17 Plaintiff was made aware of and accepted the risks and sacrifices associated with serving as the
18 class representative (*i.e.*, providing a broader release, risking an adverse judgment for attorneys'
19 fees and costs, losing a potential source of income). Overall, Plaintiff's contributions were
20 instrumental to the eventual settlement of this matter. For these reasons, it is appropriate and
21 just for Plaintiff to receive the Class Representative Enhancement Payment, in addition to the
22 Individual Settlement Share, for the services on behalf of the Class Members.

23 **LITIGATION COSTS AND EXPENSES INCURRED BY**

24 **JUSTICE LAW CORPORATION**

25 23. Class Counsel incurred \$15,467.55 in costs and litigation expenses as reflected in
26 **Exhibit 5**. These costs and expenses were reasonable and necessary to prosecute this case.

27 ///

EXHIBIT 1

BLEA V. PACIFIC GROSERVICE INC., et al.
SANTA CLARA COUNTY SUPERIOR COURT CASE No. 20CV375150
ATTORNEY TASK AND TIME CHART

TASK	JUSTICE LAW CORPORATION				
	DH	STG	PS	AG	FIRM TOTAL
Investigation and Research / Due Diligence					
Investigation of the Key Facts with a Focus on 1) Class Certification Elements, including Adequacy, Typicality, Superiority, and Commonality; 2) Merits of Plaintiff’s Claims and the Merits of the Claims of the Aggrieved Employees; and 3) Potential Damages Exposure of Defendant with respect to the Damages Sustained by Jacob Blea and the Aggrieved Employees	3.5	4.8	1.2	2.3	11.8
Legal Research & Analysis of Latest Off-the-clock, Meal and Rest Breaks, and Class Certification and PAGA Decisions in California, including all New Relevant DLSE Materials	2.4	4.3	5.2	4.2	16.1
Investigation of Defendant, Defendant’s Business Relationships, and the Industry in which It Operates and Staffing Agencies Which Provided Labor to Defendant	2.7	1.8	4.6	3.3	12.4
Investigation of Defendant’s Organizational and Corporate Structure, and Executive Reporting Structure as It Relates to the Employment and Management of its Employees	2.3	4.3	3	2.1	11.7
Analysis of Competitors within various Relevant Geographic Areas within which Defendant Operates, and Comparing and Contrasting Defendant’s Policies, Practices, and Procedures with the Policies, Practices, and Procedures of Defendant’s Competitors	3.5	4.2	5.3	2.8	15.8
Research and Investigation Re: Locations Owned, Managed, or Operated by Defendant in California During the Relevant Time Period, Including Differences Between the Various Locations to Determine Whether Those Differences Will Cause Manageability Issues	1.9	2.4	2.7	4.2	11.2
Investigation of Defendant’s Executives, Officers, and Leadership with a Focus on Involvement in Wage-and-Hour Issues and Establishing Willfulness and Uniformity	2.7	3	2.1	1.4	9.2
Pre-Lawsuit Research and Analysis of Potential Damages Exposure of Defendant with Respect to the Damages Sustained by/Owed to Named Plaintiff Jacob Blea and the Potential Aggrieved and Class Employees	4	3.5	1.7	5	14.2

Research and Analysis of Potential Defenses Defendant May Raise, Including, Non-compensable Off-the-clock Work, Compliant Meal and Rest Period Policies, Manageability and Arbitration Agreements.	2.4	3.6	3.9	3.7	13.6
Prepare a Discovery Strategy Plan of Action, including Topics of Inquiry Important to Liability, Manageability, and Civil Penalties.	2.6	2.3	3.4	7.8	16.1
Research and Investigation Re: Staffing Models, and Staffing Levels at Defendant's Locations Worked by Putative Class Members Throughout California	1.7	2.3	2.1	3	9.1
Research and Investigation Re: Various Software Programs Defendant Use to Conduct Its Everyday Business, Including Timekeeping Software, with a Focus on What Documents Are Created in the Normal Course of Business Relating to Overtime Worked, Off-the-Clock Time Worked Pre/Post-Shift, and Time Worked During Meal Breaks	1.8	2.7	7.8	4.6	16.9
Research and Analysis of Defendant's Litigation History Involving Wage-and-Hour Issues and Other Related Employment Issues	1.2	1.8	0.6	1.3	4.9
Research and Investigation Re Defendants' Policies, Practices, and Procedures Relating to, Timekeeping, Meal/Rest Breaks, Overtime Compensation, Calculation of Overtime and Reimbursement of Business-Related Expenses.	3.5	4.6	4.4	7.2	19.7
Review and Analysis of Defendant's Written Policies, Practices, and Procedures, Arbitration Agreements, and Related Documents Regarding Timekeeping, Compensation, and Wage-and-Hour Compliance	1.8	2.5	4.2	3.1	11.6
Review and Analysis of Defendant's Written Policies, Practices, and Procedures and Related Documents Regarding Scheduling, Payment and Calculation of Incentives/Bonuses and Regular Rate Calculation	2.5	3.2	5.6	2.4	13.7
Meet and Communicate with Named Plaintiff Jacob Blea throughout the Pendency of the Case	14.3	15.8	21.2	11.2	62.5
Communicate with Aggrieved Employees, Class Members, and Conduct Interviews, and Request Authorization for Personnel Records	14.7	28.2	32.3	28.7	103.9
Analysis and Review of Time Records and Corresponding Wage Statements of Aggrieved Employees with a Focus on Violation Rates for Missed, Short, Late, or Interrupted Meal and Rest Periods, and Whether Any Corresponding Premium Pay Was Issued by Defendant or Regular Rate was Properly Calculated	15.9	29.2	27.2	22.4	94.7

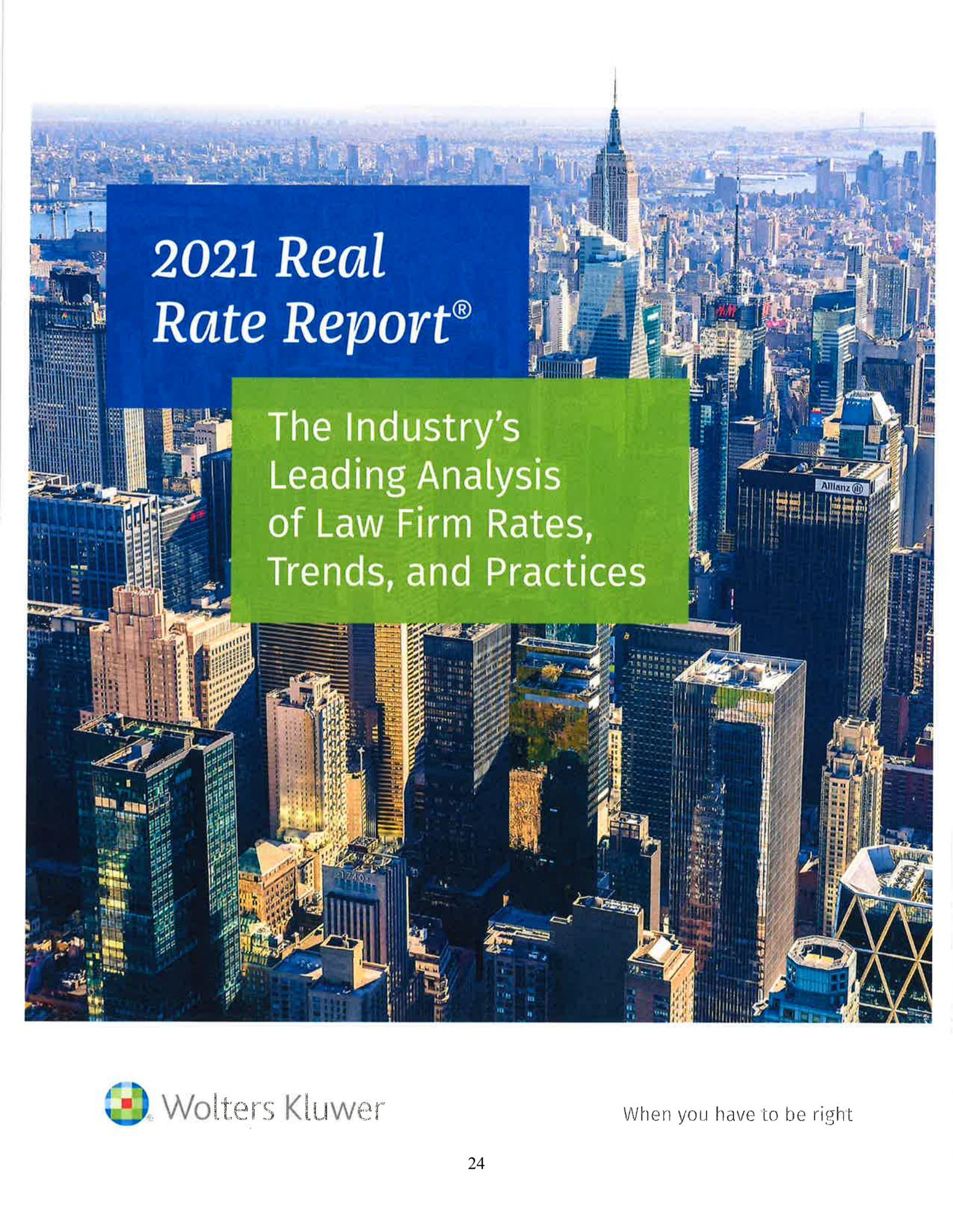
Pleadings and Court Filings					
Draft Plaintiff Jacob Blea's Complaint for Penalties for Violation of Labor Code Section 2698; Legal Research and Analysis of All Claims Involved (Filed 12.28.20)	1.4	2	1.3	0.8	5.5
Review Court's Civil Lawsuit Notice (Filed 12.28.20)	0.1	0.1	0.1	0.1	0.4
Review and Analyze Defendants Pacific Groservice Inc. and Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Food's Answer to PAGA Complaint; Research and Analysis of all Claims Involved (Filed 1.29.21)	0.8	0.5	3.6	1.7	6.6
Review Court's Order Deeming Case Complex and Staying Discovery and Responsive Pleading Deadline (Filed 2.10.21)	0.1	0.1	0.1	0.1	0.4
Draft Plaintiff's Notice of Court Order Deeming Case Complex and Staying Discovery and Responsive Pleading Deadline (Filed 2.22.21)	0.1	0.1	0.4	0.1	0.7
Draft Joint Case Management Statement Regarding the April 22, 2021 Initial Case Management Conference (Filed 4.16.21)	0.2	0.1	0.2	1.2	1.7
Review Court's Minute Order Dated April 22, 2021 (Filed 4.22.21)	0.1	0.1	0.2	0.1	0.5
Review Court's Notice of Further Case Management Conference (Filed 4.23.21)	0.1	0.1	0.1	0.1	0.4
Draft Plaintiff's Notice of Further Case Management Conference (Filed 4.26.21)	0.1	0.1	0.4	0.1	0.7
Draft Joint Case Management Statement Regarding the July 1, 2021 Case Management Conference (Filed 6.25.21)	0.2	0.1	0.5	0.2	1
Review Court's Minute Order Dated July 9, 2021 (Filed 7.9.21)	0.1	0.1	0.2	0.1	0.5
Review Court's Notice of Further Case Management Conference (Filed 7.12.21)	0.1	0.1	0.1	0.1	0.4
Draft Joint Stipulation and [Proposed] Order to Continue Case Management Conference (Filed 3.21.22)	0.2	0.6	0.1	0.1	1
Review Court's Notice of Rescheduled Case Management Conference (Filed 3.22.22)	0.1	0.1	0.1	0.1	0.4

