

1 Alejandro P. Gutierrez, SBN 107688
2 **HATHAWAY, PERRETT, WEBSTER, POWERS,**
3 **CHRISMAN & GUTIERREZ, APC**
4 200 Hathaway Building
5 5450 Telegraph Road, Suite 200
6 Post Office Box 3577
7 Ventura, CA 93006-3577
8 Telephone: (805) 644-7111
9 Facsimile: (805) 644-8296
10 E-mail: agutierrez@hathawaylawfirm.com

11 Daniel J. Palay, SBN 159348
12 Brian D. Hefelfinger, SBN 253054
13 **PALAY HEFELFINGER, APC**
14 1484 E. Main Street
15 Suite 105-B
16 Ventura, CA 93001
17 Telephone: (805) 628-8220
18 Facsimile: (805) 765-8600
19 E-mail: djp@calemploymentcounsel.com
20 bdh@calemploymentcounsel.com

21 Attorneys for Plaintiff JESSICA DURAN and the Putative Class

22 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

23 **FOR THE COUNTY OF SAN FRANCISCO**

24 COORDINATION PROCEEDING
25 SPECIAL TITLE [RULE 3.550]

Judicial Council Coordination Proceeding
No.: 4911

26 **SEPHORA WAGE AND HOUR CASES**

CLASS ACTION

27 Included actions:

28 *Burnthorne-Martinez v. Sephora USA, Inc.*
(San Francisco CGC 16-550894)

Provencio v. Sephora USA, Inc. (Santa Clara
16CV294112)

Hernandez v. Sephora USA, Inc. (San
Francisco CGC-17-557031)

Duran v. Sephora USA, Inc. (San Francisco
CGC-17-561452)

**DECLARATION OF BRIAN D.
HEFELFINGER IN SUPPORT OF
MOTIONS FOR FINAL APPROVAL
OF CLASS SETTLEMENT, FEE AND
COST AWARD, AND INCENTIVE
AWARDS**

///

///

1 **DECLARATION**

2 I, Brian D. Hefelfinger, declare as follows:

3 1. I am a member of the State Bar of California and am admitted to practice before this all
4 state and federal courts in California, including this Court. I am a partner in the law firm of Palay
5 Hefelfinger APC. My firm, together with The Hathaway Firm, LLP, represent the named plaintiff
6 Jessica Duran in the above-referenced action that is included in the within coordinated proceedings.

7 2. I have personal knowledge of the facts set forth in this declaration, and if called upon to
8 do so, could and would testify competently to those facts, except where I make a statement as to
9 information and belief, in which case I am informed and believe the statement to be true.

10 3. I am a partner with the firm Palay Hefelfinger, APC, formerly practicing with the firm
11 Strauss & Palay, APC (formerly the Palay Law Firm and currently Strauss & Strauss, APC) and am
12 one of the attorneys representing Plaintiff Duran in this matter and the related, coordinated judicial
13 proceedings that were commenced and ultimately consolidated before this court.

14 4. I make this declaration in support of the Motions for Final Approval of Class Action
15 Settlement, together with the related fee and incentive award requests, in this matter. The factual
16 representations made in the contemporaneously filed Motions, are, to the best of my knowledge, true
17 and correct.

18 5. I have been an attorney since 2007. Since then, I have been involved in litigating
19 several class action cases, all wage and hour matters. I joined the Strauss firm in 2011. In September
20 2016, I formed, along with Daniel Palay, the firm Palay Hefelfinger APC. Both firms have a strong
21 emphasis in employee-related litigation on a class-wide basis. Thus, for the past ten years I have
22 devoted my practice exclusively to class action and employment law matters.

23 6. While I was at the Strauss firm, we resolved numerous class action matters and I
24 continue to litigate presently certified class actions and pending certification matters. All of these class
25 action cases have involved employee-related wage claims, including those similar to the causes of
26 action as presented in this matter. Examples in which my law firm represented class members include:
27 Alameda County Superior Court case *Britto v. Zep*, VB-10553718; San Francisco Superior Court case
28 *Icard v. Ecolab, Inc.*, CGC-09-495344 (removed as N.D. Case No. 13-cv-05097-PJH); Ventura

1 County Superior Court cases; *Vasquez v. DCH (Oxnard) Inc.*, CIV 243055; Central District of
2 California cases *Pagel v. Dairy Farmers of America, Inc.*, C.D. Cal. Case No. 13-cv-02382-CVW-
3 VBK; *Ladore v. Ecolab, Inc.*, Case No. 2:11-cv-09386 (FMO); *Berry et al. v. DCOR, LLC*, C.D. Cal.
4 Case No. 2:15-CV-02792-RGK-AJW; Kern County case, *Zavala v. Resource Staffing, Inc. et al.*, Kern
5 County Case No. S-1500-CV0278358 LHB; *Wawryk v. Zoom Media Corp.*, Los Angeles Superior
6 Case No. BC561047; *Ross et al. v. Ecolab*, N.D. Cal. Case No. C 13-5097 PJH; *Martino v. Ecolab*,
7 Northern District of California case number 5:14-cv-04358-PSG; and *Bankwitz v. Ecolab*, N.D. Cal.
8 Case No. 3:17-cv-02924-EMC.

9 7. Prior to forming Palay Hefelfinger APC with Mr. Daniel J. Palay, I worked as an
10 associate attorney, and later of-counsel, at Strauss & Palay APC. In this capacity, all of my practice
11 was devoted to employment litigation on behalf of employees. Prior to this, I worked as an associate
12 attorney at Nordman Cormany Hair & Compton LLP, a comprehensive civil litigation firm in Ventura
13 County, California. For the last decade, I have spent 95% of my time handling employment cases on
14 behalf of employees-only. I dedicate my practice to representing employees in mostly wage-and-hour
15 and related disputes.