Draft Joint Stipulation and [Proposed] Order Allowing Plaintiff to File a First Amended Complaint (Filed 5.11.22)	0.2	0.1	0.6	0	0.9
Draft Notice of Entry of Order Granting Plaintiff to File First Amended Complaint (Filed 5.11.22)	0.2	0.1	0.1	0	0.4
Draft Jacob Blea's First Amended Class Action Complaint for Damages; Legal Research and Analysis of All Claims Involved (Filed 5.11.22)	0.2	1.5	1.0	0	2.7
Draft Joint Stipulation and [Proposed] Order to Continue Case Management Conference (Filed 5.13.22)	0.2	0.6	0.3	0	1.1
Review Court's Notice of Rescheduled Case Management Conference (Filed 5.16.22)	0.1	0.1	0.1	0	0.3
Draft Joint Case Management Statement Regarding the August 11, 2022 Case Management Conference (Filed 8.4.22)	0.2	0.1	0.5	0	0.8
Review Court's Notice of Rescheduled Case Management Conference (Filed 8.8.22)	0.1	0.1	0.1	0	0.3
Review Court's Minute Order Dated December 8, 2022 (Filed 12.8.22)	0.1	0.1	0.2	0	0.4
Review Court's Order Granting Motion for Preliminary Approval; Prepare Notice of Entry of Order (Filed 12.12.22)	0.2	0.2	0.2	0	0.6
Draft Joint Stipulation and [Proposed] Order Continuing the Hearing on Final Approval of Class Action Settlement (Filed 2.3.23)	0.2	0.6	0.1	0	0.9
Draft Notice of Entry of Order Continuing Hearing on Final Approval of Class Action Settlement (Filed 2.6.23)	0.2	0.1	0.1	0	0.4
Appearances					
Prepare for and Attend Initial Case Management Conference (Via Remote Appearance on 4.22.21)	0	0	1.5	0	1.5
Prepare for and Attend Case Management Conference (Via Remote Appearance on 7.1.21)	0	0	1.5	0	1.5
Prepare for and Attend Hearing on Motion for Preliminary Approval of Class Action Settlement (Via Remote Appearance on 12.8.22)	0	2	0	0	2

Prepare for and Attend Hearing on Motion for Final Approval of Class Action Settlement (Anticipated)	2	0	0	0	2
Discovery and Depositions					
Draft Letters to Defense Counsel re: Request for Personnel File, Pay Stubs and Time Records for Plaintiff Jacob Blea	0.8	0	0	0.2	1
Review and Analyze Plaintiff Jacob Blea's Personnel File, Pay Stubs, and Time Records Produced by Defendant	1.3	2	1	2.3	6.6
Draft Letter to Defense Counsel Re: Request for Personnel File, Pay Stubs and Time Records for Various Employees	0.8	1.5	2	1.3	5.6
Review and Analyze Employee Bryan Celaya's Personnel File, Pay Stubs, and Time Records Produced by Defendant	2	1.1	2.1	1.6	6.8
Draft Plaintiff Jacob Blea's Form Interrogatories – General (Set One), Requests for Production of Documents (Set One), Requests for Admissions (Set One) and Special Interrogatories (Set One) to Defendant Pittsburg Wholesale Grocers, Inc. d/b/a Pitco Foods (Propounded on 1.20.21)	0.6	1.1	3.2	1	5.9
Draft <i>Belaire-West</i> Notice Letter re Class Contact Information	0.3	0.5	1.2	0.4	2.4
Draft Plaintiff Jacob Blea's Notice of Deposition of Defendant Person Most Qualified and Request for Production of Documents	0.7	1.2	2.4	1.3	5.6
Mediation and Settlement					
Draft Mediation Information Letter to Defense Counsel (Sent 1.10.22)	1.1	0.5	1	0.3	2.9
Review Analyze Documents and Data produced by Defendant in Response to the Mediation Information Letter, including Sample Time Keeping and Corresponding Pay Records	5.7	9.2	7.9	11.3	34.1
Prepare for Mediation, including Research Merits of Claims, Performing Damages Analysis, Drafting Mediation Brief and Supplemental Brief, and Compiling Mediation Exhibits and Employees Declarations	8.8	7.2	13.8	17.3	47.1
Prepare for and Attend Mediation with Mediator Jeffery Ross (Via Zoom on 4.27.22)	9	9	0	9	27

Negotiate, Draft and Finalize Settlement Agreement Terms with Defense Counsel; Meet and Confer and Revise Settlement Agreement and Class Notice	4.9	4.2	0	2.7	11.8
Coordinate Settlement Administration with Settlement Administrator; Ongoing Monitoring of Settlement Administration; Respond to Class Member Inquiries; Communicate with Class Member Re: Deadline and Claims Procedures	6.8	4.8	0	3.9	15.5
Letters and Correspondence					
Draft Notice to State of California Labor & Workforce Development Agency Re Jacob Blea's Claim for Penalties Under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, <i>et seq.</i> (Submitted to LWDA on 8.19.20)	0	0.5	2.3	0	2.8
Draft Correspondence to, and Respond to Correspondence from, Telephone conference calls with Defense Counsel throughout the Pendency of the Lawsuit	28.9	35.6	30.2	27.5	122.2
Law and Motion					
Prepare Plaintiff Jacob Blea's Notice of Motion and Motion for Preliminary Approval of Class Action Settlement, Conditional Certification, Approval of Class Notice, Setting of Final Approval Hearing Date; Declaration of Douglas Han in Support Thereof; Declaration of Julie Green in Support of CPT Group, Inc.'s Adequacy Thereof; and [Proposed] Order Granting Plaintiff's Motion for Preliminary Approval of Class Action Settlement (Filed 11.8.22)	17.8	8.3	0	2.4	28.5
Prepare Motion for Final Approval of Class Action Settlement, Attorneys' Fees, Costs, and Service Payments Briefing and Supporting Documents (Anticipated)	24.8	3.4	0	0	28.2
Total Hour Per Lawyer:	207.3	224.4	219.3	208.1	-
Total Hours Combined:	859.1				

EXHIBIT 2



2021 Real Rate Report[®]

The Industry's
Leading Analysis
of Law Firm Rates,
Trends, and Practices



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A Letter to Our Readers

Welcome to the Wolters Kluwer's ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by Wolters Kluwer's ELM Solutions LegalVIEW® data warehouse, the world 's largest source of legal performance benchmark data, which has grown to include over \$150 billion in anonymized legal data.

This year, we launched our LegalVIEW Insights Report series, which explores the emerging trends behind the overall legal spend volatility seen in corporate legal departments. The insights reports coupled with the Real Rate Report are great tools to drive actionable decisions.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW® data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer's ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



Barry Ader

Vice President, Product Management and Marketing
Wolters Kluwer's ELM Solutions

Report Use Considerations

2021 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

Some key factors¹ that drive rates²:

Attorney location - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

Litigation complexity - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

Years of experience and reputation - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

Overhead - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

Firm size - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

Rates increase in geographic areas with growing population

Additional analysis was performed to examine the impact of geographic location on law firm hourly rates. This report, like previous ones, shows that large, cosmopolitan legal services markets like New York City, San Francisco, and Los Angeles are associated with higher hourly rates. In addition, our analysis reveals a significant spike in hourly rates in areas of the country

¹ David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

² Source: 2018 RRR. Factor order validated in multiple analyses since 2010

Report Use Considerations

that are currently experiencing high population growth. Significant average rate increases occurred from 2020 to 2021 in many areas, but especially Fresno, California (~15% average rate increase), Greenville, SC (~18%), Miami, FL (~9%), Nashville, TN (~11%), Oklahoma City (~13%), Phoenix, AZ (~10%), and Seattle, WA (~11%) -- all of which have experienced much higher than average population growth in recent years.

The correlation between hourly rates and population growth makes sense. When people and businesses move into an area, it creates a spike in demand for all sorts of goods and services, including legal services. However, it is hard for the supply of legal services to move as quickly as demand because attorneys looking to move into a new geographic area face high switching costs that most will refuse to pay unless they absolutely have to.