16 8. I received an undergraduate degree from California Institute of Technology in 2004. I
17 received my law degree from Pepperdine University School of Law in May of 2007. I was admitted to
18 the California Bar in December 2007. Since my admission to the Bar, I have always practiced civil
19 litigation, including employment litigation. I am admitted to practice before all courts within
20 California, including the District Courts of all four districts. I also am admitted and have appeared
21 before the Ninth Circuit Court of Appeals.

22 9. I have represented many plaintiffs in employment law matters, and also have been
23 appointed as Class Counsel in several wage-and-hour class actions. I have been involved in the local
24 community and bar associations, and have been named as a Southern California Rising Star
25 (Employment Litigation – Plaintiffs) by Super Lawyers® magazine as well as a Super Lawyer by the
26 publication.

27 10. My current hourly rate in the San Francisco and Los Angeles area markets is \$650 per
28 hour. My hourly rate is supported my own (and the firm’s) extensive and specialized experience in

1 wage and hour cases and recognized expertise. It is also supported by recent rate determinations issued
2 in wage and hour matters that I have handled within the past few years. For example, the most recent
3 decisions including rate determinations were in several wage-and-hour arbitration matters, in both
4 Northern and Southern California, wherein the arbitrators approved my rate at \$625 per hour, in 2020
5 and 2021. I can provide these decisions upon request.

6 11. Further, the *Laffey Matrix* projects that my rate should be at least \$764 per hour, based
7 on my experience. (*See, e.g.*, <http://www.laffeymatrix.com/see.html>) (accessed 2/2/2022) (citing *DL*
8 *v. District of Columbia*, 267 F.Supp.3d 55, 69 (D.D.C. 2017)).

9 12. Daniel J. Palay is a shareholder and founder of the Palay Hefelfinger APC firm, and
10 was admitted to practice in California in 1992. Mr. Palay has a long history of outstanding
11 performance in employment cases. The Palay Hefelfinger APC firm (including counsel Daniel J.
12 Palay's former firms of McTague & Palay, and The Palay Law Firm) has extensive experience in
13 successful prosecution of wage class action matters. Palay Hefelfinger, APC has a strong emphasis in
14 employee-related litigation on a class-wide basis. The Firm has resolved many certified class action
15 matters and continues to represent individuals in presently-certified class actions and pending
16 certification matters.

17 13. Mr. Palay has personally handled well over fifty wage-and-hour class actions.
18 Numerous courts throughout the state have appointed him class counsel, including the following cases:
19 Kern County Superior Court cases *Calvillo v. Diamond Well Service*, S-1500-CV 259751; *Candete v.*
20 *Cummings Transportation Service*, S-1500-CV 264301; *Carter v. B&L Tongs, LLC*, S-1500-CV-
21 258154 SPC; and *Gutierrez v. Halliburton Energy Services, Inc.*, S-1500-CV-257557 SPC; Los
22 Angeles County Superior Court case *Henson v. Searles Valley Minerals Operations, Inc.*, BC404330;
23 San Francisco Superior Court case *Icard v. Ecolab, Inc.*, CGC-09-495344; Solano County Superior
24 Court case *Kenton v. PGD*, FCS 029221; and Ventura County Superior Court cases *Bautista v.*
25 *Alliance Environmental Group*, 56-2009-00357772-CU-OE-VTA; *Barragan v. Republic Drilling Co.*,
26 56-2007-00286959-CU-OE-VTA; *Cortez v. Pool California Energy Services, Inc.*, CIV 222363;
27 *Gonzalez v. Key Energy Services, Inc.*, CIV 236497; *Hemosillo v. Kenai Drilling, Ltd.*, CIV 237210;
28 *Hiriarte v. Weatherford U.S., L.P.*, CIV 247425; *Howe v. BTC Laboratories, Inc.*, CIV 233988; *Roe v.*

1 *Ecolab, Inc.*, CIV 233936; and *Vasquez v. DCH (Oxnard) Inc.*, CIV 243055; and many more. Mr.
2 Palay is responsible for securing some of the largest, known per-claimant class action awards and
3 settlements in California history.

4 14. In this matter, as in all wage/hour class matters since 2021 and forward, Mr. Palay
5 seeks his fees at the rate of \$825 per hour. This rate is reasonable for several reasons. First, based on
6 my experience and familiarity with the employment law marketplace in California, \$800 per hour is a
7 reasonable hourly billing rate for an attorney of Mr. Palay's experience, results and credentials. I have
8 also reviewed the most current, updated version of the *Laffey Matrix* concerning attorney billing rates,
9 and the Matrix suggests that an attorney with 20-plus years of experience should be billing at the rate
10 of at least \$919 per hour.

11 15. In addition, under previous fee awards and rate determinations that my firm (including
12 Mr. Palay and myself) has received, Mr. Palay was approved at the rate of \$800 per hour back in 2020.
13 I can provide exemplar awards and rulings containing these recent rate approvals, upon request.
14 Finally, attorneys of comparable experience in similar cases in California have been awarded the same
15 rate as the requested rate herein for Mr. Palay, at \$825 per hour. *See, e.g., Polee v. Cent. Contra Costa*
16 *Transit Auth.*, No. 18-CV-05405-SI, 2021 WL 308608, at *4 (N.D. Cal. Jan. 29, 2021) (approving rate
17 of \$850 per hour in employment case for attorney with 30+years of practice). Accordingly, Mr.
18 Palay's rate at \$825 an hour is consistent with the most recent rate determinations our firm has
19 received, the legal marketplace, and the case law.