First, attorneys looking to take work in a new state have to get licensed there, which takes time and effort and is a distraction that can reduce their current income in the form of the number of hours they are able to bill to clients. Second, despite the rise in remote working, many attorneys looking to establish practices in a new geographic location may have to establish at least some physical presence there, find a new office, new lodging, and potentially uproot their entire family. Third, even if the switching costs of licensure, physically moving, etc. are paid, attorneys may fear yet another switching cost in the form of attrition of their existing clients from their original geographic locale, who may view them as no longer investing in their knowledge of the legal problems and legal solutions that are specific to the original locale.

³ Source: 2020 RRR. Factor order validated in multiple analyses since 2010

Section I: High-Level Data Cuts

Cities

By Matter Type

2021 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Kansas City MO	Non-Litigation	Associate	95	\$250	\$320	\$385	\$323	\$288	\$278
		Litigation	Partner	14	\$285	\$350	\$484	\$402	\$445
Las Vegas NV	Non-Litigation	Partner	19	\$250	\$300	\$445	\$375	\$421	\$480
		Associate	12	\$238	\$323	\$377	\$320	\$282	\$280
Little Rock AR	Non-Litigation	Partner	12	\$215	\$215	\$300	\$267	\$290	\$274
Los Angeles CA	Litigation	Partner	342	\$475	\$715	\$1,042	\$759	\$708	\$694
		Associate	433	\$402	\$602	\$806	\$610	\$583	\$535
		Non-Litigation	Partner	559	\$600	\$880	\$1,160	\$894	\$872
Louisville KY	Litigation	Associate	761	\$480	\$685	\$895	\$696	\$665	\$620
		Partner	18	\$265	\$356	\$405	\$344	\$353	\$338
	Non-Litigation	Associate	16	\$178	\$200	\$278	\$225	\$227	\$214
Madison WI	Non-Litigation	Partner	12	\$208	\$215	\$249	\$224	\$230	\$197
		Associate	15	\$244	\$389	\$529	\$421	\$424	\$430
Memphis TN	Non-Litigation	Partner	16	\$290	\$415	\$425	\$364	\$355	\$347
		Partner	20	\$298	\$340	\$369	\$345	\$346	\$334
Miami FL	Litigation	Partner	100	\$282	\$475	\$614	\$465	\$473	\$453

Section I: High-Level Data Cuts

Cities

By Years of Experience

2021 - Real Rates for Associate

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Jackson MS	7 or More Years	22	\$55	\$55	\$183	\$124	\$125	\$183
Kansas City MO	3 to Fewer Than 7 Years	26	\$252	\$310	\$349	\$306	\$294	\$292
	7 or More Years	28	\$295	\$325	\$370	\$325	\$283	\$282
Los Angeles CA	Fewer Than 3 Years	70	\$494	\$533	\$622	\$543	\$511	\$413
	3 to Fewer Than 7 Years	128	\$533	\$709	\$821	\$673	\$582	\$510
	7 or More Years	164	\$412	\$565	\$841	\$629	\$604	\$576
Miami FL	3 to Fewer Than 7 Years	14	\$277	\$340	\$408	\$364	\$323	\$323
	7 or More Years	30	\$310	\$475	\$540	\$431	\$429	\$374
Minneapolis MN	3 to Fewer Than 7 Years	23	\$330	\$351	\$462	\$394	\$388	\$355
	7 or More Years	26	\$326	\$448	\$580	\$441	\$397	\$384
Nashville TN	7 or More Years	13	\$245	\$283	\$325	\$287	\$271	\$253
New Orleans LA	3 to Fewer Than 7 Years	13	\$235	\$238	\$280	\$251	\$260	\$248
	7 or More Years	13	\$260	\$340	\$364	\$324	\$326	\$276
New York NY	Fewer Than 3 Years	160	\$440	\$590	\$775	\$629	\$560	\$513
	3 to Fewer Than 7 Years	237	\$412	\$670	\$875	\$681	\$625	\$559

Section I: High-Level Data Cuts

Cities

By Years of Experience

2021 - Real Rates for Partner

Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Los Angeles CA	Fewer Than 21 Years	173	\$550	\$855	\$1,065	\$815	\$724	\$703
	21 or More Years	332	\$527	\$725	\$1,145	\$844	\$818	\$758
Memphis TN	Fewer Than 21 Years	11	\$283	\$300	\$340	\$317	\$324	\$309
	21 or More Years	17	\$365	\$415	\$425	\$391	\$379	\$370
Miami FL	Fewer Than 21 Years	44	\$408	\$540	\$583	\$503	\$484	\$485
	21 or More Years	99	\$414	\$550	\$750	\$569	\$564	\$532
Milwaukee WI	Fewer Than 21 Years	14	\$306	\$358	\$433	\$373	\$355	\$323
	21 or More Years	26	\$375	\$470	\$545	\$535	\$530	\$431
Minneapolis MN	Fewer Than 21 Years	41	\$400	\$520	\$604	\$513	\$515	\$478
	21 or More Years	82	\$450	\$659	\$789	\$619	\$591	\$579
Nashville TN	Fewer Than 21 Years	27	\$375	\$464	\$495	\$436	\$413	\$374
	21 or More Years	49	\$420	\$470	\$536	\$481	\$472	\$433
New Orleans LA	Fewer Than 21 Years	24	\$275	\$305	\$390	\$346	\$361	\$337
	21 or More Years	40	\$295	\$332	\$412	\$352	\$373	\$369
New York NY	Fewer Than 21 Years	456	\$656	\$1,044	\$1,407	\$1,033	\$987	\$938

Section I: High-Level Data Cuts

Cities

By Role

2021 - Real Rates for Associate and Partner

Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Little Rock AR	Partner	16	\$215	\$250	\$300	\$272	\$287	\$282
	Partner	786	\$536	\$822	\$1,101	\$843	\$808	\$766
Los Angeles CA	Associate	1,110	\$450	\$653	\$860	\$664	\$636	\$587
	Partner	25	\$278	\$355	\$400	\$348	\$363	\$348
Louisville KY	Associate	25	\$180	\$210	\$264	\$224	\$228	\$210
	Partner	15	\$241	\$389	\$536	\$419	\$435	\$440
Madison WI	Partner	15	\$241	\$389	\$536	\$419	\$435	\$440
Memphis TN	Partner	30	\$290	\$351	\$415	\$354	\$351	\$342
Miami FL	Partner	226	\$360	\$530	\$675	\$525	\$524	\$516
	Associate	149	\$265	\$361	\$475	\$375	\$381	\$365
Milwaukee WI	Partner	52	\$316	\$390	\$476	\$452	\$450	\$387
	Associate	36	\$270	\$305	\$358	\$316	\$305	\$269
Minneapolis MN	Partner	175	\$419	\$595	\$711	\$578	\$544	\$531
	Associate	137	\$295	\$406	\$521	\$405	\$377	\$376
Nashville TN	Partner	108	\$375	\$468	\$535	\$463	\$457	\$414
	Associate	73	\$252	\$311	\$338	\$305	\$283	\$257

EXHIBIT 3

LAFFEY MATRIX

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			Years Out of Law School *				
Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/22- 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
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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 4

	Court	Case Number	Judge
Jamie Contreras v. Stueves's Milk Transport, Inc.	San Bernardino County Superior Court	CIVDS1304440	David Cohn
Art Kelly et al. v. Barker Management, Inc.	Los Angeles County Superior Court	BC506120	Kenneth Freeman
Patrick Arellano v. Tolt, LLC; Tolt Service Group, Inc.	Los Angeles County Superior Court	BC512644	Amy Hogue
Derya Keles et al. v. The Art of Shaving-FL, LLC	Alameda County Superior Court	RG13687151	Wynne Carville
Marc Newman v. Hyder & Company	San Diego County Superior Court	37-2013-00051617-CU-OE-CTL	John Meyer
Abigail Stahl v. Fred Leeds Properties, Inc.	Los Angeles County Superior Court	BC509716	John Wiley, Jr.
Johnny Esters et al. v. HBD LTD, Limited Partnership	Kern County Superior Court	S-1500-CV-279879 DRL	David Lampe
Brian Davidson et al. v. Lentz Construction General Engineering Contractor, Inc.	Kern County Superior Court	S-1500-CV-279842-LHB	Lorna Brumfield
Lindsay Griffiths v. Paper Source, Inc.	Los Angeles County Superior Court	BC506121	William Highberger
Gabriel Betancourt v. Hugo Boss USA	Los Angeles County Superior Court	BC506988	Kenneth Freeman
Stephen McDougle et al. v. Ensign Drilling Company (California), Inc.	Kern County Superior Court	S-1500-CV-279842-LHB	Lorna Brumfield
Cody Pierce v. Progress Rail Services Corporation	Kern County Superior Court	S-1500-CV-282596	David Lampe
Michael Weston et al. v. Helmerich & Payne International Drilling Co.	Kern County Superior Court	1500 CV279549	David Lampe
Rod Rodriguez v. B&L Casing Service, LLC	Kern County Superior Court	S-1500-CV-282709-DRL	David Lampe
Jose Duval et al. v. DBI Beverage, Inc.	Santa Clara County Superior Court	1-14-CV-266154	Peter Kirwan
Pamela Van Goey v. Pro's Choice Beauty Care, Inc.	Los Angeles County Superior Court	BC545400	John Wiley, Jr.
Michael Peterson v. T-J Roofing Co., Inc (Baker Roofing)	San Joaquin County Superior Court	39-2014-00316043-CU-OE-STK	Barbara Kronlund
Ilya Zaydenburg et al. v. Crocs Retail, Inc.	Los Angeles County Superior Court	BC554214	John Wiley, Jr.
Jeff Hartzell et al. v. Truitt Oil Field Maintenance Corporation	Kern County Superior Court	S-1500-CV-283011-DRL	David Lampe
Nickolus Blevins v. Watkins Construction Co., Inc.	Kern County Superior Court	S-1500-CV-283079-LHB	Lorna Brumfield
Jennifer Ailey et al. v. Restoration Hardware, Inc.	Los Angeles County Superior Court	JCCP4794	William Highberger
Mario Navarro-Sales et al. v. Markstein Beverage Co.	Sacramento County Superior Court	34-2015-00174957	Alan Perkins
Jason Novak v. Midlands Management Corporation; Midlands Claim Administrators	Los Angeles County Superior Court	BC56702	Ann Jones
Oscar Pina v. Zim Industries, Inc. dba Bakersfield Well & Pump	Kern County Superior Court	S-1500-CV-284498-SPC	Sidney Chapin
David W. White et al. v. Pilot Travel Centers LLC	San Joaquin County Superior Court	39-2013-00301569-CU-OE-STK	Linda Lofthus
Kristin Hollinger et al. v. Safety Management Systems, LLC	Kern County Superior Court	S-1500-CV-284499-DRL	David Lampe
Michelle Ross et al. v. Southern State Insurance (Alsmadi)	Los Angeles County Superior Court	BC507217	Kenneth Freeman
Simone Blattler et al. v. Kate Spade & Company	Los Angeles County Superior Court	BC521256	Kenneth Freeman
Melba Hynick v. AmeriFirst Financial, Inc.	Los Angeles County Superior Court	BC573246	Lisa Hart Cole
Evelyn Antoine v. Rivertone Residential CA, Inc. dba Riverstone Residential Group	Sacramento County Superior Court	34-2013-00155974	Alan Perkins
Lesly Chavez et al. v. East West Bank	San Francisco County Superior Court	CJC-13-004839	Curtis Karnow
John Kim v. Hanmi Bank	Los Angeles County Superior Court	BC534578	Elihu Berle
Nickolous Blevins v. Republic Refrigeration, Inc.	Los Angeles County Superior Court	BC579924	Elihu Berle
Melba Hynick et al. v. International City Mortgage, Inc.	San Bernardino County Superior Court	CIVDS1502516	Keith Davis
Jose Contreas v. Towne Center Property Management, Inc.	Los Angeles County Superior Court	BC513621	Ann Jones
Cody Pierce et al. v. Robert Heely Construction, LP	Kern County Superior Court	S-1500-CV-282474-LHB	Lorna Brumfield
Terry Tauchman v. Outerwall, Inc. aka Coinstar, Inc.	Sacramento County Superior Court	34-2013-00154815	Alan Perkins
Sherrie Ward et al. v. Amazon Processing, LLC dba Appstar Financial	San Diego County Superior Court	37-2015-00012522-CU-OE-CTL	Timothy Taylor
Karen McKinnon et al. v. Renovate America, Inc.	San Diego County Superior Court	37-2015-00038150-CU-OE-CTL	John Meyer
Mark Aceves et al. v. Cambro Manufacturing Company	Orange County Superior Court	30-2015-00810013-CU-OE-CXC	Glenda Sanders
Kevin Marking v. Randy's Trucking, Inc.	Kern County Superior Court	BCV-15-100180-TSC	Thomas Clark
Daniel Saiyasit et al. v. Sacconi Distributing Company	Sacramento County Superior Court	34-2015-00187440	Raymond Cadei
Michael Emerson et al. v. Ganahl Lumber Company	Orange County Superior Court	30-2014-00747750-CU-OE-CXC	Kim Dunning
Jose Salas v. Clean Harbor Environmental Services, Inc.	Kern County Superior Court	BCV-15-100187DRL	David Lampe
Edwin Murillo v. W.A. Thompson, Inc	Kern County Superior Court	BCV-16-101994	Sidney Chapin
Tyrone Windham et al. v. T.F. Louderback, Inc. dba Bay Area Beverage Company	Contra Costa County Superior Court	CIVMSC16-00861	Barry Goode
Derrick Lankford v. Roseburg Forest Products Co.	Los Angeles County Superior Court	BC603618	Ann Jones
Alejandro Hernandez v. Crest Beverage, LLC	San Diego County Superior Court	37-2015-00039163-CU-OE-CTL	Katherine Bacal
Martin Gonzalez v. Matagrano Inc.	San Francisco County Superior Court	CGC-16-550494	Curtis Karnow
Malachi Smith et al. v. Marketstar Corporation	Alameda County Superior Court	JCCP004820	George Hernandez
Justin Dougherty v. Redbox Automated Retail, LLC	Los Angeles County Superior Court	BC544841	Maren Nelson
Edgardo Madrigal et al. v. Couch Distributing Company, Inc.	Santa Cruz County Superior Court	15-CV-00439	Paul Burdick
Rodney Hoffman v. Blattner Energy Inc.	United States District Court of Central California	ED CV 14-2195-DMG (DTBx)	Dolly Gee
Ruben Amaya v. Apex Merchant Group, LLC dba Express Processing	Sacramento County Superior Court	34-2015-00186623-CU-OE-GDS	Steven Rodda
Eduardo De La Torre et al. v. Acuity Brands Lighting, Inc.	San Bernardino County Superior Court	CIVDS1601800	Donna Gunnell Garza
Carlos Ramirez v. Mashburn Transportation Services, Inc.	Kern County Superior Court	BCV-15-100591-SPC	Stephen Schuett
Dennis Carr et al. v. American Security Products Company	San Bernardino County Superior Court	CIVDS1606769	Wilfred Schneider, Jr.
Shane Burke v. Petrol Production Supply, Inc.	Kern County Superior Court	BCV-15-101092-SPC	Stephen Schuett
Sam John et al. v. Rival Well Services Incorporated	Kern County Superior Court	BCV-15-100504-SPC	Stephen Schuett
Tanya Orosco v. Visionary Home Builders of California	Sacramento County Superior Court	34-2017-00210368-CU-OE-GDS	Christopher Krueger
Eric Savage et al. v. Regus Management Group, LLC	Los Angeles County Superior Court	BC498401	Elihu Berle
Adalberto Chavana v. Golden Empire Equipment, Inc.	Kern County Superior Court	BCV-16-102796-DRL	David Lampe