20 16. My partner Mr. Palay and I are both qualified and prepared to prosecute this class
21 action competently and vigorously, and will fairly, vigorously, and tenaciously represent the class in
22 this matter. In fact, the record will show that we have already done so, and have devoted hundreds of
23 hours to this case fighting for the putative class members.

24 17. My personal involvement in this case, including my evaluation of both the law and the
25 evidence, leads to the conclusion that we have achieved a reasonable settlement for the class under the
26 circumstances.

27 18. Based on the foregoing, I believe the settlement reached in this matter is fair,
28 reasonable, in the best interest of the members of the Class and as such ask and recommend that the

1 Court preliminary approve the settlement. The class members will obtain a reasonable recovery that
2 reflects the realities of the litigation and is better than the alternative of continued litigation. The risks
3 of litigation and those unique to this case are real, and the class will benefit from a resolution of this
4 case pursuant to the terms of the Settlement.

5 19. In providing this declaration, I have attempted to review all of the work the legal
6 professionals in my firm—myself and Mr. Palay—each performed in this case including all emails,
7 pleadings, drafts, spreadsheets, correspondence, my own billing entries, physical and electronic files in
8 the matter, and the billing records of my co-counsel. I eliminated duplicate entries or any I felt were
9 inefficient or would not otherwise be paid by an hourly-paying client.

10 20. In this case, we were retained based upon a written contingency fee arrangement,
11 wherein we agreed to advance all costs and receive no fee, unless and until a recovery was
12 accomplished. Because of the anticipated need of resources for the prosecution of this case, we had to
13 forego other work and face considerable financial risk in this Action. Our written fee agreement with
14 the client provides for a 35% contingency fee based on any recovery that is obtained.

15 21. In our firm's employment practice, we represent employees the majority of the time in
16 litigation matters. We almost always represent employees on a contingent-fee basis, and we typically
17 advance all litigation costs, since our individual clients cannot typically afford to fund litigation.
18 Sometimes we are able to recover money for our clients; but other times, we are not successful and
19 there is no monetary recovery.

20 22. When the latter scenario happens, my firm suffers a loss. For example, Mr. Palay co-
21 counseled an employment case several years ago; the attorneys of the plaintiff(s) believed the case was
22 strong, but the case did not resolve, and the case ended up being tried before a jury in Ventura County.
23 The jury found for the employer. The firms had each advanced thousands in costs and incurred
24 hundreds of hours in attorney time through the trial. Because the firms represented the client on a
25 contingent-fee basis, they received zero fees, and the client could not afford to re-pay the costs
26 advanced. This is the very real and persistent risk of representing a plaintiff on a contingent-fee basis.

27 23. The benefit of representing an employee on a contingent-fee basis is that it permits
28 clients to obtain qualified attorneys without having to pay hourly fees. In turn, this provides critical

1 access to the courts for people who otherwise would be unable to find competent counsel to represent
2 them. It also vindicates important public policy aims that the wage and hour statutes are intended to
3 protect, where the economic situation of meritorious plaintiffs might otherwise not permit.

4 24. From the outset, prosecution of this case has involved significant financial risk for
5 Class Counsel. Class Counsel undertook this matter solely on a contingency basis, with no guarantee
6 of recovery. Class Counsel has had to pay salaries, overhead and costs while the case was pending.
7 Recovery was never assured and, in fact, required successful vindication of key legal issues in the case
8 such as a successful summary judgment motion. We have litigated this case for just over four years,
9 and have achieved significant benefits for the settlement class members. My personal involvement in
10 this case, including my evaluation of both the law and the evidence, leads me to the conclusion that we
11 have achieved a significant victory for the class.

12 25. At all times, the Parties' settlement negotiations have been non-collusive, adversarial,
13 and conducted at arms-length.

14 26. The Class Counsel firms maintain records of the hours we spend working on our cases.
15 I made a general examination of all of the billings regarding this litigation on account of legal services
16 furnished. These records were made in the regular course of Palay Hefelfinger APC's firm operations.

17 27. I have personally reviewed the recorded billing entries which set forth the number of
18 hours the members of the Class Counsel firms have recorded in this case through the current time.
19 Excluded from my summary herein, however, is time that will need to be spent related to the final
20 approval hearing, as well as administrative tasks that will continue to occur in the months following
21 final approval. For example, in my experience it is very common in class action settlements that the
22 class counsel firms must continue to field calls and questions from settlement class members for many
23 months following approval. Often, these calls (and e-mails) that come post-final approval concern
24 things such as disbursement logistics, address changes, where to seek tax advice, and the effect or
25 scope of the release.

26 28. From this case's inception, in 2017 (for the *Duran* action), to the present, Class Counsel
27 recorded many hours litigating this matter. I have reviewed the billings relating to this matter from my
28 firm.

1 29. Attorney Daniel J. Palay has recorded in excess of 53 hours of attorney time, for an
2 unadorned “base” lodestar in this matter of \$43,972.50.

3 30. I have recorded in excess of 75 hours of attorney time in this matter, for an unadorned
4 “base” lodestar figure in this matter of \$48,685.00.

5 31. Therefore, the base lodestar for Palay Hefelfinger APC in this matter is **129 hours** of
6 attorney time, and corresponding fees of **\$92,657.50**. Attached hereto as an exhibit is a true and
7 correct copy of the collected billing entries and cost items for Palay Hefelfinger APC in connection
8 with this matter as of February 2, 2022.

9 32. Of course, additional attorney hours, and potentially costs, will be necessary over the
10 next few months to ensure the proper administration and implementation of the Settlement. Based on
11 my experience in prior class settlements, this is likely to require another 50 to 100 hours of legal
12 professional time through and after final approval.

13 33. The time recorded by my firm and reflected in above summary was all reasonably and
14 necessarily incurred. In fact, as indicated above, I have removed billing entries that I felt were
15 unreasonable (*i.e.*, duplicative) or unnecessary toward achieving the final result herein.

16 34. My firm as well as the Hathaway firm incurred fees and costs associated with the
17 prosecution of this action. Because this matter was taken on a contingency fee arrangement, the Class
18 Counsel firms had to pay / advance all necessary litigation costs in order to prosecute the action.

19 35. I have reviewed the cost files for our firm, pertaining to named plaintiff Duran in this
20 matter. The costs advanced by my firm, are **\$248.02**, and include the following: court fees, delivery
21 and courier expenses, and attorney service expenses. My co-counsel will separately provide their
22 costs incurred. I can provide the Court with copies of the invoices and/or receipts for each of these
23 costs, if requested.

24 36. As noted above, we (Class Counsel) took this case on a fully contingent arrangement,
25 with no payment up front, and have borne the expenses, costs, and risks associated with litigating this
26 case. Virtually all the work handled by Plaintiffs’ counsel’s firms is conducted on a contingent-fee
27 basis, which means that sometimes fees and expenses are recovered; other times, nothing is recovered.
28 We have litigated this case for over four years.

Exhibit 1

DATE	BILLER	CLIENT/MATTER	DESCRIPTION	TIME	CATEGORY	RATE	TOTAL
3/3/2017	DJP	Duran v. Sephora	Review paystubs and records	0.3	Case administration	\$825.00	\$247.50
3/3/2017	DJP	Duran v. Sephora	Edit draft complaint	0.6	Pretrial pleadings and motions	\$825.00	\$495.00
3/6/2017	BDH	Duran v. Sephora	Begin drafting PAGA notice letter. Review applicable LC violations and new LWDA procedural requirements.	2.1	General legal services	\$650.00	\$1,365.00
3/7/2017	BDH	Duran v. Sephora	Attention to PAGA letter and complaint. Correspondence with DJP and APG concerning same.	0.3	General legal services	\$650.00	\$195.00
3/7/2017	BDH	Duran v. Sephora	Review and revise complaint. Emails with DJP and APG concerning same.	1	General legal services	\$650.00	\$650.00
3/7/2017	DJP	Duran v. Sephora	Review and edit for final draft of PAGA letter	0.8	General legal services	\$825.00	\$660.00
3/7/2017	DJP	Duran v. Sephora	Attention to amending complaint to add section 212 cause of action	0.6	General legal services	\$825.00	\$495.00
3/10/2017	BDH	Duran v. Sephora	Attention to PAGA Notice Letters to employer and LWDA. Prepare certified mailing and return receipt materials.	1.2	General legal services	\$650.00	\$780.00
3/13/2017	BDH	Duran v. Sephora	Attention to online PAGA web portal on LWDA site. Upload claim notice letter and complete relevant forms.	0.5	General legal services	\$650.00	\$325.00
4/5/2017	BDH	Duran v. Sephora	Review case management conference order.	0.5	Case administration	\$650.00	\$325.00
4/18/2017	DJP	Duran v. Sephora	Prepare email to opposing counsel re: scheduling Rule 26(f) conference	0.3	Opposing counsel communication	\$825.00	\$247.50
4/25/2017	DJP	Duran v. Sephora	Review email from opposing counsel re: Rule 26 conference; respond and calendar	0.2	Opposing counsel communication	\$825.00	\$165.00
4/28/2017	BDH	Duran v. Sephora	Rule 26 conference with opposing counsel and DJP.	0.9	Opposing counsel communication	\$650.00	\$585.00
4/28/2017	BDH	Duran v. Sephora	Begin drafting Joing CMC Statement.	0.8	Pretrial pleadings and motions	\$650.00	\$520.00
4/28/2017	DJP	Duran v. Sephora	Rule 26 conference with opposing counsel	0.9	Opposing counsel communication	\$825.00	\$742.50
4/28/2017	DJP	Duran v. Sephora	Draft RFP, Special Rog and PMK notice	1.6	Discovery	\$825.00	\$1,320.00
5/1/2017	BDH	Duran v. Sephora	Review and revise RFP, Interrogatories and PMK deposition notice. Email to opposing counsel regarding same.	1.5	Discovery	\$650.00	\$975.00
5/3/2017	BDH	Duran v. Sephora	Attention to initial disclosures and joint CMC statement. Discuss with DJP.	1.2	Pretrial pleadings and motions	\$650.00	\$780.00
5/10/2017	BDH	Duran v. Sephora	Finish initial draft of joint CMC statement. Email to opposing counsel regarding statement, electronic service issues, and PMK deposition issues.	0.5	Opposing counsel communication	\$650.00	\$325.00
5/12/2017	BDH	Duran v. Sephora	Attention to initial disclosures and production of initial documents. Emails to opposing counsel concerning same.	1	Discovery	\$650.00	\$650.00
5/12/2017	DJP	Duran v. Sephora	Prepare amended complaint adding PAGA cause of action	0.9	Pretrial pleadings and motions	\$825.00	\$742.50
5/15/2017	BDH	Duran v. Sephora	Revise SAC and PAGA amendment.	0.8	Pretrial pleadings and motions	\$650.00	\$520.00
5/16/2017	BDH	Duran v. Sephora	Attention to SAC and exhibits. E-file and lodge with LWDA. Courtesy copies prepared.	1.2	Pretrial pleadings and motions	\$650.00	\$780.00