	Court	Case Number	Judge
Jeff Prince v. Ponder Environmental Services, Inc.	Kern County Superior Court	BCV-16-100784-DRL	David Lampe
Fernando Mondragon et al. v. Oldenkamp Trucking, Inc.	Kern County Superior Court	BCV-16-102399	Stephen Schuett
John Steele et al. v. Delta Sierra Beverage, LLC	Sacramento County Superior Court	34-2017-00206727	Alan Perkins
Nabor Navarro v. Trans-West Intermodal, Inc.	San Bernardino County Superior Court	CIVDS1700850	Brian McCarville
David Dobbs v. Wood Group PSN, Inc.	Kern County Superior Court	BCV-16-101078-DRL	David Lampe
Keith Lacy v. Azuma Foods International, Inc., USA	Alameda County Superior Court	RG16827402	Winifred Smith
Julio Ceron et al. v. Hyrdro Resources-West, Inc.	Kern County Superior Court	BCV-15-101461	Stephen Schuett
Antonio Calderon v. BKB Construction, LP	Kern County Superior Court	BCV-17-102154-DRL	David Lampe
Silvia Harbabikian et al. v. Williston Financial Group, LLC	Ventura County Superior Court	56-2016-00485186-CU-OE-VTA	Kent Kellegrew
Alex Vega et al. v. Advance Beverage Co., Inc.	Kern County Superior Court	BCV-16-100848-DRL	David Lampe
Emmanuel Villarin v. BHFC Operating LLC dba Bottega Louie	Los Angeles County Superior Court	BC616136	Carolyn Kuhl
Milton Krisher et al. v. General Production Service of California, Inc.	Kern County Superior Court	BCV-15-100795	David Lampe
Steve Stuck v. Jerry Melton & Sons Construction, Inc.	Kern County Superior Court	BCV-16-101516-DRL	David Lampe
Caryn Rafferty et al. v. Academy Mortgage Corporation	Sacramento County Superior Court	34-2016-00191285-CU-OE-GDS	David Brown
Carrie Baker v. Central Coast Home Health	San Luis Obispo County Superior Court	17CV-0219	Tana Coates
Jamar Farmer v. Cooks Collision, Inc.	Napa County Superior Court	17CV000969	Diane Price
Alvin Hayes et al. v. Advanced Drainage Systems, Inc.	Kern County Superior Court	BCV-17-101019	Stephen Schuett
Carlos Ramirez v. Crestwood Operations LLC	Kern County Superior Court	BCV-17-100503	David Lampe
Belen Torrez v. Freedom Mortgage Corporation	San Bernardino County Superior Court	CIVDS1709351	David Cohn
Nickolous Blevins v. California Commercial Solar, Inc.	Kern County Superior Court	BCV-17-199571	Stephen Schuett
Ricardo Ortega et al. v. Nestle Waters North America, Inc.	Los Angeles County Superior Court	BC623610	Carolyn Kuhl
Marco Reyes v. Halliburton Energy Services, Inc.	Kern County Superior Court	S-1500-CV-280215-SDS	Stephen Schuett
Dennis Carr v. So-Cal Structural Steel Fabrication, Inc.	San Bernardino County Superior Court	CIVDS1605828	Thomas Garza
Dois Sides et al. v. S.A. Camp Pump Company	Kern County Superior Court	BCV-16-100219-DRL	David Lampe
Javier Cisneros et al. v. Wilbur-Ellis Company LLC	Kern County Superior Court	BCV-17-102836-DRL	David Lampe
Landon Fulmer, Jr. et al. v. Golden State Drilling, Inc.	Kern County Superior Court	S-1500-CV0279707-SDS	Stephen Schuett
Alejandro Hernandez v. NUCO2 Management, LLC	Kern County Superior Court	BCV-17-102571-SDS	Stephen Schuett
Carlos McCollum et al. v. Delta Tech Service, Inc.	Solano County Superior Court	FCS049504	Scott Daniels
Juan Garcia et al. v. Straub Distributing Company, LTD	Kern County Superior Court	BCV-18-100377-DRL	David Lampe
Hal Weinschank et al. v. Freedom Mortgage Corporation	Sacramento County Superior Court	34-2018-00229068	David Brown
Carl Morel et al. v. Aseptic Solutions USA Ventures, LLC	Riverside County Superior Court	RIC1711383	Craig Riemer
Bridgette Guzman v. CrossCountry Mortgage, Inc.	San Diego County Superior Court	37-2017-00050474-CU-OE-CTL	Richard Whitney
Jose Castillo v. Gabriel I. Cruz dba GIC Transport Inc.	Kern County Superior Court	BCV-17-101807-DRL	Thomas Clark
Maximo Garcia et al. v. Glide Rite	Los Angeles County Superior Court	BC665485	William Highberger
Marie Hernandez v. Starbucks Corporation dba Teavana	Ventura County Superior Court	56-2017-00497449-CU-OE-VTA	Matthew Guasco
Talia Turner et al. v. Alliance Residential, LLC	Sacramento County Superior Court	34-2016-00199504-CU-OE-GDS	Alan Perkins
Genio Chuen v. 911 Mobile Mechanic, LLC	Orange County Superior Court	30-2017-00943421-CU-OE-CXC	Glenda Sanders
Elbern Gentry v. Eugene Burger Management Corporation	Sacramento County Superior Court	34-2015-00182515-CU-OE-GDS	David Brown
Daniel Lee v. Westside Habitats, LLC	Los Angeles County Superior Court	BC702296	Elihu Berle
Victor Felix v. Remedial Transportation Services, Inc.	Kern County Superior Court	BCV-18-102595	David R. Lampe
Amy Lustig v. Skyline Financial Corporation	Los Angeles County Superior Court	JCCP4929	Daniel Buckley
Maurice Bunche et al. v. Mettler-Toledo Rainin, LLC	Alameda County Superior Court	RG18899279	Winifred Smith
Richard Valencia v. Hill Phoenix, Inc.	San Bernardino County Superior Court	CIVDS1715125	David Cohn
Annie Ayala v. Cherry Creek Mortgage Co., Inc.	San Bernardino County Superior Court	CIVDS1813616	David Cohn
Melissa Paez v. C&R Restaurant Group, LP	Kern County Superior Court	BCV-18-103171	Stephen Schuett
Johnie Honeycutt et al. v. California Sierra Express, Inc.	Sacramento County Superior Court	34-2017-00210723	David Brown
Jimmy Alexander v. Republic Services, Inc.	Kern County Superior Court	BCV-18-102520-DRL	David Lampe
Jose Garcia v. Hronis, Inc	Kern County Superior Court	BCV-18-101510	David Lampe
Carlos Koreisz et al. v. On Q Financial, Inc	Ventura County Superior Court	56-2018-00511 126-CU-OE-VTA	Mark Borrell
Jason Manas et al. v. Kenai Drilling Limited	Los Angeles County Superior Court	BC546330	Daniel Buckley
Michelle Xiong et al. v. Hilltop Ranch, Inc.	Merced County Superior Court	18CV-01340	Brian McCabe
David Bibb v. Gazelle Transportation, LLC	Kern County Superior Court	BCV-18-103172-DRL	David Lampe
Israel Balderama v. Steeler, Inc.	Kern County Superior Court	BCV-18-102314-DRL	David Lampe
Donna Chavez v. Munchkin, Inc.	San Bernardino County Superior Court	CIVDS1829987	John Tomberlin
Julio Rodriguez v. Square-H Brands, Inc	Los Angeles County Superior Court	BC719423	Elihu Berle
Jose Godinez et al. v. Lazer Spot, Inc.	Kern County Superior Court	BCV-17-102721	Thomas Clark
Ratcliffe v. Gold Star Mortgage Financial Group	Orange County Superior Court	30-2017-00918768-CU-OE-CXC	Peter Wilson
Jose Duval v. Pacific States Petroleum, Inc.	Sacramento County Superior Court	34-2018-00231934, 34-2018-243085	David Brown
Karen Morgan v. Childtime Childcare, Inc. (Federal)	United States District Court of Central California	8:17-cv-01641 AG (KESx)	Andrew Guilford
Alejandro Amador v. RMJV, LP dba Fresh Creative Foods	San Diego County Superior Court	37 -2018-00045893-CU-OE-NC	Jacqueline Stern
Georgeta Beldiman v. Universal Hospital Services, Inc.	Kern County Superior Court	BCV-18-102235-SDS	Stephen Schuett
Juan Sanchez v. Leon Krous Drilling, Inc.	Los Angeles County Superior Court	BC705069	William Highberger
Araz Parseghian et al. v. Homestreet Bank	Sacramento County Superior Court	34-2018-00241855-CU-OE-GDS	David Brown
Jose Garcia v. Pacific Coast Supply, LLC	Sacramento County Superior Court	30-2019-00247748-CU-OE-GDS	David Brown
Carl Powell et al. v. West Coast Casing, LLC	Kern County Superior Court	BCV-15-100277-DRL	David R. Lampe
Daniel Flores v. Wilmar Oils & Fats (Stockton), LLC	San Joaquin County Superior Court	STK-CV-UOE-2018-0012758	Barbara Kronlund