5/16/2017	BDH	Duran v. Sephora	Phone call with counsel Matthew Archbold in other litigation involving Sephora. Discuss issues pertaining to case relation, comparison of claims asserted.	0.3	Opposing counsel communication	\$650.00	\$195.00
5/22/2017	BDH	Duran v. Sephora	Meeting with APG and DJP concerning case management and strategy issues. Emails concerning ADR procedures.	1.2	Case administration	\$650.00	\$780.00
5/22/2017	BDH	Duran v. Sephora	Emails with defense counsel regarding ADR selection and discovery issues.	0.5	Opposing counsel communication	\$650.00	\$325.00
5/22/2017	DJP	Duran v. Sephora	meeting with co-counsel re: strategy	0.5	Case administration	\$825.00	\$412.50
5/23/2017	BDH	Duran v. Sephora	Prepare stipulation regarding responsive pleading to SAC. Emails to counsel concerning same.	1.2	Pretrial pleadings and motions	\$650.00	\$780.00
5/24/2017	BDH	Duran v. Sephora	Emails with defense counsel regarding stipulation. Review edits to same.	0.6	Pretrial pleadings and motions	\$650.00	\$390.00
5/26/2017	BDH	Duran v. Sephora	Phone call with co counsel APG regarding related case issues; follow up email to counsel in Hernandez matter regarding strategy.	0.7	General legal services	\$650.00	\$455.00
5/31/2017	BDH	Duran v. Sephora	Conference call with counsel in Hernandez v. Sephora matter. Discuss strategy with co counsel.	0.8	Case administration	\$650.00	\$520.00
6/1/2017	BDH	Duran v. Sephora	Emails to defense counsel concerning PMK deposition and Joint CMC Statement. Attention to revising PMK notice.	0.8	Opposing counsel communication	\$650.00	\$520.00
6/2/2017	BDH	Duran v. Sephora	Attention to revising Joint CMC Statement and emails to opposing counsel concerning same.	1.1	Opposing counsel communication	\$650.00	\$715.00
6/2/2017	BDH	Duran v. Sephora	Research regarding CAFA jurisdictional issues and potential 12b arguments raised by Defendant.	1	Legal research	\$650.00	\$650.00
6/7/2017	BDH	Duran v. Sephora	Attend ADR conference call	0.5	Alternative Dispute Resolution activities	\$650.00	\$325.00
6/7/2017	BDH	Duran v. Sephora	Emails with co counsel APG regarding documents produced and PMK deposition prep.	0.5	Discovery	\$650.00	\$325.00
6/7/2017	DJP	Duran v. Sephora	Attend ADR conference call	0.5	Case administration	\$825.00	\$412.50
6/13/2017	DJP	Duran v. Sephora	Review CAFA jurisdiction and applicable case law re: diversity	0.5	General legal services	\$825.00	\$412.50
6/27/2017	BDH	Duran v. Sephora	Review and analyze Motion to Dismiss. Emails with co counsel concerning same.	1	Pretrial pleadings and motions	\$650.00	\$650.00
7/3/2017	BDH	Duran v. Sephora	Emails with defense counsel and revise stipulation concerning opposition to motion to dismiss.	0.6	Case administration	\$650.00	\$390.00
7/10/2017	BDH	Duran v. Sephora	Meeting with co counsel APG and DJP regarding motion to discuss issues and strategy.	0.6	Case administration	\$650.00	\$390.00
7/10/2017	BDH	Duran v. Sephora	Attention to draft TAC and stipulation to amend.	1.5	Pretrial pleadings and motions	\$650.00	\$975.00
7/11/2017	BDH	Duran v. Sephora	Attention to opposition to Motion to Dismiss. Research regarding same.	1.5	Pretrial pleadings and motions	\$650.00	\$975.00
7/14/2017	BDH	Duran v. Sephora	Attention to finalizing and e-filing opposition to motion to dismiss.	1.5	Pretrial pleadings and motions	\$650.00	\$975.00
7/25/2017	DJP	Duran v. Sephora	Meeting with co-counsel re: reply brief	0.8	Pretrial pleadings and motions	\$825.00	\$660.00

7/27/2017	BDH	Duran v. Sephora	Attention to reply and supporting declaration re motion for leave to amend. Emails with co counsel APG and DJP concerning same.	0.8	Pretrial pleadings and motions	\$650.00	\$520.00
7/29/2017	BDH	Duran v. Sephora	Review and edit reply brief ISO motion for leave to amend. Emails with co counsel APG concerning same.	1	Pretrial pleadings and motions	\$650.00	\$650.00
8/14/2017	DJP	Duran v. Sephora	Review email from defense counsel and respond	0.2	Opposing counsel communication	\$825.00	\$165.00
8/14/2017	DJP	Duran v. Sephora	Legal research re: supplemental jurisdiction and court's request for further briefing	1.2	Legal research	\$825.00	\$990.00
8/15/2017	BDH	Duran v. Sephora	Research regarding supplemental jurisdiction issues.	0.5	Legal research	\$650.00	\$325.00
8/21/2017	DJP	Duran v. Sephora	Begin drafting opp to supplemental brief filed by Defendant	1.8	Pretrial pleadings and motions	\$825.00	\$1,485.00
8/22/2017	DJP	Duran v. Sephora	Continue preparing Opp to Supplemental jurisdiction brief filed by D	2.6	Pretrial pleadings and motions	\$825.00	\$2,145.00
8/23/2017	DJP	Duran v. Sephora	Continue research and preparation of Opp to Supplemental jurisdiction brief filed by D	3	Pretrial pleadings and motions	\$825.00	\$2,475.00
8/30/2017	BDH	Duran v. Sephora	Attention to brief re supplemental jurisdiction issues. Emails with co counsel APG concerning same.	3	Pretrial pleadings and motions	\$650.00	\$1,950.00
8/30/2017	BDH	Duran v. Sephora	Legal research concerning supplemental jurisdiction issues raised by court.	1.1	Legal research	\$650.00	\$715.00
8/31/2017	BDH	Duran v. Sephora	Emails with co counsel concerning supplemental jurisdiction brief and exhibits.	0.3	Pretrial pleadings and motions	\$650.00	\$195.00
9/11/2017	DJP	Duran v. Sephora	Attend telephonic ADR conference	0.2	General legal services	\$825.00	\$165.00
9/14/2017	BDH	Duran v. Sephora	Review CMC joint statement from coordinated Sephora state law cases. Email co counsel regarding same.	0.3	Pretrial pleadings and motions	\$650.00	\$195.00
9/18/2017	DJP	Duran v. Sephora	Review order from Court	0.1	Case administration	\$825.00	\$82.50
9/18/2017	DJP	Duran v. Sephora	Conference call with co-counsel re: strategy, division of tasks	0.4	Case administration	\$825.00	\$330.00
9/18/2017	DJP	Duran v. Sephora	draft state complaint	0.9	Pretrial pleadings and motions	\$825.00	\$742.50
9/19/2017	BDH	Duran v. Sephora	Email opposing counsel regarding written discovery and deposition issues.	0.5	Opposing counsel communication	\$650.00	\$325.00
9/19/17	BDH	Duran v. Sephora	Review and analyze order dismissing state law claims. Discuss with co counsel.	0.5	Case administration	\$650.00	\$325.00
9/20/2017	BDH	Duran v. Sephora	Emails with co counsel regarding 30b6 deposition and RFP discovery issues.	0.3	Discovery	\$650.00	\$195.00
9/27/2017	BDH	Duran v. Sephora	Email with defense counsel Stathopolous regarding discovery issues and case management.	0.4	Opposing counsel communication	\$650.00	\$260.00
10/4/2017	BDH	Duran v. Sephora	Attention to PMK deposition notice. Emails with co counsel regarding same.	0.3	Discovery	\$650.00	\$195.00
10/4/2017	DJP	Duran v. Sephora	Review D discovery responses and protective order	0.4	Discovery	\$825.00	\$330.00
10/4/2017	DJP	Duran v. Sephora	Research and prepare meet and confer letter re: inappropriate discovery responses to Interrog and RFP by D	2.2	Opposing counsel communication	\$825.00	\$1,815.00

10/9/2017	BDH	Duran v. Sephora	Review CM order and proposed Belaire notice. Emails with co counsel regarding same.	0.5	Case administration	\$650.00	\$325.00
10/12/2017	DJP	Duran v. Sephora	Prepare email to opposing counsel re: discovery	0.3	Opposing counsel communication	\$825.00	\$247.50
10/18/2017	DJP	Duran v. Sephora	conference call with co-counsel re: issues to address at meet and confer	0.3	Case administration	\$825.00	\$247.50
10/18/2017	DJP	Duran v. Sephora	meet and confer with opposing counsel re: discovery			\$825.00	\$0.00
10/25/2017	BDH	Duran v. Sephora	Attention to draft 30b6 notice and topics.	0.8	Discovery	\$650.00	\$520.00
11/8/2017	BDH	Duran v. Sephora	Review objections to PMK deposition notice.	0.5	Discovery	\$650.00	\$325.00
11/8/2017	BDH	Duran v. Sephora	Review objections to PMK deposition notice.	0.5	Discovery	\$650.00	
1/16/2018	BDH	Duran v. Sephora	Emails with co counsel and TPA concerning provision of opt out list and information to defense counsel, objection thereto.	0.5	Case administration	\$650.00	\$325.00
1/25/2018	BDH	Duran v. Sephora	Attention to deposition notice issues raised by co counsel APG and legal research concerning notice issue in consolidated cases.	1	Legal research	\$650.00	\$650.00
1/31/2018	BDH	Duran v. Sephora	Review discovery requests RFP (3) and SI (1) propounded to Duran. Brief review of discovery in related cases.	0.7	Discovery	\$650.00	\$455.00
2/8/2018	BDH	Duran v. Sephora	Review PMK notice drafts and related emails. Conference with DJP and APG to discuss coordinated case issues and discovery.	0.5	Discovery	\$650.00	\$325.00
3/1/2018	DJP	Duran v. Sephora	Review documents produced by D	1.2	Discovery	\$825.00	\$990.00
3/12/2018	DJP	Duran v. Sephora	Attention to Def responses to Special Rog and RFP to Martinez	0.5	Discovery	\$825.00	\$412.50
4/9/2018	DJP	Duran v. Sephora	Prepare Dec of DJP in support of Mot. for Class Cert	1	Pretrial pleadings and motions	\$825.00	\$825.00
4/9/2018	DJP	Duran v. Sephora	Draft and Edit Mot for Class Cert	2.1	Pretrial pleadings and motions	\$825.00	\$1,732.50
4/10/2018	DJP	Duran v. Sephora	Prepare email re: Decs for Class Cert	0.2	Opposing counsel communication	\$825.00	\$165.00
4/20/2018	DJP	Duran v. Sephora	Telephone conference with opposing counsel re: depositions	0.3	Opposing counsel communication	\$825.00	\$247.50
5/1/2018	DJP	Duran v. Sephora	Review D not of depo, calendar same	0.2	Discovery	\$825.00	\$165.00
5/2/2018	DJP	Duran v. Sephora	Review six deposition notices and calendar same	0.3	5/2/2001	\$825.00	\$247.50
5/10/2018	DJP	Duran v. Sephora	Conference call with defense counsel re: depositions	0.2	Opposing counsel communication	\$825.00	\$165.00
5/14/2018	BDH	Duran v. Sephora	Attention to deposition scheduling issues, emails with all counsel regarding depositions, telephonic attendance.	0.4	Case administration	\$650.00	\$260.00
5/17/2018	DJP	Duran v. Sephora	Attend deposition of Celinea Espinoza	1	Discovery	\$825.00	\$825.00
5/18/2018	BDH	Duran v. Sephora	Attend deposition of Melissa Baez.	2	Discovery	\$650.00	\$1,300.00
5/18/2018	DJP	Duran v. Sephora	Attend deposition of Jasmine Daquina	1	Discovery	\$825.00	\$825.00
5/18/2018	DJP	Duran v. Sephora	Attend deposition of Valerie Dapsis	2	Discovery	\$825.00	\$1,650.00
5/23/2018	BDH	Duran v. Sephora	Attend depo of M. Aguilar.	2.2	Discovery	\$650.00	\$1,430.00