	Court	Case Number	Judge
Jordan Dahlberg et al. v. Fresno Beverage Company dba Valley Wide Beverage	Tulare County Superior Court	VCU279083	Bret Hillman
Kamada McDaniel v. Royal Cup, Inc.	Alameda County Superior Court	RG19001661	Brad Seligman
Steven Franklin v. Synergy One Lending, Inc.	Kern County Superior Court	BCV-20-100178-SDS	Stephen Schuett
Jorge Proctor v. Helena Agri Enterprises, LLC	San Diego County Superior Court	37-2018-00057894-CU-OE-CTL	Joel Wohlfeil
Mariano Martinez v. Community Playgrounds, Inc.	Solano County Superior Court	FCS053879	Bradley Nelson
Fabian Mayorag v. Sturgeon Services International, Inc.	Los Angeles County Superior Court	BC509717	Ann I. Jones
Christine Arman v. Circor Aerospace, Inc.	Riverside County Superior Court	RIC1613578	Sunshine Sykes
Liam Meyers et al v. Power Machinery Center	Kern County Superior Court	BCV-19-100897-DRL	David R. Lampe
Imelda De Vega v. Baxter Healthcare Corporation	Merced County Superior Court	20CV-00782	Brian McCabe
Mario R. Guerrero et al. v. Plaza Home Mortgage, Inc.	Imperial County Superior Court	ECU001150	L. Brooks Anderholt
Marcel Harrington et al. v. Arlon Graphics, LLC	Orange County Superior Court	30-2018-00970444-CU-OE-CXC	Peter Wilson
Daishun Luckett v. King's Hawaiian Bakery West, Inc. et al.	Los Angeles County Superior Court	19TRCV00761	Gary Y. Tanaka
Harry Noriesta v. Konica Minolta Business Solutions U.S.A., Inc.	United States District Court of Central California	EDCV 19-620-JGB (KKx)	Jesus G. Bernal
Rance Lewis v. Environmental Waste Minimization, Inc.	Kern County Superior Court	BCV-19-102248-SDS	Stephen Schuett
Juan Olivas et al. v. VCI Construction, LLC	Kern County Superior Court	BCV-20-100512-SDS	Stephen Schuett
Jonathan McAllister et al. v. La Tortilla Factory, Inc.	Sonoma County Superior Court	SCV-263220	Gary Nadler
Luis Ross et al. v. Cardinal Financial Company L.P.	Orange County Superior Court	30-2018-00998757-CU-OE-CXC	William Claster
Mansour Nije v. Lucira Health, Inc. f/k/a Diassess, Inc.	Alameda County Superior Court	RG20055890	Julia A. Spain
Byron Woods et al. v. Johanson Dielectrics, Inc.	Los Angeles County Superior Court	19STC11487	Maren Nelson
Harry Noriesta v. Konica Minolta Business Solutions U.S.A., Inc.	Merced County Superior Court	20CV-01183	Brian McCabe
Guy Beaudoin et al. v. Weststar Transportation, Inc.	Kern County Superior Court	BCV-18-101045	David R. Lampe
Josh Spier et al. v. Gibbs International, Inc.	Kern County Superior Court	BCV-19-101774-DRL	David R. Lampe
Raynisha Buntun et al. v. 1st Class Staffing et al.	San Joaquin County Superior Court	STK-CV-UOE-2018-15239	George J. Abdallah
Thomas Cuen v. Patriot Environmental Services, Inc.	Kern County Superior Court	BCV-18-102851	David R. Lampe
Sovann Touch v. Presidio Components	Kern County Superior Court	BCV-20-101005	David R. Lampe
Justin Janis et al. v. United Rentals (North America), Inc.	Kern County Superior Court	BCV-19-102692	David R. Lampe
Jeff Borghi v. Goldco Direct LLC dba Goldco Precious Metals	Ventura County Superior Court	56-2019-00533053-CU-OE-VTA	Jeffery G. Bennet
John Kula v. Markem-Imaje Corporation	San Bernardino County Superior Court	CIVDS1911687	Bryan F. Foster
Joseph Garza v. CIG Logistics (Continental Intermodal Group)	Kern County Superior Court	BCV-19-102776-SDS	Stephen Schuett
Robin Arnold v. Guaranteed Rate, Inc.	Ventura County Superior Court	56-2019-00523081-CU-OE-VTA	Jeffery G. Bennet
Tyler Arciniega et al. v. Ony Glo, Inc. dba Mortgage Bankers	San Bernardino County Superior Court	CIVDS1901760	Brian S. McCarville
Erica Corona et al. v. Property West, Inc.	San Diego County Superior Court	37-2017-00028103-CU-OE-CTL	Ronald F. Frazier
AnnMarie Albanez v. Bank of Hope	Los Angeles County Superior Court	19STCV30577	Rafael A. Onkeko
Ernesto Perez v. Tri-Star Deying and Finishing, Inc.	Los Angeles County Superior Court	BC649292	Carolyn Kuhl
Kelly Lomeland v. Consolidated Fire Protection	Orange County Superior Court	30-2019-01056877-CU-OE-CXC	Glenda Sanders
Edward Cardenas v. Point Mortgage Corporation	San Diego County Superior Court	37-2018-00036627-CU-OE-CTL	Ronald F. Frazier
Patricial Alcantar et al v. Bay Equity, LLC	Marin County Superior Court	CIV1903376	James Chou
Efrain Perez v. Freedom Medical, Inc.	San Bernardino County Superior Court	CIVDS1903517	Bryan F. Foster
Justin Tourchette v. Finelite, Inc.	Alameda County Superior Court	RG19022885	Frank Roesch
Nathan Priess v. Fiore Management, LLC	Kern County Superior Court	BCV-20-100930-DRL	David R. Lampe
Paul Svinth v. Wastequip Manufacturing Company, LLC	Kern County Superior Court	BCV-17-102143-DRL	David R. Lampe
Marisol Coronado v. Adventist Health Medical Center Tehachapi et al.	Kern County Superior Court	BCV-19-102644	David R. Lampe
Beverly Saolom v. Pulmonox Corporation	San Mateo County Superior Court	19-CIV-05070	Nancy Fineman
Rodney Bianco et al. v. Fujitsu America, Inc.	Los Angeles County Superior Court	18STCV00254	Daniel Buckley
Mark Barnes v. American Financial Network	Orange County Superior Court	30-2017-00921175-CU-OE-CXC	William Claster
Alejandro Pichardon v. American Financial Network	Orange County Superior Court	30-2016-00880472-CU-OE-CXC	William Claster
Edgar Sanchez v. Sunpower Corporation	Kern County Superior Court	BCV-18-102563-SDS	Stephen Schuett
Keith Lacy v. Agro Merchants Oakland, LLC	Alameda County Superior Court	RG18909127	Brad Seligman
Joseph B. Williams v. Good Health, Inc. et al.	Los Angeles County Superior Court	19STCV14944	Elihu M. Berle
Matthew Tucker v. BYD Coach & Bus, LLC	Los Angeles County Superior Court	BC698921	Amy Hogue
Jamie Garcia v. Argo Chemical, Inc.	Kern County Superior Court	BCV-18-102162	David R. Lampe
Cindy Johnson et al. v. Summit Funding, Inc.	Sacramento County Superior Court	34-2018-00237292	Shama H. Mesiwala
Paul Zavala v. Donaghy Sales, LLC	Kern County Superior Court	BCV-20-102005	David R. Lampe
Luis Pelayo v. Rancho Foods, Inc.	Los Angeles County Superior Court	20NWCV00359	Raul Sahagun
Joy Mathis v. Wintrust Mortgage a division of Barrington Bank & Trust Company N.A.	Los Angeles County Superior Court	18STCV01136	Amy Hogue
Antonesha Hoshaw v. Sutherland Healthcare Global Solutions	Los Angeles County Superior Court	19STCV33165	Carolyn Kuhl
Jose Duval v. Dawson Oil Company	Sacramento County Superior Court	34-2020-00276862-CU-OE-GDS	Shama H. Mesiwala
Robin Edwards et al. v. Heartland Payment Systems, Inc.	Los Angeles County Superior Court	BC606083	Daniel Buckley
Cesar Martinez v. Blue Dot Safes Corporation	Los Angeles County Superior Court	19PSCV00618	Gloria White-Brown
Sasha Ellis v. UDR LP et al.	Orange County Superior Court	30-2018-01022710-CU-OE-CXC	William Claster
Steven DelCorso v. Westland Technologies, Inc.	Stanislaus County Superior Court	CV-20-002807	John R. Mayne
Victor Duron et al. v. Super Care, Inc.	Los Angeles County Superior Court	19STCV1479	Kenneth Freeman
Jenay Clayton et al. v. Land Home Financial Services, Inc.	Sacramento County Superior Court	34-2019-00258005-CU-OE-GDS	Shama H. Mesiwala
Priscilla Ramirez v. Amphastar Pharmaceuticals, Inc.	San Bernardino County Superior Court	CIVDSZO11327	David Cohn
Gina Davidson v. Augusta Financial, Inc.	Los Angeles County Superior Court	20CHCV00420	Melvin Sandvig

	Court	Case Number	Judge
Bob Vilitchai v. Ametek Programmable Power, Inc. et al.	San Diego County Superior Court	37-2015-00025968-CU-OE-CTL	Gregory W. Pollack
Carleton Hargrove v. San Diego County Credit Union (PAGA)	San Diego County Superior Court	37-2019-00049944-CU-OE-CTL	Joel R. Wohlfeil
Diego Ayala et al. v. J.C. Ford Company	Kern County Superior Court	BCV-20-102948-DRL	David R. Lampe
Francisco Munoz v. Bon Suisse, Inc.	San Diego County Superior Court	37-2018-00031675-CU-OE-CTL	Kenneth J. Medel
Frank Fernandez v. Confluent Medical Technologies, Inc.	Alameda County Superior Court	RG19012821	Brad Seligman
Monique Gonzalez v. Murad, LLC	Los Angeles County Superior Court	19STCV28937	Yvette M. Palazuelos
Elizabeth Stacy v. Branded Group, Inc.	Kern County Superior Court	BCV-21-100443-BCB	Bernard C. Barmann
Brittney Hart v. Zazzle, Inc.	San Mateo County Superior Court	20-CIV-01321	Nancy L. Fineman
Eric Williams v. Aetna, Inc. et al.	Alameda County Superior Court	RG19004083	Stephen Kaus
Lavelle Marshall v. Impossible Foods, Inc.	Alameda County Superior Court	RG20052303	Brad Seligman
Alphonso Rivera, et al. v. Love Automotive Group, Inc.	Kern County Superior Court	BCV-18-102730	David R. Lampe
Ron Ferguson adv. Alpha Petroleum Transport, Inc et al.	Kern County Superior Court	BCV-18-101446-BCB	Bernard C. Barmann
Lisa Ramirez et al. v. CareFusion Resources, LCC et al.	San Diego County Superior Court	37-2018-0058078-CU-OE-CTL	Ronald F. Frazier
Kevin Lor v. Antech Diagnostics, Inc (PAGA)	Sacramento County Superior Court	34-2020-00282790	Shama H. Mesiwala
Ashley Simms v. John Stewart Company	Alameda County Superior Court	HG19028122	Paul D. Herbert
Nestor Bulle v. Killion Industries, Inc	San Diego County Superior Court	37-2020-00018510-CU-OE-CTL	Timothy B. Taylor
Vanessa Samaniego v. Sanmina Corporation	Kern County Superior Court	BCV-20-102817	Bernard C. Barmann
Daniel Sonico v. Ji Medical, Inc. adv. Ramat	Alameda County Superior Court	RG20062766	Evelio Grillo
Christina Signh v. Ryzen Solutions	Alameda County Superior Court	RG19039158	Frank Roesch
Joseph Fox v. Crunch, LLC	Sacramento County Superior Court	34-2020-00276101-CU-OE-GDS	Richard K. Sueyoshi
Alexander Hernandez v. Saint Gobain Performance Plastics Corporation	Orange County Superior Court	30-2020-01142388-CU-OE-CXC	Randall J. Sherman
Randall Cowen v. Everett Financial, Inc dba Supreme Lending	Sacramento County Superior Court	34-2018-00247289-CU-OE-GDS	Shama H. Mesiwala
Jerome Oswald v. L.A. Turbine	Los Angeles County Superior Court	20STCV33496	Carolyn B. Kuhl
Dyron Dorsey v. Kruger Foods, Inc.	San Joaquin County Superior Court	STK-CV-UOE-2020-0002099	Erin Guy Castillo
Garner adv. Inter-State Oil Company adv. Garner	AAA	1-21-0003-6413	Kenneth H. Yoon
Alyssa Webb-Bruner v. RA Medical Systems, Inc.	San Diego County Superior Court	37-2019-00066232-CU-OE-CTL	James A. Mangione
Janine Salinas v. Change Healthcare Technology Enabled Services, LLC	Ventura County Superior Court	56-2020-00539300	Mark Borrell
John Hernandez et al. v. Triangle Distributing Co.	Los Angeles County Superior Court	20STCV13172	Maren Nelson
Rason Williams v. National Construction Rentals, Inc	Alameda County Superior Court	RG20075904	Brad Seligman
Gina Massenzo v. Bachem Americas, Inc.	Los Angeles County Superior Court	20TRCV00591	Gary Y. Tanaka
Ixel Toribio v. ITT Aerospace Controls, LLC	Los Angeles County Superior Court	19STCV17469	Kenneth R. Freeman
Lanzell Smith Jr. v. American Campus Communitis, Inc.	Sacramento County Superior Court	34-2020-00280934	Shama H. Mesiwala
Randy Munoz v. Osrarn Sylvania Inc., et al.	Sacramento County Superior Court	34-2020-00284677	Judith S. Craddick
Arlene Bandril et al. v. Plastikon Industries	Alameda County Superior Court	RG19038227	Brad Seligman
Kijana Wicker v. ASC Profiles LLC (PAGA)	Sacramento County Superior Court	34-2019-00270803-CU-OE-GDS	Judith S. Craddick
Janet Ugale et al. v. Allen Distribution, LP	San Joaquin County Superior Court	STK-CV-UOE-2020-0005807	Barbara Kronlund
Angela Burmaman v. Weck Analytical Environmental Services, Inc.	Los Angeles County Superior Court	20STCV30871	William F. Highberger
Rick Beltran v. Stremicks Heritage Foods, LLC	Orange County Superior Court	30-2019-01043445-CU-OE-CXC	Peter Wilson
Luis Searls v. Central Valley Eggs LLC	Kern County Superior Court	BCV-20-101910-JEB	J. Eric Bradshaw
Elisala Tela v. Metrocell Constrution, Inc. (PAGA)	San Bernardino County Superior Court	CIVDS1918537	David Cohn
Nina Brooks v. Action Property Management, Inc. (PAGA)	Los Angeles County Superior Court	BC562417	Daniel J. Buckley
Joshua Mendoza v. Savage Services Corporation	Los Angeles County Superior Court	18STCV04798	Daniel J. Buckley
Eddie Fulinara v. Genmark Diagnostics, Inc.	San Diego County Superior Court	37-2019-00000877-CU-OE-CTL	Ronald F. Frazier
Janine Salinas v. Jafra Cosmetics International, Inc.	Los Angeles County Superior Court	20STCV04284	Carolyn Kuhl
Joseph Hernandez v. Buttonwillow Warehouse Company, Inc.	Kern County Superior Court	BCV-19-100202-BCB	Bernard C. Barmann
Zulema Diaz v. Roxbury Surgery Center, LLC, et al.	Los Angeles County Superior Court	20STCV46531	Mel Red Recana
Daniel Rodriguez v. Means Engineering, Inc.	San Diego County Superior Court	37-2020-00024397-CU-OE-CTL	Katherine Bacal
Erika Martinez v. N.A.F.T.A Distributors	San Bernardino County Superior Court	CIVDS1938970	David Cohn
Juan Gomez v. IHI Power Services Corp.	Merced County Superior Court	20CV-02657	Brian McCabe
Jose Zuniga v. Central Valley Concrete, Inc.	Merced County Superior Court	20CV-00490	Brian McCabe
Brian Perez, et al. v. Merit Aluminum, Inc.	Riverside County Superior Court	RIC1904580	Sunshine S. Sykes
Jacob Schumacher, et al. v. Georgia Pacific Corrugated LLC	Central District Federal Court	CV 19-8632-DMG (AFMx)	Dolly M. Gee
Gerald Angeles, et al., v. iKrusher, Inc.	Contra Costa County Superior Court	MSC20-01312	Edward Weil
Robert Enriquez v. MCE Corporation	Contra Costa County Superior Court	MSC20-01744	Edward Weil
Buck Walsh, et al., v. Tandem Diabetes Care, Inc.	San Diego County Superior Court	A281153-48	Joan M. Lewis
Michane Greene v. Information Resources, Inc. d/b/a Scanscape	San Bernardino County Superior Court	CIVSB2024620	David Cohn
Francesca Burke, et al., v. Old Republic Home Protection Company, Inc., et al.	Contra Costa County Superior Court	MSC20-02203	Edward G. Weil
Shonie Shoemaker v. Broken Arrow Communications, Inc.	Merced County Superior Court	21CV-03517	Brian McCabe
David Pena v. San Joaquin Supply dba Ernest Packaging	Los Angeles County Superior Court	19STCV43500	Amy D. Hogue
Blain Smith, et al. v. KS Industries, L.P.	Kern County Superior Court	S-1500-CV-284188-BCB Consolidated with BCV-21-101300	Bernard C. Barmann
Daniel Ybanez v. Navy Federal Credit Union	San Diego County Superior Court	37-2019-00016815-CU-OE-CTL	Gregory W. Pollack
Amanda Cunningham v. Cottonwood H.C., Inc. dba Cottonwood Post-Acute Rehab	Yolo County Superior Court	CV2021-1375	Daniel M. Wolk
Devon Zabalza v. Customized Distribution Services, Inc.	San Bernardino County Superior Court	CIVDSI931371	David Cohn
Adedeji Adejobi v. Nulaid Foods, Inc. et al.	San Joaquin County Superior Court	STK-CV-UOE-2020-0008625	Barbara Kronlund

	Court	Case Number	Judge
Robert Enriquez v. Global Modular, Inc.	Merced County Superior Court	20CV-03162	Brian McCabe
Nguyen Ngo, et al. v. Medimpact Healthcare Systems, Inc.	San Diego County Superior Court	37-2020-00015657-CU-OE-CTL	Keri Katz
Liduvina Jurado v. Gallo Cattle Company	Merced County Superior Court	18CV-01342	Brian McCabe
Aharon Spry, et al. v. Prime Lube, Inc, et al.	San Bernardino County Superior Court	CIVDS2018738	David Cohn
Gorge Monjaraz v. H & U, Inc. d/b/a Sun Noodle California, LLC	Los Angeles County Superior Court	20MCV00285	Thomas D. Long
Eileen Velasquez, et al. v. Hi-Temp Insulation, Inc.	Merced County Superior Court	21CV-02505	Brian McCabe
Steven Jefferson v. McCormack Baron Management, Inc.	San Francisco County Superior Court	CGC-20-588162	Richard B. Ulmer Jr.
Mario Ceja v. Silvergate Bank	San Diego County Superior Court	37-2020-0016207-CU-OE-CTL	Ronald F. Frazier
Allen Morgan v. Wehah Farm, Inc dba Lundberg Family Farms	Butte County Superior Court	20CV02554	Stephen E. Benson
Sean Hammond, et al. v. Paul Durham Electric, Inc. fka Harold E. Nutter & Son, Inc.	Sacramento County Superior Court	34-2020-00291142-CU-OE-GDS	Christopher Krueger
Fateema Brown v. Fair Oaks Estates, Inc.	Sacramento County Superior Court	34-2020-00278787	Richard Sueyoshi
Charisma Coleman, et al. v. H&E Equipment Services, Inc. et al.	Alameda County Superior Court	RG20069157	Brad Seligman
Daria Regester, et al. v. The Jackson Laboratory dba The Jackson Laboratory, West	Sacramento County Superior Court	34-2021-00310014-CU-OE-GDS	Christopher E. Kreugar
Theresa Romandia v. Mattson Technology, Inc.	Alameda County Superior Court	RG20053121	Brad Seligman
Christopher Luque, et al. v. Glovis America, Inc.	Ventura County Superior Court	56-2021-00550720-CU-OE-VTA	Jeffrey G. Bennett
Earl Rhodes, et al. v. Cavotec Dabico US Inc., et al.	Orange County Superior Court	30-2021-01177305-CU-OE-CXC	Peter Wilson
Stacey Collins v. Mobile Medical Examination Services, LLC dba MEDXM, et al.	Orange County Superior Court	30-2020-01130693-CU-OE-CXC	Glenda Sanders
Alexandra Pelgrift v. The 21st Amendment Brewery Cafe	San Francisco County Superior Court	CGC-20-585227	Ethan P. Schulman
Kevin McNeil, et al. v. KIK International, LLC., et al.	San Bernardino County Superior Court	CIVDS1915438	Bryan F. Foster
Jose Lozano v. Peterson Brothers Consutraction, Inc.	Merced County Superior Court	22CV-00103	Brian McCabe
Sterling Skinner v. MoreFlavor, Inc.	Alameda County Superior Court	RG20084231	Brad Seligman
Tom Tesene v. Serrato- McDermott, Inc. dba Allied Auto Stores	Alameda County Superior Court	RG21090589	Brad Seligman
Joseph Jimenez v. Makita USA, Inc.	Los Angeles County Superior Court	20STCV21732	Lawrence P. Riff
Tiffany Gaston, et al. v. Onrad, Inc.	Riverside County Superior Court	RIC2004221	Craig Riemer
Brittany Dam v. Rubber-Cal, Inc.	Orange County Superior Court	30-2020-01176087-CU-OE-CXC	Peter Wilson
Justin Avalos v. Indio Products, Inc.	Los Angeles County Superior Court	20STCV40470	Elihu M. Berle
Gene Weber v. Sunrise Medical (US) LLC	Merced County Superior Court	20CV-01461	Brian McCabe
Roberto Flores v. Rivermaid Trading Company	San Joaquin County Superior Court	STK-CV-UOE-2020-0008623	Jayne Lee
Tom Tesene v. Bossard, Inc.	Alameda County Superior Court	RG21088612	Frank Roesch
Jose Rivera, et al. v. Acco Brands Corporation, et al.	San Bernardino County Superior Court	CIVDS2020490	David Cohn
Katrina Trester, et al. v. Delicato Vineyards	San Benito County Superior Court	CU-22-00016	J. Omar Rodriguez
Beverly Salom, et al. v. Lumentum Operations LLC, et al.	Santa Clara County Superior Court	19CV354198	Sunil R. Kulkarni
Alfredo Salas v. Golden Specialty Foods, LLC	Merced County Superior Court	22CV-00393	Brian McCabe
Alan Childs, et al. v. Dal Chem, Inc. dba Alexis Oil Company	Riverside County Superior Court	CVRI2100684	Craig Riemer
Wesley v. Premier Equipment Rental, Inc.	Kern County Superior Court	BCV-20-101-858-BCB	Bernard C. Barmann
Jamesha Burns v. A.M. Castle & Co.	Los Angeles County Superior Court	20STCV45602	Carolyn B. Kuhl
Luis Miranda v. New Pride Tire, Inc. et al.	Alameda County Superior Court	RG20063513	Stephen Kaus
Marion Schwarz, et al. v. TriWest Healthcare Alliance Corp.	Sacramento County Superior Court	34-2019-00272292-CU-OE-GDS	Jill H. Talley
Robin Quiusky v. Intevac, Inc.	Santa Clara County Superior Court	20CV368343	Sunil R. Kulkarni
Andrew McEathron, et al. v. Ahern Rentals, Inc.	Alameda County Superior Court	RG17867366	Stephen Kaus
Alejandro Munoz v. Sierra Circuits, Inc. et al.	Santa Clara County Superior Court	21CV386080	Sunil R. Kulkarni
Marco Rodriguez v. HYM Engineering, Inc.	Los Angeles County Superior Court	21STCV24146	Carolyn B. Kuhl
Sarah Gomez, et al. v. Townsend Industries, Inc.	Kern County Superior Court	BCV-19-100608	Bernard C. Barmann
Neil Fraser, et al. v. Valley Power Systems, Inc. et al.	Los Angeles County Superior Court	20STCV00279	Carolyn B. Kuhl
Janine Nelson v. Captek Softgel International, Inc.	Los Angeles County Superior Court	20STCV21184	Elihu M. Berle
Matthew Cordova v. Jakks Pacific, Inc.	Los Angeles County Superior Court	22PSCV00149	Salvatore Sirna
Jimmy Arroyo v. Bentley Mills, Inc.	Los Angeles County Superior Court	20PSCV00789	Salvatore Sirna
Jasfer Nepomuceno, et al. v. Portfolio Recovery Associates, LLC	San Diego County Superior Court	37-2021-00006651-CU-OE-CTL	Richard S. Whitney
Zaid Hassan, et al. v. Westpac Labs, Inc.	San Diego County Superior Court	37-2021-0008722-CU-OE-CTL	James A. Mangione
Douglas Nguyen v. Brenner-Fiedler & Associates, Inc.	Riverside County Superior Court	CVRI2100690	Craig Riemer
Ruth Ferrara, et al. v. South Coast Winery, Inc. et al.	Riverside County Superior Court	CVRI2101920	Harold W. Hopp
Leroy Rost v. Lehigh Hanson, Inc. et al.	San Luis Obispo County Superior Court	20CV-0225	Tana L. Coates
Marilou Ower, et al. v. Omni Family Health	Kern County Superior Court	BCV-19-101512	J. Eric Bradshaw
Suleni Itzep, et al. v. Axonics Modulation Technologies, Inc.	Orange County Superior Court	30-2020-01140962-CU-OE-CXC	Lon F. Hurwitz
Damian Crockett, et al. v. Custom Bilt Holdings, LLC	Sacramento County Superior Court	34-2020-00285868-CU-OE-GDS	Jill H. Talley
Earl Gandionco v. Allergan, Inc. et al.	San Joaquin County Superior Court	STK-CV-UOE-2022-0003077	Robert T. Waters
Shawn Lawson v. ACF Components & Fastners, Inc.	Alameda County Superior Court	RG20083855	Frank Roesch
Adrian Escobedo v. Ameripeac, Inc.	Orange County Superior Court	30-2020-01170846-CU-OE-CXC	Peter Wilson
Rina Beltran, et al. v. San Diego County Credit Union	San Diego County Superior Court	37-2019-00015722-CU-OE-CTL	Kenneth J. Medel
Martin Moreno, et al. v. Waiter.com, Inc.	Santa Clara County Superior Court	20CV369926	Theodore C. Zayner
Veronica Silva v. Corodata Corporation, et al.	San Diego County Superior Court	37-2020-00033872-CU-OE-CTL	Timothy Taylor
Carlos Marroquin v. Pacific Spice Company, Inc.	Los Angeles County Superior Court	21STCV03659	Lawrence P. Riff
Marvin King v. Irwin International, Inc. dba Aircraft Spruce and Specialty, Co.	Riverside County Superior Court	CVRI2100045	Harold W. Hopp