5/30/2018	BDH	Duran v. Sephora	Review and analyze Sephora opposition to class certification motion.	0.5	Class certification	\$650.00	\$325.00
5/30/2018	DJP	Duran v. Sephora	Review Def Opp to Class Cert and supporting doc	0.5	Pretrial pleadings and motions	\$825.00	\$412.50
5/30/2018	DJP	Duran v. Sephora	Review and analyze existing case law relative to opposition filed by Defendant. Begin drafting legal citations for Opp	2.8	Class certification	\$825.00	\$2,310.00
5/31/2018	BDH	Duran v. Sephora	Legal research regarding 226 liability based on bonus; further research regarding federal percentage of total earnings bonus.	0.8	Legal research	\$650.00	\$520.00
6/14/2018	BDH	Duran v. Sephora	Attend deposition of Crandall (expert).	5.5	Discovery	\$650.00	\$3,575.00
7/10/2018	BDH	Duran v. Sephora	Conference with DJP and APG regarding case status, next steps.	0.3	Case administration	\$650.00	\$195.00
7/10/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
7/11/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
7/11/2018	DJP	Duran v. Sephora	Research and Prepare supp brief re: class cert	3.4	Pretrial pleadings and motions	\$825.00	\$2,805.00
7/12/2018	BDH	Duran v. Sephora	Attention to trial plan draft and supplemental class certification briefing. Emails with co counsel APG and DJP regarding same.	1	Class certification	\$650.00	\$650.00
7/12/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
7/24/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
7/30/2018	DJP	Duran v. Semaphore	Review draft of supp brief and edit	0.5	Pretrial pleadings and motions	\$825.00	\$412.50
7/30/2018	DJP	Duran v. Sephora	Review draft of supp brief and edit	0.5	Pretrial pleadings and motions	\$825.00	\$412.50
8/27/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
9/4/2018	BDH	Duran v. Sephora	Emails with opp counsel and attention to stipulation concerning redaction.	0.5	Opposing counsel communication	\$650.00	\$325.00
10/12/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
10/13/2018	BDH	Duran v. Sephora	Review and analyze class certification ruling. Emails with co counsel APG discussing same.	1	Class certification	\$650.00	\$650.00
10/17/2018	BDH	Duran v. Sephora	Conference call with all plaintiff counsel in consolidated cases.	0.6	Opposing counsel communication	\$650.00	\$390.00
10/17/2018	DJP	Duran v. Sephora	Telephone conference with co-counsel re: order, trial plan	0.5	General legal services	\$825.00	\$412.50
10/17/2018	DJP	Duran v. Sephora	Prepare Draft of Notice of Class Action	2.1	Pretrial pleadings and motions	\$825.00	\$1,732.50
10/24/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
10/24/2018	DJP	Duran v. Sephora	Review proposed order and edit	0.2	General legal services	\$825.00	\$165.00
10/24/2018	DJP	Duran v. Sephora	Prepare email to co-counsel re: clarity of subclass	0.3	General legal services	\$825.00	\$247.50
10/26/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00

10/29/2018	BDH	Duran v. Sephora	E-mails with co class counsel relating to class certification issues.	0.2	Opposing counsel communication	\$650.00	\$130.00
10/30/2018	BDH	Duran v. Sephora	Attention to class certification order drafting; phone call with APG regarding same.	0.5	Class certification	\$650.00	\$325.00
10/31/2018	BDH	Duran v. Sephora	Conference with APG and DJP regarding case status, next steps.	0.3	Case administration	\$650.00	\$195.00
11/1/2018	BDH	Duran v. Sephora	Conference call with all counsel, regarding certification order and class notice issues.	0.5	Opposing counsel communication	\$650.00	\$325.00
11/1/2018	DJP	Duran v. Sephora	Conference call with all counsel, regarding certification order and class notice issues.	0.5	Opposing counsel communication	\$825.00	\$412.50
11/2/2018	BDH	Duran v. Sephora	Emails with consolidated plaintiffs' counsel regarding CMC, trial plan and expert issues. Conference with DJP re trial plan issues related to Duran subclass/claims.	0.5	Class certification	\$650.00	\$325.00
11/6/2018	BDH	Duran v. Sephora	E-mails with related case plaintiffs' counsel concerning upcoming CMC and trial plan particulars.	0.2	Opposing counsel communication	\$650.00	\$130.00
11/7/2018	DJP	Duran v. Sephora	Review Duran Trial Plan and make final edits	0.6	Pretrial pleadings and motions	\$825.00	\$495.00
11/12/2018	DJP	Duran v. Sephora	Review and analyze D modifications to class notice and related documents.	0.3	General legal services	\$825.00	\$247.50
11/13/2018	DJP	Duran v. Sephora	Edit proposed trial plan	0.5	Pretrial pleadings and motions	\$825.00	\$412.50
11/14/2018	BDH	Duran v. Sephora	Attention to revising trial plan; emails with co counsel regarding same.	1.5	Case administration	\$650.00	\$975.00
11/14/2018	BDH	Duran v. Sephora	Phone call with APG and further edits to Duran claim treatment in trial plan.	1	Case administration	\$650.00	\$650.00
11/15/2018	BDH	Duran v. Sephora	Further revisions to trial plan; emails with co-plaintiffs counsel re same.	1	Case administration	\$650.00	\$650.00
11/15/2018	BDH	Duran v. Sephora	Attention to revising joint cmc statement circulated by defense counsel and all plaintiffs' counsel.	0.8	Pretrial pleadings and motions	\$650.00	\$520.00
11/15/2018	BDH	Duran v. Sephora	Attention to review and revisions of joint CMC statement. Emails with APG re same.	1	Pretrial pleadings and motions	\$650.00	\$650.00
1/3/2019	BDH	Duran v. Sephora	Review case reassignment; emails with Plaintiff counsel regarding peremptory and related issues. Research reassigned judge.	1	Case administration	\$650.00	\$650.00
1/7/2019	BDH	Duran v. Sephora	Review e-mails re discovery requests on merits issues. Review draft discovery requests.	0.5	Discovery	\$650.00	\$325.00
1/10/2019	DJP	Duran v. Sephora	Edit drafts of RFA, RFP, Special Rogs	1.4	Discovery	\$825.00	\$1,155.00
1/28/2019	BDH	Duran v. Sephora	Review proposed class cert order, notice and stipulation. Analyze and e-mails with co-counsel re same.	0.5	Pretrial pleadings and motions	\$650.00	\$325.00
2/13/2019	DJP	Duran v. Sephora	Review and edit joint CMC statement	1.2	General legal services	\$825.00	\$990.00
2/19/2019	BDH	Duran v. Sephora	E-mails concerning class notice mailing.	0.3	Opposing counsel communication	\$650.00	\$195.00
2/25/2019	BDH	Duran v. Sephora	Emails with opp counsel regarding CMC order language; discovery issues.	0.3	Case administration	\$650.00	\$195.00
5/21/2019	DJP	Duran v. Sephora	Prepare CMC statement re: discovery, trial	0.5	Pretrial pleadings and motions	\$825.00	\$412.50

6/4/2019	DJP	Duran v. Sephora	Conference call with opposing counsel	0.6	Opposing counsel communication	\$825.00	\$495.00
6/4/2019	DJP	Duran v. Sephora	Prepare revised discovery plan including stipulations of fact	1.3	Pretrial pleadings and motions	\$825.00	\$1,072.50
6/7/2019	DJP	Duran v. Sephora	Edit Discovery CMC statement	0.5	Pretrial pleadings and motions	\$825.00	\$412.50
8/22/2019	DJP	Duran v. Sephora	Research and draft email re: proposed stipulations	1.4	Opposing counsel communication	\$825.00	\$1,155.00
9/17/2019	BDH	Duran v. Sephora	Emails with co counsel and comments re PAGA discovery needed and trial plan documents.	1	Pretrial pleadings and motions	\$650.00	\$650.00
9/23/2019	DJP	Duran v. Sephora	Download and review docs produced by D	0.9	Discovery	\$825.00	\$742.50
1/15/2020	BDH	Duran v. Sephora	Review emails concerning class member deposition scheduling.	0.5	Opposing counsel communication	\$650.00	\$325.00
1/21/2020	BDH	Duran v. Sephora	Attention to Sephora discovery requests. Review and analyze. Email APG concerning language for responses pertaining to calculations and expert testimony.	1.5	Discovery	\$650.00	\$975.00
7/3/2020	DJP	Duran v. Sephora	Telephone call from class member	0.3	Class member communication	\$825.00	\$247.50
5/27/2021	BDH	Duran v. Sephora	Emails with co counsel re attorney fee issue. Review settlement materials.	0.4	Preliminary Approval	\$650.00	\$260.00
6/1/2021	DJP	Duran v. Sephora	Review fully executed MOU	0.2	General legal services	\$825.00	\$165.00
7/21/2021	BDH	Duran v. Sephora	Prepare class counsel declarations of BDH and DJP. Correspondence with co counsel re same.	1.5	Preliminary Approval	\$650.00	\$975.00
8/26/2021	DJP	Duran v. Sephora	Review tentative ruling re: Prelim Approval	0.2	Pretrial pleadings and motions	\$825.00	\$165.00
12/16/2021	BDH	Duran v. Sephora	Review prelim appr. Order; attention to key dates, tasks.	0.3	Final Approval	\$650.00	\$195.00
1/21/2022	BDH	Duran v. Sephora	Emails re: final approval, compilation of billing records.	0.3	Final Approval	\$650.00	\$195.00

128.70

\$92,657.50

Palay Hefelfinger APC - Costs Advanced (Duran v. Sephora)

Postage, LWDA, DIR Accounting Unit	USPS	\$7.29	BDH
Postage, Sephora CEO	USPS	\$7.29	BDh
Shipment to U.S. District Court	Fedex	\$27.20	BDH
Shipment to U.S. District Court	Fedex	\$27.20	BDH
Shipment to U.S. District Court	Fedex	\$27.07	BDH
PAGA filing fee	LWDA	\$75.00	BDH
United States District Court San Fran		\$27.07	BDH
Attorney Filing	Commercial Process Serving	\$49.90	BDH

\$248.02