	Court	Case Number	Judge
Kris Brehm, et al. v. Platinum Living Services, Inc. dba Oakwood Village	Placer County Superior Court	S-CV-0046296 Consolidated with S-CV-0046676	Michael Jones
Steven Hammer v. Daylight Foods, Inc., et al.	Santa Clara County Superior Court	21SC378146	Sunil R. Kulkarni
Eric Shadinger v. Wesco Distribution, Inc.	Sacramento County Superior Court	34-2021-00298583-CU-OE-GDS	Jill H. Talley
Jarid Gomez, et al. v. Parker-Hannifin Corporation	Ventura County Superior Court	56-2022-00563952-CU-OE-VTA	Benjamin Coats
Alyssa Mendoza, et al. Olde Thompson, LLC, et al.	Ventura County Superior Court	56-2021-00554385-CU-OE-VTA	Benjamin Coats
Ramon Cordova v. Ramko Injection, Inc.	Riverside County Superior Court	CVSW2001409	Craig Riemer
AnnMarie Albanez v. OCMBC, Inc. dba Loanstream Mortgage	Orange County Superior Court	30-2019-01078636-CU-OE-CXC	Lon F. Hurwitz
Paul Blevins v. Markstein Beverage Co. of Sacramento	San Joaquin County Superior Court	STK-CV-UOE-2022-0011667	Robert T. Waters
Oscar Benitez, et al. v. Medtronic, Inc., et al.	Orange County Superior Court	30-2019-01069185-CU-OE-CXC	Peter Wilson
Jesus Piedra, et al. v. Chem Mark of Long Beach, Inc.	Los Angeles Superior Court	21STCV06005	Yvette M. Palazuelos
Andre Markham v. CCL Tube Inc.	Los Angeles Superior Court	20STCV40725	Elihu M. Berle
Ana Vargas, et al. v. Spates Fabricators, Inc.	Riverside County Superior Court	CVRI2100462	Harold W. Hopp
Eric Wade v. Steel Unlimited, Inc.	Riverside County Superior Court	CVRI2103751	Harold W. Hopp
Cheryl Black, et al. v. Seabreeze Management Company, Inc. et al.	Kern County Superior Court	BCV-20-101627	Bernard Barmann, Jr.
Adam Loera, et al. v. TruGreen, Inc., et al.	San Joaquin County Superior Court	STK-CV-UOE-2022-0005745	Barbara Kronlund
Serena Jones v. Amada Weld Tech, Inc f/k/a Amada Miyachi America, Inc.	Los Angeles County Superior Court	21STCV33989	David S. Cunningham III
Antonio Gonzales v. Keeco, LLC	Riverside County Superior Court	CVRI2104851	Harold W. Hopp

EXHIBIT 5

JUSTICE LAW CORPORATION CASE COST DETAIL
Pacific Groservice Inc., et al. adv. Blea

<u>Date</u>	<u>Pavee</u>	<u>Activity</u>	<u>Amount</u>
7/6/2020	United States Postal Service	Mailing Correspondence	\$ 63.45
8/18/2020	SignNow	Attorney Services	\$ 5.00
8/19/2020	United States Postal Service	Mailing Correspondence	\$ 8.05
8/19/2020	Labor and Workforce Development Agency	PAGA Filing Fee	\$ 75.00
12/28/2020	Odyssey	Filing & Filing Fee	\$ 453.77
12/31/2020	OneLegal	Service of Process	\$ 115.00
1/6/2021	Odyssey	Filing	\$ 5.72
1/20/2021	United States Postal Service	Service of Process	\$ 3.45
2/22/2021	Odyssey	Filing & Filing Fee	\$ 1,035.72
2/22/2021	United States Postal Service	Service of Process	\$ 1.96
4/15/2021	CourtCall	Court Hearing	\$ 94.00
4/16/2021	United States Postal Service	Service of Process	\$ 1.55
4/16/2021	Odyssey	Filing	\$ 5.72
4/16/2021	United States Postal Service	Service of Process	\$ 1.96
4/26/2021	Odyssey	Filing	\$ 5.72
4/26/2021	United States Postal Service	Service of Process	\$ 1.55
6/24/2021	CourtCall	Court Hearing	\$ 94.00
6/25/2021	Odyssey	Filing	\$ 5.72
6/25/2021	United States Postal Service	Service of Process	\$ 1.96
7/19/2021	General Logistics Systems	Mailing Correspondence	\$ 18.59
3/2/2022	SignNow	Attorney Services	\$ 30.00
3/3/2022	SignNow	Attorney Services	\$ 25.00
3/3/2022	United States Postal Service	Mailing Correspondence	\$ 8.53
3/4/2022	SignNow	Attorney Services	\$ 5.00
3/21/2022	Odyssey	Filing & Filing Fee	\$ 26.32
3/21/2022	United States Postal Service	Service of Process	\$ 1.58
4/21/2022	SignNow	Attorney Services	\$ 5.00
4/27/2022	Jeffrey A. Ross	Mediation Fees	\$ 9,000.00
4/27/2022	Douglas Han	Attorney Reimbursement - Mediation	\$ 49.94
5/11/2022	Odyssey	Filing & Filing Fee	\$ 32.04
5/11/2022	Berger Consulting Group	Expert Review and Analysis of Payroll Records	\$ 2,312.50
5/13/2022	Odyssey	Filing & Filing Fee	\$ 26.32
8/4/2022	CourtCall	Court Hearing	\$ 94.00
8/4/2022	Odyssey	Filing	\$ 5.72
11/8/2022	Odyssey	Filing & Filing Fee	\$ 73.24
12/12/2022	Odyssey	Filing	\$ 5.72
2/2/2023	Odyssey	Filing & Filing Fee	\$ 26.32
2/6/2023	Odyssey	Filing	\$ 5.72
	Odyssey	Filing & Filing Fee (Anticipatory)	\$ 73.24
	Odyssey	Filing (Anticipatory)	\$ 5.72
	LexisNexis	Legal Research	\$ 1,600.00
	Justice Law Corporation (In House)	Photocopies (385 @ \$0.15 per page)	\$ 57.75
		Total Cost	\$ 15,467.55